

Hubungan Self Compassion dengan Kecerdasan Emosional Perawat di Rumah Sakit Santa Elisabeth Medan Tahun 2024

The Relationship between Self Compassion with Emotional Intelligence of Nurses at Santa Elisabeth Hospital Medan in 2024

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Abstrak

Kecerdasan emosional merupakan kemampuan diri seseorang dalam menilai emosi dalam diri dan orang lain, memahami makna emosi-emosi dan mengatur emosi seseorang secara teratur dalam sebuah model alur, oleh karena itu sangatlah dibutuhkan kecerdasan emosional dalam pelayanan keperawatan dalam meningkatkan kualitas pelayanan keperawatan. Penelitian ini bertujuan untuk menganalisis hubungan self compassion dengan kecerdasan emosional perawat di Rumah Sakit Santa Elisabeth Medan Tahun 2024. Jenis rancangan penelitian yang digunakan dalam penelitian ini menggunakan rancangan korelasi dengan metode pendekatan cross sectional, dengan jumlah sampel 132 responden. Teknik pengambilan sampel dalam penelitian ini adalah Teknik Accidental sampling. Instrumen yang digunakan adalah kuesioner. Hasil penelitian menunjukkan kecerdasan emosional perawat kategori baik 23 (23,5%) dan cukup 101 (76,5%). Analisis data yang digunakan univariat dan bivariat dengan uji spearman rank. Hasil uji statistik spearman rank (ρ) diperoleh nilai $r = (0,248)$ dan $p\text{ value} = 0.004$ ($p < 0,05$) yang berarti adanya hubungan signifikan antara self compassion dengan kecerdasan emosional perawat di rumah sakit santa Elisabeth medan tahun 2024. Berdasarkan hasil penelitian yang sudah dijabarkan sebelumnya, hal tersebut membuktikan bahwa self-compassion berkaitan erat dengan kecerdasan emosional dan mempunyai hubungan yang positif dan signifikan

Kata Kunci: Self Compassion; Kecerdasan Emosional; Perawat

Abstract

Emotional intelligence is a person's ability to assess emotions in themselves and others, understand the meaning of emotions and regulate one's emotions regularly in a flow model, therefore emotional intelligence is really needed in nursing services to improve the quality of nursing services. This study aims to analyze the relationship between self-compassion and the emotional intelligence of nurses at Santa Elisabeth Hospital Medan 2024. The type of research design used in this study is correlation design with cross-sectional approach, with a sample size of 132 respondents. The sampling technique in this research is accidental sampling technique. The instrument used is a questionnaire. The results show that the emotional intelligence of nurses in the good category are 23 (23.5%) and sufficient 101 (76.5%). Data analysis used univariate and bivariate with the Spearman rank test. The results of the Spearman rank (ρ) statistical test obtained a value of $r = (0.248)$ and $p\text{ value} = 0.004$ ($p < 0.05$) which means there is a significant relationship between self-compassion and the emotional intelligence of nurses at Santa Elisabeth Hospital Medan 2024. Based on the results The research described previously proves that self-compassion is closely related to emotional intelligence and has a positive and significant relationship.

Keywords: Emotional Intelligence, Nurse, Self Compassion

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INTRODUCTION

Nurses must maintain a friendly, caring, helpful attitude with patience and enthusiasm, and know, listen and follow all matters relating to patient problems in the hospital. Every day they are faced with various behaviors, demands, complaints, and patient non-compliance, as well as dealing with superiors, co-workers and doctors. Even though at the same time a nurse may be having problems with family or close people. Therefore, nurses must have emotional intelligence, in order to be able to control their emotions well so that they can work professionally and optimally (Prihandhani & Hakim, 2021).

According to Goleman (Yohanes, et al., 2019), emotional intelligence is a person's ability to regulate their emotional life with intelligence, maintain emotional health and its expression through self-awareness skills, self-control, self-motivation, empathy and social skills (Yelvita, 2022). Emotional intelligence is a person's ability to regulate their emotional life with intelligence, maintain emotional harmony and its expression through self-awareness skills, self-control, self-motivation, empathy and social skills (Safari & R, 2019).

The average emotional intelligence trait score for each domain is Self-Awareness (20.20%), Self-Regulation (38.15%), Self-Motivation (20.54%), Empathy (18.78%), and Social Skills (29.60%), as possessed by 82% of Nurses. A survey revealed that there is poor emotional well-being among nurses in the UK, with statistics revealing that 29.2% and 50.8% of nurses who participated in the study experienced emotional exhaustion (Ayodele-Awe3 et al., 2023).

