



The Relationship Between Emotional Intelligence, Job Satisfaction, and Life Satisfaction Among Female Nurses in Tehran

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1. Round 1

1.1. Reviewer 1

Reviewer:

The paragraph beginning with “Within nursing contexts, emotional intelligence has attracted considerable scholarly attention...” lacks sufficient integration of nursing-specific theoretical frameworks. The authors discuss emotional demands generally, but they should connect emotional intelligence more explicitly to emotional labor theory, compassion fatigue, and patient-centered communication models in nursing science literature. At present, the discussion remains overly generic and insufficiently grounded in nursing psychology.

In the paragraph defining job satisfaction, the manuscript states that job satisfaction encompasses “salary, organizational support, professional achievement, interpersonal relations, promotion opportunities, and the nature of the work itself.” However, the authors later use the MSQ short form, which operationalizes intrinsic and extrinsic satisfaction differently. The conceptual discussion should therefore align more precisely with the measurement framework. The mismatch between theoretical exposition and operationalization should be corrected.

The sentence “Nurses who reported severe psychological disorders or submitted incomplete questionnaires were excluded from the analysis” raises methodological concerns. The authors do not explain how severe psychological disorders were

assessed. Was this based on self-report, medical records, clinical interviews, or a screening instrument? Exclusion criteria must be operationalized clearly to ensure transparency and avoid arbitrary participant exclusion.

Authors revised the manuscript and uploaded the document.

1.2. Reviewer 2

Reviewer:

The literature review relies heavily on direct positive associations among variables and lacks sufficient discussion of contradictory or null findings. For example, the manuscript repeatedly frames emotional intelligence as universally beneficial without discussing studies showing modest effect sizes, contextual dependency, or possible cultural moderation. Including contradictory evidence would substantially strengthen the scholarly balance and rigor of the review.

The paragraph beginning with “Despite growing international interest in emotional intelligence and occupational well-being...” appropriately identifies a research gap, but the justification for focusing exclusively on female nurses is underdeveloped. The authors should provide a stronger gender-based rationale grounded in sociocultural expectations, emotional labor burdens, caregiving norms, or gendered occupational stress within Iranian healthcare contexts. Otherwise, the exclusion of male nurses appears insufficiently justified scientifically.

The final paragraph of the Introduction states, “fewer studies have comprehensively explored the simultaneous associations among these variables in female nurses.” This claim requires stronger empirical substantiation. The authors should explicitly identify what is novel in their model. Is the novelty related to the Iranian context, the simultaneous regression model, the female-only sample, or the integration of occupational and subjective well-being constructs? The contribution statement currently remains vague.

In the “Study Design and Participant” section, the manuscript reports the use of convenience sampling among nurses in Tehran hospitals. However, the authors do not specify the number of hospitals involved, whether they were public or private, or how participants were approached operationally. These omissions limit reproducibility and raise concerns regarding sampling bias and representativeness. The recruitment process requires much more detailed methodological reporting.

Authors revised the manuscript and uploaded the document.

2. Revised

Editor’s decision: Accepted.

Editor in Chief’s decision: Accepted.