## Relationship between Moral Intelligence Components and Organizational Commitment among Nurses

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**Introduction**: Many of the behaviors and actions of individuals are influenced by ethical values and are rooted in ethics. Integrity, responsibility, compassion, forgiveness are four basic principles of moral intelligence introduced for continued personal or organizational success. Organizational commitment reflects three factors: belief in organizational values and goals, more tendency to step in the organization path and too much interest in membership in the organization. Therefore, lack of attention to ethics in organizations and poor ethical principles may cause many problems and raise questions about the legitimacy of actions.

**Aim**: Purpose of this study was to determine the relationship between the moral intelligence components and organizational commitment in nurses of Yasooj city.

**Material and Methods:** This study is correlational. Statistical population of this study was all hospital nurses of Yasooj city in 2014 among which 120 were selected randomly. Data was collected using a questionnaire of 40 questions of moral intelligence (Lenik Wykle, 2005) and 15 questions of organizational commitment (Porter). Data analysis was conducted using Pearson correlation and multiple regression analysis.

**Results**: The mean and deviation value of moral intelligence and organizational commitment was $160.700 \pm 16.80$ and $66.20 \pm 11.47$, respectively. There was a significant relationship between moral intelligence and organizational commitment. The highest value was related to component of admitting mistakes and failures ($p < 0.653$) while the lowest value was related to the component of operation based on principles, values and beliefs ($p < 0.458$) respectively.

**Conclusion**: moral intelligence components are necessary to predict organizational commitment.

**Keywords**: moral intelligence, organizational commitment, nurses

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