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**The Impact of Spiritual Climate on Moral Intelligence and Its  
Reflection on Organizational Well-Being: An Analytical Study of the  
Opinions of a Sample of Nurses in the Dialysis Unit at Al-Kadhimiya  
Teaching Hospital**

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**Abstract:** This study aims to examine the impact of both spiritual climate and ethical intelligence on organizational well-being among a sample of nurses working in the dialysis unit at Al-Kadhimiya Teaching Hospital. The researcher adopted a descriptive-analytical approach, utilizing a questionnaire as the primary tool for measuring the study variables. A random sample of 56 nurses was selected from a total population of 65. Data analysis and hypothesis testing were conducted using SPSS version 27, applying a set of appropriate statistical methods. The results indicated a statistically significant effect of both the spiritual climate and ethical intelligence on organisational well-being, highlighting the critical role of these variables in enhancing the nurses' organisational well-being within the unit. Based on these findings, the researcher recommends the adoption of administrative strategies that foster a positive spiritual work climate and support the development of ethical behavior among nurses, given their positive impact on improving staff well-being and the quality of healthcare services provided to beneficiaries. Keywords: spiritual climate, moral intelligence, organizational well-being, dialysis department.

## تأثير المناخ الروحي في الذكاء الأخلاقي وانعكاسه على الرفاهية التنظيمية: دراسة تحليلية لآراء عينة من الممرضين والممرضات في وحدة الديليزة - مستشفى الكاظمية التعليمي

حسن غافل جواد العيساوي

مديرية البحث والتطوير/وزارة التعليم العالي والبحث العلمي

### المستخلص

يهدف هذا البحث إلى دراسة تأثير كل من المناخ الروحي والذكاء الأخلاقي على الرفاهية التنظيمية لدى عينة من الممرضين العاملين في قسم الديليزة بمستشفى الكاظمية التعليمي. اعتمد الباحث المنهج الوصفي التحليلي، مستخدماً الاستبانة كأداة رئيسية لقياس متغيرات الدراسة، وتم اختيار عينة عشوائية مكونة من (56) ممرضاً من مجتمع الدراسة البالغ (65). لتحليل البيانات واختبار الفرضيات الإحصائية، تم استخدام البرنامج الإحصائي SPSS الإصدار 27، مع تطبيق مجموعة من الأساليب الإحصائية المناسبة. أظهرت النتائج وجود علاقة تأثير ذات دلالة إحصائية بين المناخ الروحي والرفاهية التنظيمية، وكذلك بين الذكاء الأخلاقي والرفاهية التنظيمية، مما يبرز الدور الحيوي لهذين المتغيرين في تعزيز مستوى الرفاهية التنظيمية للممرضين في القسم. وبناءً على ذلك، يوصي الباحث بضرورة تبني استراتيجيات إدارية تساهم في تعزيز المناخ الروحي ودعم تنمية السلوك الأخلاقي لدى الممرضين، نظراً لما لذلك من أثر إيجابي في رفع رفايتهم وتحسين جودة الخدمات الصحية المقدمة للمستفيدين.

**الكلمات المفتاحية:** المناخ الروحي، الذكاء الأخلاقي، الرفاهية التنظيمية، قسم الديليزة.

### Introduction

Healthcare facilities in Iraq, particularly dialysis departments, face increasing pressures resulting from the complex nature of their work and the sensitivity of dealing with patients with chronic diseases, along with limited human resources and medical equipment in many centers. The shortage of qualified nursing staff is one of the most prominent challenges exacerbating these pressures, placing additional burdens on nurses and making them more vulnerable to psychological and physical exhaustion. This can negatively impact the quality of healthcare services provided to patients and limit the efficiency of health services. In light of these challenges, a spiritual climate emerges as one of the essential foundations for creating a positive work environment characterized by a spirit of cooperation, respect, and mutual support, while ethical intelligence plays a pivotal role in instilling the values of integrity and responsibility and strengthening human relations within the healthcare team. Recent studies have shown that a positive spiritual climate not only enhances nurses' job satisfaction, but also contributes to reducing their psychological stress levels and enhancing their sense of belonging and