Based on research by Sitanggang (2022), the results of the emotional intelligence of nurses at RSUP H. Adam Malik showed that most nurses had fairly good emotional intelligence as many as 55.7% and nurses with a good category as many as 44.3%. The emotional intelligence of nurses who are fairly good will have confidence in their own personality, have their own enthusiasm in managing cognitive patterns and in doing a good job, especially in providing nursing care

Based on the results of a field survey conducted on January 16, 2024 at the Santa Elisabeth Hospital in Medan involving 10 nurses as respondents. The results showed that the level of emotional intelligence of the respondents was at a low level.

This emotional intelligence can be influenced by several factors where there are internal factors (originating from within oneself) and external factors (from outside such as the environment), other factors can also be seen from age that older people may be higher in emotional intelligence, this finding shows that emotional intelligence is a developing ability, it is possible that the increasing life experience and emotional maturity will contribute to emotional intelligence (Siallagan & Ritonga, 2022).

Nurses have an important component in the health system because nurses are the ones who meet patients most often and communicate directly with patients for 24 hours and 7 days a week, so that nurse performance can be measured by looking at the nurse's emotional intelligence because directly related to patients and nurses' behavior to control and be able to manage conflicts in

hospitals, namely by using emotional intelligence (Kharismasyah, 2021).

Nurses' emotional intelligence is formed because of good cooperation, which is in harmony between thoughts and feelings, if nurses are able to interact with each other well, their emotional intelligence will increase. Thus, the problem of emotional intelligence does not lie in emotions but in the harmony of emotions and how they are expressed. This is in line with Goleman's general opinion, the theory of emotional intelligence states that people with low emotional intelligence tend to be aggressive and good emotional intelligence can reduce aggression (Marlina & Riyanto, 2022).

Changes in patient emotions and behavior can be in the form of anxiety, shock, rejection, withdrawal and anger. Nurses need to take a positive attitude in dealing with changes in the patient's emotions and behavior. One form of positive behavior is self-compassion which can help individuals, especially nurses, to continue working even though there is pressure or conflict because self-compassion helps individuals to better understand and understand the problems that occur every day, and with self-compassion individuals can understand every emotion that comes from their life experiences without judging and blaming themselves (Wiffida et al., 2022) Self-compassion is important for nursing because it has a positive impact on patients, compassion and empathy help improve patient comfort and well-being through nursing care. Research by Dewi and Hidayati (2016) states that the higher the self-compassion, the more altruistic (the nature of prioritizing others),

conversely the lower the self-compassion, the less altruistic. So as a nurse it is important to have self-compassion because nurses must have a sense of caring for themselves and their patients (Hartono et al., 2021)

The results of the facts and theories that have been explained, argue that high self-compassion in nurses will help in resolving and helping nurses themselves when experiencing stress or conflict, such as nurses trying to understand more about the conditions being experienced by patients, taking a calm attitude when dealing with changes in patient emotions (Wiffida et al., 2022).

Based on this background, the author is interested in conducting research with the title "The Relationship between Self-Compassion and Emotional Intelligence in Nurse at Santa Elisabeth Hospital Medan 2024.

RESEARCH METHODS

The type of research design used in this study is a correlation design with a cross-sectional approach method (Nursalam, 2020). The cross-sectional approach is a type of research that emphasizes the time of measurement/observation of independent and dependent variable data only once at one time. The design in this study was to determine the relationship between self-compassion and the emotional intelligence of nurses at Santa Elisabeth Hospital Medan in 2024.

The population in this study were subjects (eg humans; clients) who met the established criteria (Nursalam, 2020). The population in this study were nurses who worked in the inpatient ward of Santa Elisabeth Hospital Medan. Based on data

obtained from the HR department of Santa Elisabeth Hospital Medan, there were 195 people (HR RSE, 2024).

The sampling technique used in this study is the Accidental Sampling Technique, namely a method of determining samples by finding subjects based on something that pleases the researcher. This type of sampling takes respondents as samples based on coincidence. So in the technique the researcher uses inclusion criteria including: 1. Inpatient room. 2. Not on external duty (training period). 3. Not on maternity leave. 4. Willing to be a respondent. Sampling in the study used the Slovin formula. Based on the values above, the sample that will be used in this study is 132 people from a population of 195.

The independent variable in this study is Self Compassion. The dependent variable in this study is Emotional Intelligence.

