

Clinical Trial Protocol

Iranian Registry of Clinical Trials

28 Sep 2026

The effect of improving emotional intelligence skills on psychological empowerment of nursing managers in selected military hospital

Protocol summary

Study aim

Determining the effectiveness of planned training on emotional intelligence skills and psychological empowerment of nursing managers of selected military hospitals

Design

A randomized clinical trial with control and control groups, the number of samples in each group is 30, is used for randomization by lottery.

Settings and conduct

By referring to a military hospital, according to the study entry criteria, nursing managers are selected and divided into two test and control groups by random allocation method. First, in both groups, demographic characteristics are checked and standard questionnaires of emotional intelligence and psychological empowerment are completed. In the intervention group, we teach emotional intelligence skills. No special action is taken for the control group. After two months, questionnaires will be completed again by both intervention and control groups.

Participants/Inclusion and exclusion criteria

Entry requirements: * Nursing managers with at least one year of managerial experience (head nurse, department deputy and shift manager) * No history of participation in similar research * Written informed consent Conditions of non-entry: * Having a physical and mental illness

Intervention groups

Intervention group: Nursing managers who receive emotional intelligence skills training in the form of two 2-hour workshops, one week apart. The content of the workshop includes the five dimensions of emotional intelligence skills, the relationship between emotional intelligence and leadership, and psychological empowerment. The continuation of training exercises is in one of the social messengers. Control group: nurse managers who do not receive any training. The pre-test is done at the beginning of the work and the post-test

after two months in both intervention and control groups.

Main outcome variables

The level of emotional intelligence; Psychological Empowerment

General information

Reason for update

Acronym

IRCT registration information

IRCT registration number: **IRCT20220817055736N1**

Registration date: **2022-12-09, 1401/09/18**

Registration timing: **prospective**

Last update: **2022-12-09, 1401/09/18**

Update count: **0**

Registration date

2022-12-09, 1401/09/18

Registrant information

Name

Negar Norozi

Name of organization / entity

Country

Iran (Islamic Republic of)

Phone

+98 21 7747 6820

Email address

negar.norozi.13571110@gmail.com

Recruitment status

Recruitment complete

Funding source

Expected recruitment start date

2022-12-17, 1401/09/26

Expected recruitment end date

2023-02-01, 1401/11/12

Actual recruitment start date

empty

Actual recruitment end date

empty

Trial completion date

empty

Scientific title

The effect of improving emotional intelligence skills on psychological empowerment of nursing managers in selected military hospital

Public title

Investigating the effect of emotional intelligence on the psychological empowerment of military nursing managers

Purpose

Education/Guidance

Inclusion/Exclusion criteria**Inclusion criteria:**

Nursing managers with at least one year of managerial experience in one of the positions of supervisor, ward substitute and shift manager Not having a history of participating in similar research Willingness and informed consent to participate in the study

Exclusion criteria:

Having physical and mental illness

Age

No age limit

Gender

Both

Phase

N/A

Groups that have been masked*No information***Sample size**

Target sample size: 60

Randomization (investigator's opinion)

Randomized

Randomization description

We select the samples by simple random allocation method. That is, the names of nursing managers who have received an emotional intelligence score lower than the cut-off point will be cast inside the ball and the lottery will begin. In this way, the first name is placed in the control group, the next name is the test group. Then the lottery continues until the sample size reaches thirty people.

Blinding (investigator's opinion)

Not blinded

Blinding description**Placebo**

Not used

Assignment

Parallel

Other design features**Secondary Ids****1****Registry name**

IRCT

Secondary trial Id

65350

Registration date

2022-12-03, 1401/09/12

Ethics committees**1****Ethics committee****Name of ethics committee**

Baqiyat Allah-ul-Azam (A.S.) educational and therapeutic center

Street address

Vanak Square, Mollasadra St., South Sheikh Bahai St

City

Tehran

Province

Tehran

Postal code

1873783558

Approval date

2022-10-03, 1401/07/11

Ethics committee reference number

IR.BMSU.BAQ.REC.1401.057

Health conditions studied**1****Description of health condition studied**

Improving emotional intelligence skills and psychological empowerment of military nursing managers