confidence in the workplace (Alhosis et al., 2019; Li et al., 2021). Other research has revealed the prominent role of moral intelligence in improving the quality of work environment and enhancing organisational commitment by instilling values of integrity, accountability, and social awareness (Abbasi et al., 2021; Aghaei et al., 2023). In the same context, a recent study demonstrated that a positive spiritual climate enhances nurses' sense of psychological empowerment, giving them greater confidence in decision-making and contributing to improving the quality of their daily performance (Zhang et al., 2024). Furthermore, organisational well-being serves as a critical indicator of employees' satisfaction with their work environment and its impact on their performance and productivity. The research problem lies in the need to uncover the causal relationships among these three variables, particularly since a decline in spiritual climate or a weakness in moral intelligence may lead to lower levels of organisational well-being, ultimately undermining institutional performance. Accordingly, this study aims to analyse the effect of spiritual climate on moral intelligence and to explore its reflection on organisational well-being, thereby providing a practical framework that supports the development of a more supportive and motivating work environment. The significance of this research stems from its focus on interconnected variables that represent fundamental pillars for the success of both healthcare and academic institutions. It also offers scientific and practical justifications for adopting policies that strengthen the spiritual climate and foster moral intelligence, leading to higher levels of organisational well-being.

**First: The research problem:** Healthcare institutions, particularly dialysis departments, are experiencing increasing pressures at both the functional and psychological levels. This is due to the demanding nature of their work and the heavy burdens nurses bear, as well as their constant interaction with numerous complex humanitarian cases. This reality leads to a decline in their organisational well-being, which negatively impacts the quality of healthcare services provided to patients. From this perspective, the spiritual climate within the work environment and nurses' moral intelligence are essential factors that may contribute to enhancing their sense of satisfaction and well-being. Given the scarcity of studies addressing this topic in the healthcare context, the need to examine the impact of spiritual climate and moral intelligence and their implications for organisational well-being has

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emerged. Accordingly, the research problem aims to answer the following questions:

1. What is the level of awareness of the spiritual climate among nurses in the dialysis department?
2. What is the level of moral intelligence of nurses in the dialysis department?
3. What is the nature of the relationship between spiritual climate, moral intelligence, and organisational well-being?

**Second: The importance of research:** Contribute to bridging the knowledge gap in the dialysis department's work environment to provide a deeper understanding of the factors affecting their stability and performance.

1. Contributing to improving the organisational well-being of nurses in the dialysis department, which will positively impact the quality of the health services they provide to increase health performance and satisfaction of service beneficiaries.
2. What is the impact of the spiritual climate on moral intelligence and its Reflection on organisational well-being.
3. The importance of the research stems from the fact that it addresses an aspect that has not been deeply explored in the administrative literature, as it links the spiritual climate as an internal environment that supports human values and meanings, and moral intelligence, which is one of the essential determinants, and its reflection on organisational well-being, which is considered the cornerstone of the stability and productivity of the work environment.

**Third: Research objectives:**

1. Analysis of nurses' awareness level in the dialysis department of the spiritual climate?
  2. Measuring the level of moral intelligence among nurses in the dialysis department?
  3. Determine the level of organisational well-being among nurses in the dialysis department work environment?
  4. Testing the influence of spiritual climate and moral intelligence on organisational well-being?
  5. Providing the dialysis department management with scientific indicators that help it develop the necessary programs and policies to improve the spiritual climate among nurses, enhance their ethical behavior, and raise their level of organisational well-being.
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**Fourth: Research hypotheses:** The research hypotheses are represented by three hypotheses on which the research is based on to know the influential relationship between the variables:

**H1:** There is a relationship to influence of spiritual climate on moral intelligence and its dimensions among dialysis nurses.

**H2:** There is a relationship to influence of spiritual climate on organisational well-being and its dimensions among dialysis nurses.

**H3:** There is a relationship to impact of moral intelligence on organisational well-being and its dimensions among dialysis nurses.

**H4:** There is an influential relationship between spiritual climate and moral intelligence on organisational well-being and its dimensions among dialysis nurses.