The types of instruments used can be classified into 5 parts, namely measurement, biophysiological, observation, interviews, questionnaires and scales (Nursalam, 2020). The instruments used by researchers are in the form of questionnaires or surveys to measure the level of self-compassion and the demographic characteristics of respondents (including: initials, age, gender, education, ethnicity and religion). The instrument used to measure nurses' self-compassion uses the SCS (Self Compassion Scale). This questionnaire has been adopted by researchers in the Indonesian version into the Self-Compassion Scale (SWD) which is valid and in accordance with the theory (Sugianto et al., 2020). SWD is divided into

six subscales, namely: Self-Compassion (statement 1-Self-Judgment (statement 6-10), Universal Humanity (statement 11-14), Isolation (statement 15-18), Insight (statement 19-22), Over Identification (statement 23-26). This questionnaire consists of 26 items in the form of questions with 5 answer choices, namely: 1 = Almost Never, 2 Never, 3 = Rarely, 4 Ever, 5 Almost Always. Where the value is determined using a statistical formula. Where $P = \text{class length}$, with a range of 35 (difference between the highest and lowest values) and a total of 3 classes (Self Compassion: High and Low) the class length is 35. By using $P = 35$, the research results of self-compassion are as follows with the categories: High = 98-130 Medium = 62-97 and Low = 26-61.

This emotional intelligence questionnaire was developed by (Petrides, 2009) and adapted into Indonesian by (Tresnawaty, 2018). This questionnaire consists of 30 questions. The questionnaire is divided into 4 answer choices, starting from a score of 1 to state strongly disagree, a score of 2 to disagree, a score of 3 to agree, a score of 4 to strongly agree. Where the value is determined using a statistical formula. Where $P = \text{Class length}$ with a range of 30 (the difference between the highest and lowest values) and the number of classes is 3 classes (good, sufficient, lacking). So, the class length is 30. By using $P = 30$, the emotional intelligence interval value is obtained with the following categories: 1. Good = 92-120 2. Sufficient = 61-91 and 3. Lacking = 30-60.

This research was conducted at Santa Elisabeth Hospital Medan, Jalan Haji Misbah No.7 Medan. The basis of the researcher to choose this location because

the location of the study is in accordance with the objectives of the study, becoming a clinical practice area for researchers who can meet the researcher's sample and the availability of the required data and the existence of an affordable research location. This research was conducted in April 2024 at Santa Elisabeth Hospital Medan.

Primary data in this study were obtained from respondents directly through distributed questionnaires. Secondary data Data obtained from personnel data of the HR department of Santa Elisabeth Hospital Medan.

Univariate analysis aims to describe the nature of each variable at one time (Hardani et al., 2020). In this research thesis, a univariate analysis will be carried out which is demographic data (initials, age, gender, education, ethnicity and religion) of each self-compassion and emotional intelligence variable and identifying the relationship between self-compassion and emotional intelligence of nurses at Santa Elisabeth Hospital Medan.

Bivariate analysis is used to consider the properties of two variables in relation to each other, so that conclusions and this analysis can be drawn (Hardani et al., 2020). Bivariate analysis in this study to determine the relationship between self-compassion and emotional intelligence of nurses at Santa Elisabeth Hospital Medan, the test used is the Spearman Rank (Rho) test used to measure the level or closeness of the relationship between two ordinal-scale variables.

In this study, researchers used the SWD questionnaire and did not conduct a validity test because it had been tested with r count ($r = 0.3$, $p < 0.01$) (Sugianto et al., 2020) . And on the emotional

intelligence questionnaire, the researcher used the TEIQue-SF instrument and the researcher did not conduct a valid test because the validity test had been carried out with $r = 0.048-0.746$ (Wiska & Widyatuti, 2019) .

In this questionnaire, the researcher used the SWD instrument and the researcher no longer needed to conduct a reliability test for the self compassion questionnaire because the reliability test had been carried out by (Sugianto et al., 2020) , with a Cronbach's Alpha value of 0.872 for the whole. And for the emotional intelligence questionnaire, the researcher used the TEIQue-SF questionnaire and did not conduct a reliability test because it had been tested for reliability with a Cronbach's Alpha value of 0.832 (Wiska & Widyatuti, 2019) .

This research has also obtained ethical approval from the Health Research Ethics Commission of Santa Elisabeth College of Health Sciences Medan with letter number No: 010/KEPK-SE/PE-DT/II/2024.