ICD-10 code**ICD-10 code description****Primary outcomes****1****Description**

Effectiveness of planned training on emotional intelligence skills and psychological empowerment of nursing managers

Timepoint

Before and two months after the intervention

Method of measurement

Standard questionnaires of emotional intelligence and psychological empowerment

Secondary outcomes

empty

Intervention groups**1****Description**

After obtaining legal permission from the vice president of research and the ethics committee of the university, nursing managers will be placed in two intervention and

control groups according to the study entry and exit criteria. Written informed consent is obtained from the samples. The standard questionnaires of emotional intelligence (Bradbury and Graves) and the standard questionnaire of psychological empowerment (Spritzer and Mishra) are provided to the intervention and control groups. For the test group, four hours of face-to-face training will be held in the form of a two-day workshop. In this two-day workshop, the content of emotional intelligence skill training will be taught in two two-hour sessions with an interval of one week. The educational content of the emotional intelligence skill workshop is provided to the test group. The continuation of the exercises will be followed on the virtual network in one of the social messengers. Two months after the workshop, the completion of the questionnaires will be followed up again and the variables will be measured. Pre-test and post-test will be done before and after training in both intervention and control groups, respectively. The obtained information will be analyzed using spss software.

Category

Other

Recruitment centers

1

Recruitment center

Name of recruitment center

Baqiyat Allah Al-Azam Hospital

Full name of responsible person

Negar Norozi

Street address

Vanak Square, Mulla Sadra St., Sheikh Bahai Crossroads

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Sponsors / Funding sources

1

Sponsor

Name of organization / entity

Bagheiat-allah University of Medical Sciences

Full name of responsible person

Abbas Ali Imani Fuladi

Street address

Vanak Square, Mulla Sadra St., South Sheikh Bahai St

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Grant name

Grant code / Reference number

Is the source of funding the same sponsor organization/entity?

Yes

Title of funding source

Bagheiat-allah University of Medical Sciences

Proportion provided by this source

100

Public or private sector

Public

Domestic or foreign origin

Domestic

Category of foreign source of funding

empty

Country of origin

Type of organization providing the funding

Academic

Person responsible for general inquiries

Contact

Name of organization / entity

Bagheiat-allah University of Medical Sciences

Full name of responsible person

Jamila Mokhtari Nouri

Position

Professor

Latest degree

Ph.D.

Other areas of specialty/work

Nursery

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Person responsible for scientific inquiries

Contact

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Position

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Latest degree

Ph.D.

Other areas of specialty/work

Nursery

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Person responsible for updating data

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Sharing plan

Deidentified Individual Participant Data Set (IPD)

Yes - There is a plan to make this available

Study Protocol

Undecided - It is not yet known if there will be a plan to make this available

Statistical Analysis Plan

Undecided - It is not yet known if there will be a plan to make this available

Informed Consent Form

Yes - There is a plan to make this available

Clinical Study Report

Yes - There is a plan to make this available

Analytic Code

Undecided - It is not yet known if there will be a plan to make this available

Data Dictionary

No - There is not a plan to make this available

Title and more details about the data/document

In the form of thesis, article

When the data will become available and for how long

6 months after the results are published

To whom data/document is available

Researchers working in academic and military institutions

Under which criteria data/document could be used

Research on improving emotional intelligence skills

From where data/document is obtainable

the educational supervisor of Baqiyatullah Al-Azam Hospital (A.J.)

What processes are involved for a request to access data/document

Coordination with the educational supervisor of Baqiyatullah Al-Azam Hospital (AS), coordination with each and every control and test sample

Comments

Study protocol: clinical trial with simple random assignment Statistical analysis map: If the data is normally distributed, parametric tests will be used, otherwise non-parametric tests will be used. Informed consent form: will be taken from all samples. Clinical study report: The results will be published in the form of a research paper in compliance with research ethics.