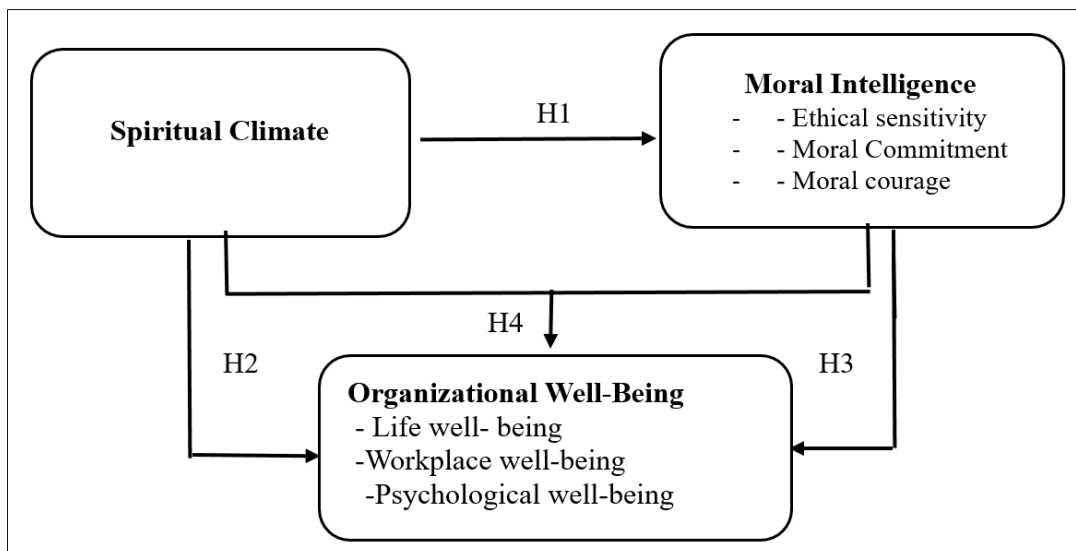


Figure (1): The hypothetical model prepared by the researcher

**Fifth: Study methodology:** The researcher relied on the descriptive analytical approach by using the questionnaire on a random sample of nurses in the dialysis department at Al-Kadhimiya Hospital, amounting to (56) nurses. The justifications for choosing the category of nurses are that they are more in harmony and compatibility with the research variables, and due to the limited studies in the health reality It also matches the researcher's specialisation, which is organisational theory and organisational behavior., the spiritual climate variable was measured based on (Wu XX et al., 2019). and the variable of moral intelligence based on)Mohammadi et al., 2024), while organisational well-being based on) Zheng et al., 2015), and the validity of the tool was verified, as well as its stability was tested using

Cronbach's alpha coefficient, where the statistically acceptable values reached (95) using a set of statistical methods through the program SPSS included descriptive statistics to describe the characteristics of the sample and research variables, and simple linear regression coefficient to analyse the data and test the hypotheses according to a significance level (0.05) to reach the results.

**Sixth: Description of the study community:** We note from Table (1) that the demographic characteristics show that the percentage of females exceeds the percentage of males by (18%), which indicates that most of the sample is female. It is also noted that the highest percentage of the sample was those under 30 years of age, as the percentage reached (52%), while those aged between 30-45 were (52%), while those over 45 were (2%), which indicates that most of the sample is made up of young cadres working in the dialysis department, while the academic qualifications of the sample were mostly diploma holders, as they reached (62%), while the bachelor's degree was (34%), and the higher diploma was (2%), which indicates that the qualifications are average and do not elevate the work and the need for continuous development because most of them have less than (5) years of service, as their percentage reached (43%), or those ranging from (5-10) years reached (46%), while more than (10) years reached (11%).

Table (1): Description of the study sample

Identification Information	Classification	Total Number		Percentage	
Gender	Male	23	56	41%	100%
	Female	33		59%	
Age	Under 30	29	56	52%	100%
	30-45	26		46%	
	Over 45	1		2%	
Academic Qualifications	Diploma	35	56	62%	100%
	Bachelor's	19		34%	
	Higher Diploma	1		2%	
	Master's	0		0%	
	Doctorate	1		2%	
Years of Service	Less than 5 years	24	56	43%	100%
	5-10 years	26		46%	
	Over 10 years	6		11%	

**Seventh: The theoretical aspect for research:**

- 1. The concept of spiritual climate:** Represents Spiritual climate in the workplace A framework in which employees feel respected and encouraged to express their opinions, which has a significant impact on enhancing psychological empowerment They have, and in turn, it is reflected in the development The importance of self-respecting the workplace (Wang et al., 2024: 1-2). Also, understanding the spiritual climate provides a clear picture of the aspects that need improvement, as a basis for developing policies within the organisation that are acceptable and respectful of diverse viewpoints and beliefs (Cruz et al., 2018: 2). Organisations with high productivity and outstanding performance are those that Encourage respectful expression of spiritual views. And provides support to its employees, enhancing commitment and job satisfaction. A high spiritual climate contributes to Reducing job burnout, quitting intentions, and negative behaviors It creates a collaborative work environment that brings together individuals and team members to build Friendly relations based on trust and exchange of experiences (Doram et al., 2017:7). The spiritual climate is also closely related to performance, and its importance lies at a level similar to physical, mental, or emotional performance, as the balanced interaction between all of these aspects achieves spiritual wellness which enhances the individual's ability to Growth and self-realisation The spiritual climate is defined as The collective perception of employees about a work environment that promotes self-harm and transcendence, and is in harmony with the surrounding social and natural environment. (Pandey et al., 2009:326). This climate is related to vital issues such as: Information exchange, commitment to ethics, quality performance, and appreciation and concern for individuals It also reflects the system. Shared beliefs and values which can be directed and managed to improve the quality of work, making the spiritual climate a clear expression of the organisation's policies, practices, and operations (Fradelos & Tzavella, 2020: 66). The spiritual climate variable was measured by four items based on: (Wu XX et al.,2019).
- 2. The concept of Moral intelligence:** Moral intelligence is one of the essential elements in the process of making ethical decisions, especially in the field of nursing, as it gives individuals the ability to think properly and act in accordance with ethical values and principles, which contributes to building a strong and consistent personality (Sadeghi et al., 2025: 190).and(Borba,