RESULTS AND DISCUSSION

This study was conducted at Santa Elisabeth Hospital Medan between April 4-24, 2024. The total number of respondents consisted of 132 nurses working in the inpatient room. The results of the univariate and bivariate analysis of this study, which focused on "Self Compassion and Emotional Intelligence of Nurses" are presented in the following

Table 1 Frequency and Percentage Distribution of Respondents Based on Data Demographics (Age, Gender, Education) of Nurses At Santa Elisabeth Hospital Medan in 2024 (n=132)

Characteristics	(f)	(%)
Gender		
Male	11	8,3
Female	121	91,7
Total	132	100,0
Age		
Early Adulthood	117	88,6
Middle Adult	15	11,4
Late Adulthood	0	0
Total	132	100,0
Education		
D3.Kep	49	37,1
S.Kep,.Ns	83	62,9
Total	132	100,0

Sumber : data primer (diolah tahun 2024)

Table 2. Frequency and Percentage Distribution of Self Compassion in Nurses At Santa Elisabeth Hospital Medan in 2024

<i>Self Compassion</i>	(f)	(%)
High	21	15,9
Medium	111	84,1
Low	0	0
Total	132	100

Table 3. Frequency and Percentage Distribution of Emotional Intelligence Nurses at Santa Elisabeth Hospital Medan in 2024

Emotional Intelligence	(f)	(%)
Good	31	23,5
Simply	101	76,5
Less	0	0

Total		132	100
		<i>Nurse self- compassion</i>	<i>Nurse Emotional Intelligence</i>
Spearman's rho	Nurse Self-compassion Category	Correlation coefficient	0.248
		Sig. (2-tailed)	0.004
		N	132
	Nurse Emotional Intelligence Category	Correlation coefficient	1.000
		Sig. (2-tailed)	0.004
		N	132

From the analysis using the Spearman Rank test in Table 4, it was found that there was a relationship between self-compassion and nurses' emotional intelligence at Santa Elisabeth Hospital Medan in 2024, with a p-value = 0.004 (<0.05). Based on the value of the closeness of the relationship, the value of 0.248 obtained from the Spearman Rank test, it can be concluded that the relationship between self-compassion and nurses' emotional intelligence (weak relationship closeness). which is positively patterned or unidirectional which means that the higher the nurse's self-compassion, the nurse's emotional intelligence will also be high or vice versa

1. Self Compassion of Nurses at Santa Elisabeth Hospital Medan

Based on the results of research conducted by researchers on nurses at Santa Elisabeth Hospital Medan in 2024, it was found that 111 respondents (84.1%) had self compassion in the moderate category and 21 respondents (15.9%) had self compassion in the high category.

From the research conducted by the researcher, the results of each component of self-compassion were obtained for the self-compassion component with a high category of 118 respondents (89.4%), a moderate category of 14 respondents (10.6%), a self-judgment component with a high category of 19 respondents (14.4%), a moderate category of 66 respondents (50.0%) and a low category of 47 respondents (35.6%), a universal humanity component with a high category of 46 respondents (34.8%), a moderate category of 81 respondents (61.4%) and low categories as many as 5 respondents (3.8%), isolation components with high categories as many as 15 respondents (11.4%), medium categories as many as 88 respondents (66.7%) and low categories as many as 29 respondents (22.0%), insight components with high categories as many as 56 respondents (42.4%), medium categories as many as 72 respondents (54.5%) and low categories as many as 4 respondents (3.0%), overidentification components with high categories as many as 24 respondents (18.2%), medium categories as many as 76 respondents (57.6%) and low categories as many as 32 respondents (24.2%).

Based on the results of the research conducted by the researcher, the researcher assumes that self-compassion

in nurses is in the moderate category because respondents have enough ability to love themselves, are able to love themselves, accept the weaknesses and strengths they have quite well, but there are also some respondents who have results more likely to judge themselves if they experience a failure. respondents also tend to show concern and introspection when facing suffering or failure, seeing it as a natural part of the human experience in general.

Nurses at Santa Elisabeth Hospital Medan demonstrate the ability to love themselves because they build meaningful interpersonal relationships with other individuals, so they see negative experiences as part of the common human experience. Nurses who have a good level of self-compassion are able to create a positive mood, realize that failure is an inevitable part of life, and do not judge themselves excessively. A good level of self-compassion improves nurses' psychological well-being, reducing the risk of depression or depression.

stress when experiencing failure, so that they can provide more optimal services while on duty.

