

Correlational evidence between spiritual intelligence, psychological capital and *job crafting* in hospital professionals in Brazil and Portugal

Andrea Cristina Fermiano Fidelis¹, Nilton S. Formiga², António Jorge Fernandes³, Ionara Dantas Estevam⁴, Karylane Rayssa de Oliveira Pessoa Araújo⁵, Renata Rosalina da Silva⁶.

ABSTRACT

Introduction: Spiritual intelligence (IESP) is the human capacity that awakens in subjects the desire to have a life with meaning and purpose, and work is an opportunity to fulfill this desire. Psychological capital (CPP) are internal resources that favor the positive performance of workers. Work Readjustment (RT), in turn, is the adaptation of work tasks so that they have meaning and purpose. These approaches (IESP; CPP and RT) have theoretical similarities that correlate them with each other. Based on the theory, it was chosen to empirically investigate the relations between these variables: IESP, Psychological Capital and Work Readjustment with the intention of verifying if these conceptual relations are empirically sustained. **Objectives:** An empirical model was developed to verify an influence relationship between the spiritual intelligence of the leader, positive psychological capital and job crafting in hospital workers in Brazil and Portugal. **Methodology:** A total of 434 hospital workers in Brazil and Portugal participated in the study, responding to the scales of spiritual intelligence leader version, positive psychological capital and job crafting and sociodemographic data. **Results:** It was observed that psychological capital has a mediation action in the relationship between the spiritual intelligence of the leader and the occurrence of the readjustment of the work of the teams. **Discussion:** The present research allows us to reflect on the theoretical and practical relationships between these three constructs, pointing to the positive relevance of these factors and their influence on the *work performance* of health workers in a productive way. **Conclusion:** based on these findings, it is highlighted that the way of thinking and acting, both of workers and managers in organizations, impacts the way they perform and relate in the work environment. **Decision-making** that is more connected with the human values and principles (ESPI) of leaders leads to positive work performance (CPP) of teams.

Keywords: Spiritual intelligence, Psychological capital, *Job crafting*, Job readjustment.

¹ University of Aveiro, Aveiro, Portugal

² Potiguar University

Ecosystems Ânima, Natal, RN - Brazil

³ Potiguar University/Ânima Ecosystem, Brazil

University of Aveiro, Aveiro, Portugal

⁴ Potiguar University/Ânima Ecosystem

⁵ Potiguar University/

Ecosystems Ânima, Natal, RN - Brazil

⁶ Potiguar University/

Ecosystems Ânima, Natal, RN - Brazil