M., 2011: 6) defined moral intelligence through key dimensions, including empathy, which represents understanding and responding to others' problems; conscientiousness, which expresses awareness of the right way to do things; self-control, which means controlling behaviors and emotions and the ability to resist temptations that may lead to negative consequences; respect, which is based on appreciating others and treating them with deliberation and courtesy; kindness, which reflects a genuine concern for the well-being of others; tolerance, which represents respect for the rights of all individuals, including those who differ from us in beliefs or behaviors; and finally, fairness, which is based on acting with justice, integrity, and honesty. The greater the ability to purposefully develop moral intelligence, the greater their opportunity to acquire what they need to build a strong personality and develop ethical thinking and behavior.

Studies have shown that moral intelligence is closely linked to human values, and that individuals with high moral intelligence tend to adopt positive social behaviors, including altruism. (Mohagheghi et al., 2021:274). This behavior includes the ability to recognise the suffering of others and avoid harmful intentions, control impulses and postpone immediate gratification, listen openly to all points of view before making judgments, accept and appreciate differences, detect unethical behavior, show empathy, confront injustice, and treat others with kindness and respect (Khampa, D., 2019: 657). The effects of ethical intelligence are directly reflected in the performance of organisations by improving relationship management, reducing conflicts, and enhancing an environment of understanding, which leads to increased commitment and responsibility among employees, and thus the prosperity of the organisation. (Sardar Shahraki & Panahi, 2025: 55). Furthermore, employees' ability to distinguish between right and wrong, coupled with strong moral convictions, directs their behavior toward achieving organisational goals (Al-Maghazi et al., 2025: 381). (Tanner & Christen, 2013: 122) believe that moral intelligence is embodied in a set of basic competencies, most notably the moral compass, which represents the system of standards and values upon which an individual relies in evaluating and regulating behavior; moral commitment, which expresses the willingness to set priorities and strive to achieve ethical goals; moral sensitivity, which is the ability to recognise issues with ethical dimensions and solve ethical problems by formulating solutions that satisfy ethical

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standards and resolve potential conflicts; and moral firmness, which reflects steadfastness and courage in applying ethical behaviors despite obstacles and challenges. The researcher relied on three dimensions: "moral sensitivity, moral commitment, and moral courage" to measure the variable of moral intelligence (Mohammadi et al., 2024) It is as follows.

#### ❖ **Dimensions of Moral Intelligence**

- Ethical sensitivity: individuals' sense of others and dealing with them ethically, by respecting the identity of employees and their physical and psychological privacy, as well as protecting information and respecting authority. It also represents the ability of individuals to identify the weaknesses of the service beneficiary, anticipate the consequences, and make decisions that help make the provided service more appropriate and ethically sound, as it enhances their competence in resolving conflicts, and moral sensitivity is superior when individuals possess emotional skills (Ali et al., 2025: 2).
  - Moral Commitment: Commitment between individuals is achieved through providing comprehensive information to empathise with others at work, effective interaction, and providing support, assistance, and cooperation to them. (Mohammadi et al., 2024: 4) Moral commitment is characterised by intuition accompanied by emotion and logical thinking Lombroso, T. (2009: 274), that is, it appears to be a balanced and complex behavior that relies on intuition to distinguish between right and wrong, coupled with a charge of emotion and at the same time based on logical thinking that helps workers in directing decisions and controlling behavior.
  - Moral courage: individuals avoid discrimination against others at work, defend their rights, and establish fair policies for dealing with them. (Mohammadi et al., 2024:4). It represents a natural part of the behavior of individuals within the organisation and the decisions taken based on their ethical principles and is linked to personal experiences with the presence of risk, and is characterised by trust and has been studied in many fields "philosophy, psychology and sociology" (Pajakoski et al., 2021: 571-574).
3. **The concept of Organisational well-being:** Organisational well-being is an important concept that has received increasing attention in many psychological and administrative studies due to its direct impact on individual performance within the organisation, in addition to its positive contribution to raising the level of performance, reducing stress and work

