

The Relationship of Organizational Spirituality with Public Health and Occupational Stress

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Abstract

Background and Objective: Universities of medical sciences are the pioneers of improving health and prompting science, and faculty members are considered their most valuable assets. Therefore, spirituality in the university environment can improve general health and reduce occupational stress. The purpose of this study was to investigate the relationship of organizational spirituality with general health and occupational stress of faculty members of Lorestan University of Medical Sciences.

Methods: This research is a descriptive-correlation study. The statistical population consisted of all faculty members, 132 of whom were randomly selected. The questionnaire of spirituality in the workplace was occupational stress and general health scale. Data were analyzed by Pearson correlation and multiple regression analysis. In this research, all the Ethical issues were observed and authors declared no conflicts of interest.

Results: The organizational spirituality enhances general health and reduces occupational stress ($P < 0/05$). The meaningful factors of work, the sense of correlation and the alignment with organizational values were significantly affected by $\beta = 0.25$, $\beta = 0.27$, $\beta = 0.26$, on general health at the level of 5%, as well as the components of spirituality in the work environment, there is a significant effect on occupational stress with $\beta = -0.17$, $\beta = -0.18$, respectively. The correlation coefficient between organizational spirituality and general health is 0.60 and in case of job stress is -0.39. That means with increase of organizational spirituality, general health also increases and subsequent job stress decreases.

Conclusion: The results show that the organizational spirituality raises general health and reduces occupational stress. Therefore, it is recommended that directors and faculty members of Lorestan University of Medical Sciences should promote the quality of spirituality at university level by implementing pathology and development programs.

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Summary

Background and Objective

Faculty members of medical universities that are leaders in the field of health, treatment, and education have a vital role in promoting community health as well as science. To accomplish this great mission, universities must bring a strenuous and profound force

to the general health of the faculty with a spiritualistic approach (1). In fact, the faculty members have a special status whose effectiveness will be definitely possible in the light of their physical and mental health (2). Given that, the purpose of this study was to examine the relationship of organizational spirituality with general health and occupational stress among faculty members of Lorestan University of Medical Sciences.

Methods

The present study is descriptive in nature, and correlational in terms of method. The statistical population in this cross-sectional study consists all faculty members (78 males and 54 females) at Lorestan University of Medical Sciences in years of 2016 and 2017. 132 people were selected using the Cochran formula as sample size, 57 of whom were in the school of medicine and 75 in the school of paramedical sciences.

Three questionnaires were used to collect the data:

1) Organizational Spirituality Questionnaire (OSQ): This is a questionnaire associated with spirituality at workplace developed by Milliman et al. (3), and three dimensions of meaningfulness of career (6 items), a sense of unity (7 items) and aligning with the values of the organization (7 items).

2) General Health Questionnaire (GHQ): The questionnaire designed by Petals and Hiller has 28 questions and 4 sub-scales, and each scale has 7 questions (4). The Scale of Physical Symptoms (7-1), Anxiety and Sleep Disorders (8-14), Social Function Scale (15-21), and Depression Scale (22-28).

3) Job Stress Questionnaire (JSQ): This questionnaire has 60 items which Osipow has developed for assessing individual stress at workplace (5). Moreover, to analyze the findings, Pearson correlation and multiple regression analysis have been used.

Results

Pearson correlation test was used in this research and it was found that there was a significant relationship between organizational spirituality on the one hand and general health and occupational stress on the other ($P < 0.05$), and the correlation coefficient between organizational spirituality and general health was 0.67. That is, with increase in organizational spirituality, general health also increased; and occupational stress decreased (-0.39). In addition, the level of significance was less than 0.05 which indicated that the regression model was significant; at least one of the predictive variables had a significant effect on the criterion variable. Apart from that, the value of R^2 was calculated to be 0.34. This means that the factors of meaningfulness of work, alignment with values and sense of unity were 34% of the ability to predict general health, and 66% of the remainder was related to prediction error. Based on the R^2_{adj} index, the obtained value in this study was 0.33; in other words, organizational spirituality components had a 33% ability to predict general health. What's more, the significance of work, sense of correlation, and organizational values had a significant effect on