In line with the results of research (Stamm et al B., 2024) which states that the overall picture of self-compassion shows that the majority of respondents have self-compassion in the moderate categorization with 60 respondents or (63.8%). According to Neff (2011) someone who has self-compassion in the moderate category has concern and understands themselves quite well and can deal with painful situations by having enough kindness to themselves. However, someone with moderate self-compassion

also has a tendency to judge themselves when they fail.

Based on Rahayu's research (2022) also said that someone with good enough self-compassion will feel the presence of more positive emotions, such as happiness, enthusiasm and confidence. In addition, it also explains that when individuals have a good level of self compassion, these individuals tend to be better able to reduce excessive reactions to difficult events that are being experienced (Rahayu & Ediati, 2022).

Based on the results of facts and theories from Wiffida (2022) researchers state that high self-compassion in nurses can help them cope and provide support to themselves when facing pressure or conflict, such as trying to understand the patient's condition better and maintain calm when dealing with changes in patient emotions (Wiffida et al., 2022).

2. Emotional Intelligence

The results of the study conducted by the researcher showed that out of a total of 132 respondents who were asked to provide an assessment of nurses' emotional intelligence, the majority of them were considered to have a fairly good level of emotional intelligence. The analysis showed that 101 respondents (76.5%) fell into the moderate category, while 31 respondents (23.5%) were rated as having a high level of emotional intelligence.

Based on the analysis of the results of each component of emotional intelligence, it was found that for the self-awareness component, 13 respondents (9.8%) were in the high category, 113 respondents (85.6%) were in the medium category, and 6 respondents (4.5%) were

in the low category. For the component of managing emotions, 10 respondents (7.6%) were in the high category, 115 respondents (87.1%) were in the medium category, and 7 respondents (5.3%) were in the low category. The motivation component shows that 15 respondents (11.4%) are in the high category, 110 respondents (83.3%) are in the medium category, and 7 respondents (5.3%) are in the low category. As for the empathy component, 38 respondents (28.8%) were in the high category, 84 respondents (63.6%) were in the medium category, and 10 respondents (7.6%) were in the low category. Finally, for the social skills component, 5 respondents (3.8%) were in the high category, 118 respondents (89.4%) were in the medium category, and 9 respondents (6.8%) were in the low category.

From the respondents' responses to the questions regarding nurses' emotional intelligence, the majority of nurses at Santa Elisabeth Hospital Medan are considered to have good emotional intelligence. They are able to manage their emotions effectively, have a high level of motivation, and demonstrate the ability to be empathetic towards patients.

The results showed that the emotional intelligence of executive nurses at Santa Elisabeth Hospital Medan was more in the medium category, which amounted to 76.5%.

This can happen because most executive nurses have the ability to control anger towards clients. They are able to regulate their emotions well and are also able to identify and manage feelings that arise in themselves. In line with the results of the study Aditiya (2023) from the study, it can be concluded

that the majority of respondents have an adequate level of emotional intelligence, with 32 respondents (59.2%) in the moderate category. This shows a positive thing in the context of the ability of executive nurses to manage their emotions, which is very important to provide optimal service at the Juanda Kuningan Hospital Inpatient Installation. (Aditiya Puspanegara, 2023).

The results of this study are also supported by Rangki & Alifariki (2019) data obtained from 18 respondents indicated that those who had emotional intelligence in the moderate category were 10 respondents (55.56%). From the results of the above research, it can be concluded that emotional intelligence requires the ability to recognize and appreciate the feelings of oneself and others, and respond to these feelings in an appropriate way. It also involves using emotional energy effectively in everyday life and work. Emotional intelligence includes three main elements: personal skills related to self-management, social skills involving the ability to handle interpersonal relationships, and social skills, namely the cleverness in triggering positive responses from others (Rangki & Alifariki, 2019).

The opinion conveyed by Siregar et al. (2021) is in line with this, that the ability to control oneself and emotions is the foundation of success in various fields. This ability allows a person to achieve optimal performance in all fields, and individuals who have this skill tend to be more productive and effective in whatever work they do.

When nurses are able to manage emotions well in handling and serving patients, including the ability to recognize

and respond to patients' emotions wisely, as well as showing awareness of the importance of providing humane assistance, a friendly attitude, understanding of the surrounding situation, and the ability to interact effectively, then the nurse's performance will improve. In the work environment, emotional intelligence means having the ability to understand one's own feelings and those of others, and handle various situations in an appropriate manner. Individuals with high emotional intelligence tend to have a greater chance of success than those who only rely on experience or high intellectual intelligence (IQ) (Ahmad et al., 2020)

According to research conducted by Kharismansyah et al, 2021 it is important for a nurse to pay attention to their level of emotional intelligence because their role in providing services to patients is vital. The research shows that about 80% of a person's success is related to emotional intelligence, while about 20% is related to IQ. Therefore, a person's professionalism and performance are highly dependent on their emotional intelligence skills. If a nurse experiences stress, it can have a negative impact on the clients and families they serve. Stress experienced by nurses, especially if it reaches a breaking point, can lead to a decrease in their performance (Gurning et al., 2021).