turnover, decreasing absenteeism, and enhancing standards for individual safety.(Abdelaziz et al., 2024:16). In the work context, it is considered an essential factor for raising employee morale and motivating them, as it represents the state in which individuals feel happy, satisfied, and valued at work within the organisation. Much research has proven that organisational well-being increases individual motivation, which is reflected in the quality and productivity of work, as it relates to individual factors such as “positive psychological capital (self-confidence, hope, optimism, resilience)” and organisational factors represented by leadership and its role in enhancing cooperation and reducing conflicts, in addition to improving the efficiency of work teams (Lee et al., 2025: 1, 2, 10). Therefore, the concept has witnessed a remarkable development and is no longer limited to providing benefits related to care, but rather has expanded to include strategies related to the psychological, physical, and social aspects of employees that help provide psychological support, effort management, training, and mindfulness practices for individuals, which reflects their growing awareness of the importance of their mental health and thus a key factor in the success of the organisation’s work (Garcia, 2025: 3). It is worth noting that organisational well-being is a multidimensional concept that includes “workplace culture.” “Job security, stability, and support for mental and physical health” (Peng, w., 2025: 69). The health of individuals working within an organisation is linked to their well-being, and their relationships with each other contribute to shaping their self-identity and behaviors, which represents the treatment that enhances their psychological health (Filippi et al., 2024: 3). While most studies indicate that “supporting work implementation, building positive relationships, respecting individuals, providing opportunities for professional growth, and granting rewards” are important factors in enhancing employee well-being (Paz et al., 2020: 30). Therefore, sometimes individuals’ work in an organisation is a source of psychological stress or a source of their feeling of positive energy and satisfaction, especially in jobs that give them participation and engagement in work. Organisational well-being is closely related to the concepts of “happiness, satisfaction, health, and quality of work,” although most studies have focused on negative rather than positive aspects of well-being that should be enhanced to increase individual motivation (Platania et al., 2015: 1437). The researcher relied on the dimensions of “life well-being,

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workplace well-being, and psychological well-being” to measure the variable of organisational well-being (Zheng et al., 2015), as follows.

❖ **Dimensions of Organisational Well-being**

- Life well-being: It represents individuals' cognitive and balanced evaluation of emotions, some of which are positive and others negative, related to the good life, i.e., their perceptions of their place within the context, value systems, and culture in which they live (Martyr et al., 2018: 2130-2131). It can be indicated by its association with economic, social, and personal outcomes (income, employment, educational qualifications, family status, and physical and emotional health).Layard et al., 2014:2).
- Workplace well-being: This refers to individuals' sense of importance and prosperity in the workplace. It is linked to their emotions, in addition to their core values, as it constitutes a balance between their professional and personal lives. And their satisfaction with the work environment and the organisation's culture (Aryanti et al.,2020:606). It is defined by two elements: job satisfaction and work-related effects, which are the feelings that individuals recognise and experience at work, regardless of whether they are directly or indirectly related to the job (Pradhan & Hati, 2019:4).
- Psychological well-being: Psychological well-being is the positive social interactions that individuals have that reduce their feelings of loneliness and isolation and contribute to achieving better psychological outcomes such as increased self-esteem and improved mood.It is based on the social support theory, which is a combination of all types of resources and assistance that individuals receive when exposed to stress, as well as when facing problems at work and adapting to them. Studies have indicated that social support improves their psychological health, reduces stress, enhances physical health, and improves their ability to adapt (An et al., 2024:2).

**4. The Interactive Relationship Between Spiritual Climate, Moral Intelligence, and Organisational Well-Being:** it is evident that the spiritual climate constitutes a supportive work environment grounded in human values and meanings, which enhances individuals' ability to develop their moral intelligence, thereby positively influencing their behaviors and professional decisions. Furthermore, it fosters an atmosphere of trust and cohesion that reduces stress and fatigue, ultimately strengthening organisational well-being. From this perspective, the relationship among the three variables can be understood as an interactive one, in which the spiritual

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climate reinforces moral intelligence, and both jointly contribute, directly and indirectly, to enhancing organisational well-being, thereby creating a healthier and more positive work environment (Fry, 2003). This interconnection represents a fundamental factor in sustaining institutional performance, as investing in the spiritual climate and fostering employees' moral intelligence helps build a cohesive organisational culture capable of addressing challenges and ensuring continuous improvement and development.

5. **About Al-Kadhimiya Teaching Hospital:** Al-Kadhimiya Teaching Hospital is a healthcare and educational facility located in the Al-Kadhimiya district of Baghdad and is considered one of the leading university medical centers in Iraq. The hospital provides specialised medical services, including emergency care, surgical operations, specialised clinics, laboratories, radiology, and physical therapy. It also contributes to the practical training of students and graduates in medicine and health sciences and participates in postgraduate and clinical training programs in collaboration with Iraqi universities, thereby reinforcing its role as an advanced center for healthcare and medical education.

