

Abstract:

The research aims to identify the effect of emotional intelligence on bullying behaviors at workplace and job burnout. The research also aims to identify the effect of the bullying behaviors on job burnout as well as the effect of bullying behaviors as a mediator in the relationship between emotional Intelligence and job burnout. This research was applied on nursing staff in public hospitals. The size of the sample was (300) of nursing staff. The researcher used questionnaires that have been prepared for the purpose of collecting data with regard to the research variables . The valid lists amounted to (280) list and response rate was (93%). The results are:

- ١- There is no significant differences between nursing staff in their perception of the emotional intelligence, bullying behaviors and job burnout with regard to age, level of education and years of experience.
- ٢- There is a negative effect relationship between emotional intelligence and bullying behaviors at workplace.
- ٣- There is a negative effect relationship between emotional intelligence and job burnout.
- ٤- There is a positive effect relationship between bullying behaviors at workplace and job burnout.
- ٥- There is a significant effect of bullying behaviors as a mediator in the relationship between emotional Intelligence and job burnout.

Key Words: Emotional intelligence, Bullying behaviors, Job burnout, Public hospitals and nursing staff.