3. Correlation of Self Compassion with Emotional Intelligence of Nurses at Santa Elisabeth Hospital Medan in 2024 (n=132)

Based on the study of respondents regarding the correlation between Self-compassion and Emotional Intelligence of

nurses at Santa Elisabeth Hospital Medan in 2024, the results of the analysis using the Spearman Rank test showed a value of $P=0.004$. This indicates a relationship between the level of self-compassion and nurses' Emotional Intelligence. In addition, the correlation coefficient (r) value of 0.248 shows a positive relationship pattern between the two variables. In other words, the higher the level of nurses' Self-compassion, the higher the level of nurses' Emotional Intelligence, and vice versa.

Based on the results obtained in the respondents' statements that nurses at Santa Elisabeth Medan Hospital have good self compassion, they are able to love themselves well and are able to overcome themselves not to judge themselves. And nurses at Santa Elisabeth Hospital Medan also have good emotional intelligence who are able to manage or control their emotions well. From the results of the research that has been conducted by researchers, researchers argue that self compassion and nurses' emotional intelligence have a relationship because if a nurse does not have good or high self compassion, emotional intelligence is also not good because self compassion can help individuals feel the presence of more positive emotions, such as happiness, enthusiasm and confidence.

Researchers argue that nurses who exhibit high levels of self-compassion are better able to cope with pressure or conflict. This allows them to better understand the patient's condition and remain calm when having to deal with the patient's emotional changes. In carrying out their duties, nurses often have to overcome various problems, and when they receive reprimands or criticism from

superiors, they are able to maintain emotional stability and not get caught up in feelings of helplessness or incompetence (Wiffida et al., 2022).

Self-compassion has a positive relationship with emotional intelligence. This is consistent with the concept of emotional intelligence, which emphasizes the ability to manage emotions. When a person tends to criticize themselves excessively (low self-compassion), their ability to control their emotions also tends to be low (low emotional intelligence). Conversely, when a person is unable to manage their emotions effectively, they tend to blame themselves excessively when facing problems. (Siswandari2, 2020).

Self-compassion, which reflects an individual's ability to understand adverse events, failures, and weaknesses without excessive self-blame, has a strong positive correlation with emotional intelligence. This is in accordance with the concept of emotional intelligence which involves the ability to manage emotions, when a person does not judge themselves excessively, they tend to have good emotional control. Conversely, when someone is able to manage their emotions effectively, they tend not to blame themselves excessively when facing problems. (Siswandari2, 2020)

Based on the results of previous research, reinforced by the theory that self-compassion has a close relationship with emotional intelligence, indicating that self-compassion is an effective strategy in managing individual emotions. The research findings indicate a positive and significant relationship between self-compassion and emotional intelligence. Thus, low levels of self-compassion can

result in low emotional intelligence. Lack of self-compassion can make it difficult for nurses to regulate their emotions, tend to blame themselves when facing problems, and have difficulty adapting to difficult situations. Conversely, having good emotional intelligence helps nurses not to be easily depressed by challenges in the work environment. They can appreciate and love themselves more when facing problems that make them stressed. (Siswandari², 2020).

CONCLUSION

Based on research involving 132 respondents regarding the relationship between self-compassion and emotional intelligence in nurses at Santa Elisabeth Hospital Medan in 2024, it can be concluded that Most nurses have self-compassion in the moderate category level as many as 111 people (84.1%) and self-compassion in the high category as many as 21 people (15.9%). Emotional intelligence of nurses at Santa Elisabeth Hospital Medan Most of them were in the moderate category as many as 101 people (76.5%) and in the high category as many as 21 people (15.9%). There is a relationship between self-compassion and emotional intelligence in nurses with a p-value of 0.004 ($p < 0.05$) and a value of 0.248 with a weak relationship strength or a positive pattern, which means that the higher the nurse's self-compassion, the higher the nurse's emotional intelligence or vice versa.

Self-compassion of nurses is proven to have a relationship with emotional intelligence in nurses, for further researchers it is recommended to explore the factors of the two variables

that have not been studied by previous researchers.

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