**Eighth: The practical aspect of describing and diagnosing research variables and analysing the results.**

1. **Description and diagnosis of the spiritual climate variable:** It is noted from Table (2) below that the spiritual climate came at an average level, as the arithmetic mean reached (2.375) with a standard deviation of (1.129). This indicates a relative acceptance of patients for the purpose of exchanging opinions and understanding, and this requires strengthening multiple aspects such as belonging and support from the health institution for the ideas that are presented by them. The lowest item also reached "I'm in a department where everyone can express themselves and where we respect and understand each other", in terms of arithmetic mean, which reached (2.285) and a standard deviation of (1.171), and it came in first place in terms of importance, as the coefficient of variation reached (51.24), which reflects the existence of a minimum level of understanding between nurses, while the highest item came "Doctors and nurses respect the opinions and ideas I propose." The arithmetic mean reached (2.410) and a standard deviation of (1.278), and it came in second place in terms of importance, as the coefficient
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of variation reached (51.86), which reflects the existence of space for exchanging opinions among them.

Table (2): Descriptive measures of Spiritual Climate variable

	Items	M	St	CV	Prio
Spiritual Climate	“My department encourages and supports the opinions and ideas that I propose, and colleagues can listen and be receptive.”	2,339	1.225	52.37	3
	“Doctors and nurses respect the opinions and ideas I propose.”	2.464	1.278	51.86	2
	“I feel a sense of belonging and identity when I communicate and share my ideas with my colleagues.”	2,410	1.261	53.32	4
	“I'm in a department where everyone can express themselves and where we respect and understand each other”	2.285	1.171	51.24	1
	Total	2.375	1.129	47.53	

2. **Description and diagnosis of the moral intelligence variable:** It is noted from Table (3) below that moral intelligence came in at an average level, with an arithmetic mean of (2.888) and a standard deviation of (1.235), indicating that nurses need social support from the institution to overcome work pressures, improve their mental health, and enhance their sense of others' self-confidence. The highest dimension of moral courage came in at an average level, with an arithmetic mean of (3.250) and a standard deviation of (0.950), and ranked first in terms of importance, with a coefficient of interest of (29.23). The lowest dimension, moral commitment, also came in at an average level, with an arithmetic mean of (2.704) and a standard deviation of (1.468), and ranked third in terms of importance, with a coefficient of variation of (54.28). This indicates the existence of an acceptable ethical base that enables the staff to perform their duties in a professional manner. However, it does not reach the level that achieves the best ethical practices required in a work environment characterised by the sensitivity of dealing with critical humanitarian cases.

Table (3): Descriptive measures of the Moral Intelligence variable

Moral Intelligence	Dimensions	M	St	CV	Prio
	Moral Sensitivity	2,710	1.464	54.02	2
	Moral Commitment	2,704	1.468	54.28	3
	Moral Courage	3,250	0.950	29.23	1
Total		2.888	1.235	42.76	

3. **Description and diagnosis of the organisational well-being variable:** It is noted from Table (4) below that organisational well-being came at an average level, as the arithmetic mean reached (2.599) and a standard deviation of (1.056), which means that the work environment and current support services provide an acceptable level of well-being, while the life well-being dimension came at an average level, as the arithmetic mean reached (2.797) and a standard deviation of (0.834), and ranked first in terms of importance, as the coefficient of variation reached (29.81), while workplace well-being came at a level as the arithmetic mean reached (2.476) and a standard deviation of (1.282), and ranked second in terms of importance, as the coefficient of variation reached (51.77), while the sensitivity dimension came in third and last place, and this indicates that the culture of integrity and responsibility, and a supportive environment for expressing ethical positions and making sound decisions, need support and reinforcement for the purpose of improving their psychological health and avoiding work obstacles.

Table (4): Descriptive measures of Organisational Well-Being variable

Organisational Well-Being	Dimensions	M	St	CV	Prio
	Life well-being	2.797	0.834	29.81	1
	Workplace well-being	2.476	1.282	51.77	2
	Psychological well-being	2.523	1.328	52.63	3
Total		2,599	1.056	40.63	

4. **Testing and interpreting research hypotheses:** It is noted from Table (5) below that the value of (F) The spiritual climate variable in moral intelligence reached (273.27), which is greater than the table value of (3.168). This shows that there is an effect of the spiritual climate variable on moral intelligence and its dimensions. Thus, the alternative hypothesis is accepted, which states, "There is a relationship between the influence of the spiritual climate on moral intelligence and its dimensions among dialysis

nurses.” While the value of (Adj) reached (0.832), which explains (83%) of the variables that affect organisational well-being and its dimensions, while the value of (t) reached (16.53), which is greater than the table value of (1.673), and ( $\beta$ ) reached (0.914), which means that a change of one unit in the spiritual climate leads to a change of (91%) in the moral intelligence variable and its dimensions.

