

this online study. Results showed that optimism and self-efficacy were negatively related to depression, anxiety and stress and positively related to physical activity. Participants with a high sense of workplace belongingness had lower levels of psychological distress and were more engaged in health behaviour. In combination, the predictors explained 49% of the variance in depression, 23% of stress, 13% of anxiety scores and 24% of the variance in health behaviour. Overall it appears that optimism, self-efficacy and workplace belongingness have the strongest relationship with depression, anxiety and stress and health behaviour. Organisations need to consider interventions to support mental health workers' psychological health and increase participation in health behaviour.

Resilience as a mediator of self-control demands on wellbeing and job satisfaction in client focused work roles

M. George² & M. Caltabiano¹

¹DHS/People Support, Brisbane

²James Cook University

The purpose of this study was to explore whether resilience acted as a health protective factor influencing an employee's ability to manage those demands for self-control placed upon them by the nature of their work, and how this influence interacted with employee well-being and job satisfaction. All participants held tertiary health professional qualifications and worked as vocational rehabilitation consultants in a large public sector organization. 1023 employees were invited to participate in the study and 33% (n = 341) responded. 86% (n = 292) were female. Generic information was gathered and the following tests administered: Self Control Demands (SCD); Resilience Scale for Adults (RSA); Job Satisfaction Scale (JSS) and the Depression, Anxiety, Stress Scale-21 (DASS-21). The results support recent findings that self-control demands are a source of stress at work, and demonstrate that resilience mediates the influence of self-control demands on employee wellbeing and job satisfaction. These relationships are important in the complex person-work environment and warrant the attention of Human Resource managers in workforce planning.

Emotional intelligence and work performance of nurses

H. Jawed¹ & N. Ayub²

¹Lecturer, MBA Health & Hospital Mgmt., Institute of Business Management

²Head of Department, Business Psychology, Institute of Business Management

A study was conducted to determine the impact of emotional intelligence (EI) on work performance of nurses working in private and public hospitals of Karachi, Pakistan. Moreover, the difference of emotional intelligence and work performance of nurses working in public and private sector hospitals was also identified. The study included two private and two public hospitals of Karachi including a total of 175 nurses (86 nurses from private, and 89 nurses from public) hospitals of Karachi were surveyed using the Wong's Emotional Intelligence Scale and Work Performance Index Scale. According to regression analysis on EI scores and work performance [$R^2 = .169$, $F(1,173) = 35.179$, $p < 0.05$] which reveals that emotional intelligence impacts the work performance of nurses. The results also