Table 5: The impact of spiritual climate on moral intelligence and its dimensions

Spiritual Climate	Dimensions of Moral Intelligence	( $\beta$ )	(R)	(R <sup>2</sup> )	Adj (R <sup>2</sup> )	(F)	(t)	Sig
	Moral Sensitivity	0.941	0.941	0.886	0.884	420.81	20.51	0.001
	Moral Commitment	0.935	0.935	0.874	0.872	375.08	19.36	0.001
	Moral Courage	0.668	0.668	0.447	0.436	43,569	6,601	0.001
	Moral Intelligence	0.914	0.914	0.835	0.832	273.27	16.53	0.001
N=56 t=1.673 F=3.168								

It is noted from Table (6) below that the value of (F) The value of the spiritual climate variable in organisational well-being reached (267.38), which is greater than the table value of (3.168). This shows that there is an effect of the spiritual climate variable on organisational well-being and its dimensions. Thus, the alternative hypothesis is accepted, which states, “There is a relationship between the influence of the spiritual climate on organisational well-being and its dimensions among dialysis nurses.” While the value of (Adj) reached (0.829), which explains (82%) of the variables affecting organisational well-being and its dimensions, while the value of (t) reached (16.352), which is greater than the table value of (1.673), and ( $\beta$ ) reached (0.912), which means that a change of one unit in the spiritual climate leads to a change of (91%) in the variable of organisational well-being and its dimensions.

Table 6: The impact of spiritual climate on Organizational Well-Being and its dimensions

Spiritual Climate	Dimensions of Organisational Well-Being	( $\beta$ )	(R)	(R <sup>2</sup> )	Adj (R <sup>2</sup> )	(F)	(t)	Sig
	Life well-being	0.563	0.563	0.317	0.304	25,016	5,002	0.001
	Workplace well-being	0.930	0.930	0.865	0.862	344.76	18,568	0.001
	Psychological well-being	0.924	0.924	0.855	0.852	317.21	17,811	0.001
	Organisational Well-Being	0.912	0.912	0.832	0.829	267.38	16,352	0.001
N=56 t=1.673 F=3.168								

It is noted from Table (7) below that the value of (F) The value of moral intelligence in organisational well-being reached (398.05), which is greater than the table value of (3.168). This shows that there is an effect of the spiritual climate variable on organisational well-being and its dimensions. Thus, the alternative hypothesis is accepted, which states, "There is a relationship between the effect of moral intelligence on organisational well-being and its dimensions among dialysis nurses." While the value of (Adj) reached (0.878), which explains (87%) of the variables that affect organisational well-being and its dimensions, while the value of (t) reached (19.951), which is greater than the table value of (1.673), and ( $\beta$ ) reached (0.938), which means that a change of one unit in the spiritual climate leads to a change of (93%) in the variable of organisational well-being and its dimensions.

Table 7: The impact of Moral Intelligence on Organizational Well-Being and its dimensions

Moral Intelligence	Dimensions of Organisational Well-Being	( $\beta$ )	(R)	(R <sup>2</sup> )	Adj (R <sup>2</sup> )	(F)	(t)	Sig
	Life well-being	0.626	0.626	0.392	0.380	34,765	5,896	0.001
	Workplace well-being	0.925	0.925	0.856	0.854	321.77	17,938	0.001
	Psychological well-being	0.952	0.952	0.906	0.904	518.30	22,766	0.001
	Organisational Well-Being	0.938	0.938	0.881	0.878	398.05	19,951	0.001
N=56 t=1.673 F=3.168								

It is noted from the table (8) below that the correlation between the variables (spiritual climate and moral intelligence) with organisational well-being is very high, as it reached the highest value with psychological well-being (0.961) and the lowest value with life well-being (0.626), and the coefficient (R<sup>2</sup>) which indicates the percentage of explained variance was high in all dimensions, especially psychological well-being (92.4%) and workplace well-being (89.9%), which reflects the strength of the explanatory model. Also, all values were (sig=0.001), which is less than (0.05), indicating that the relationships are statistically significant. Also, all values of (F) and (t) are greater than the tabular value shown in the table, which indicates that there is a strong influence relationship between the spiritual climate and moral intelligence on organisational well-being. Therefore, the alternative hypothesis is accepted: "There is an influence relationship between both the spiritual climate and moral intelligence on organisational well-being and its dimensions among dialysis nurses."

Table 8: The impact of spiritual climate and moral intelligence on organisational well-being

Spiritual Climate & Moral Intelligence	Dimensions of Organisational Well-Being	( $\beta$ )	(R)	(R <sup>2</sup> )	Adj (R <sup>2</sup> )	(F)	(t)	Sig
	Life well-being	0.626	0.626	0.392	0.369	17,097	6,935	0.001
	Workplace well-being	0.948	0.948	0.899	0.896	236.68	4,517	0.001
	Psychological well-being	0.961	0.961	0.924	0.921	321.48	5.252	0.001
	Organisational Well-Being	0.948	0.948	0.899	0.895	234.97	4.491	0.001
N=56 t=1.673 F=3.168								

**Eighth: Conclusions and recommendations:** The researcher reached a set of conclusions, in light of which a set of recommendations were made, as follows:

**Conclusions:**

1. The study population is predominantly young with practical experience and intermediate academic qualifications, reflecting the fact that the work environment for nurses in the dialysis department requires development programs that support and enhance their efficiency and stability at work.

2. The results indicate that the spiritual climate in the healthcare work environment was at an average level. This indicates a relative acceptance of the exchange of ideas, opinions, and understanding among nurses, but there is a pressing need to enhance their support and sense of belonging from the institution.
3. The study results indicate that the level of ethical intelligence and its main dimensions (moral sensitivity, moral commitment, and moral courage) among nursing staff in the dialysis department at Al-Kadhimiya Teaching Hospital was within the average level. This level reflects the existence of an acceptable ethical foundation that enables staff to perform their duties in a professional manner. However, it falls short of the level that achieves the best ethical practices required in a work environment characterised by the sensitivity of dealing with critical humanitarian cases. This average level may also limit the department's ability to address complex ethical challenges and ensure an ideal work environment based on integrity and responsibility.
4. The study results showed that the level of ethical intelligence and its key dimensions among nursing staff in the dialysis department at Al-Kadhimiya Teaching Hospital fell within the average range. This indicates the existence of an acceptable ethical framework that helps staff perform their duties professionally. However, it does not yet rise to the level of optimal ethical practices necessary to address complex humanitarian challenges and ensure a more honest and responsible work environment.
5. The results indicate that the level of organisational well-being, life well-being, workplace well-being, and psychological well-being among nursing staff falls within the average level. This means that the current work environment and support services provide an acceptable level of well-being, but do not achieve the level required to enhance job satisfaction and psychological health, which may be reflected in the quality of performance and the continuity of professional giving.
6. The study's findings revealed a significant impact of the spiritual climate on the development of individuals' moral intelligence, which in turn positively affects organisational well-being. This interrelation highlights the importance of the spiritual climate as a motivating factor that fosters ethical behavior among employees and creates a supportive and trustworthy work environment, thereby contributing to overall performance improvement and ensuring the sustainability of organisational well-being.

### **Recommendations:**

1. It is necessary to develop organisational programs that enhance nurses' sense of belonging and identity, to support their initiatives and ideas, while promoting effective communication and organisational culture to improve their well-being and performance within the institution.
2. It requires adopting administrative strategies that enhance the spiritual work climate and support the development of ethical behavior among nurses, as this has a positive impact on raising their level of well-being and improving the quality of health services provided to beneficiaries..
3. Healthcare institutions should foster a spiritual climate and ethical intelligence among nurses, as this has a direct impact on raising their well-being and psychological well-being, which in turn improves their performance. They should also work to provide the necessary medical equipment and prepare courses and development programs to enhance their work experience, thus supporting and enhancing their efficiency and stability.
4. The study recommends that the management of Al-Kadhimiya Teaching Hospital - Dialysis Department adopt a comprehensive development plan aimed at raising the level of well-being in all its dimensions, by improving the work environment and alleviating its pressures, and providing psychological and social support programs for staff, in addition to providing moral and material incentives that encourage integration and job satisfaction, which will positively reflect on the quality of services provided to patients and the stability of the work environment..
5. The study recommends that the management of Al-Kadhimiya Teaching Hospital - Dialysis Department - adopt an integrated institutional program to develop ethical intelligence in all its dimensions. This program involves training nursing staff, promoting a culture of integrity and responsibility, and providing a supportive environment for expressing ethical positions and making sound decisions. It also emphasises the importance of periodic monitoring and evaluation to measure the impact of these efforts, which will contribute to raising ethical performance and organisational efficiency and improving the quality of services provided to patients.

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