general health at 0.05, correlating with $\beta = 0.25$, $\beta = 0.27$, $\beta = 0.26$, respectively. Indeed, their positive coefficients indicate that with rise in these factors, general health also increased. The R^2_{adj} index has 7% ability to predict job stress in terms of organizational spirituality components. Additionally, the significance of work and the correlation ($\beta = -0.17$ and $\beta = -0.18$, respectively) had a significant effect on job stress at a significant level of 0.05, and the negativity of these coefficients in fact indicate that with rise in these factors, the amount of occupational stress reduced.

Conclusion

The results demonstrated that the factors of meaningfulness of work, sense of unity and alignment with organizational values had significant effects on general health, respectively. Furthermore, the components of spirituality in the work context also have a significant effect on job stress, which increases with general organizational spirituality, general health and subsequent job stress. Walt and Clark argued that organizational spirituality can significantly reduce occupational stress and raise job satisfaction (6). Asliskis and Maslik Sarsees, Keenman and Jones, Rafq and Harih introduce the lack of work-life balance in the campus as a source of occupational stress (7-9), and Brave and McHenlanders, Ravi and Dyson have argued that reduction in job satisfaction causes stress among faculty members (10,11). In general, it seems that spirituality, through the spread of altruistic culture within an organization, helps individuals develop a deep understanding of themselves and their past lives and establish good relationships with others, which results in the establishment of communication networks between individuals, leaders paying attention to the needs and interests of their employees, and finally paying more attention to their growth and development to delegate authority and assign responsibility (12-14). Further, spirituality in the organization leads to the formation of spiritual beliefs and placing trust in faculty members, and this is an internal stimulus among employees making them do their duties in the best way, thus eventually boosting their accountability (15,16).

Suggestions

Managers can create a warm and open environment which hinges on collaboration instead of competition, reduces stress and creates some kind of investment in the organization, enhances the feeling of solidarity among faculty members, and achieves the highest levels of spiritual well-being by implementing appropriate programs. Taken together, given the importance of the relationship between organizational spirituality with general health and occupational stress, it is recommended that university officials include in their novice or in-service programs a course titled "Teaching ways to promote spiritual well-being", as well as ways of reducing occupational stress among employees, and, in order to track and report the status of spirituality, general health and occupational stress, faculty members will have an annual assessment in terms of availability and degree of these variables in

them and, if necessary, the required compensatory measures are taken.

Ethical considerations

The Ethics Committee in Biomedical Research of Shahid Beheshti University of Medical Sciences has confirmed this research.

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Conflict of interest

The authors declared no conflict of interest.

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العلاقة بين المعنوية الإدارية وبين الصحة العامة والتوتر الوظيفي لدى اعضاء هيئة التدريس في جامعة لرستان للعلوم الطبية

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الملخص

خلفية البحث وأهدافه: إن جامعات العلوم الطبية قادة تحسين الصحة ونتاج العلم، وينبغي أن يعمل اعضاء هيئة التدريس باعتبارهم اصولاً ثمينة ضمن محيط معنوي وفي اطار الصحة العامة دون التوتر الوظيفي. الغرض من هذا البحث، دراسة العلاقة بين المعنوية الإدارية وبين الصحة العامة والتوتر الوظيفي لدى اعضاء هيئة التدريس في جامعة لرستان للعلوم الطبية.

منهجية البحث: تم اجراء هذا البحث وفق المنهج بتبعه والترابطي. اشتمل المجتمع الاحصائي جميع اعضاء هيئة التدريس وتم اختيار ١٣٢ منهم بصورة عشوائية طبقية وطلب منهم استكمال استبيانات المعنوية في محيط العمل والتوتر الوظيفي والصحة العامة. تم تحليل المعطيات وفق معامل الارتباط عند بيرسون وتحليل الانحدار الخطي المتعدد. تمت مراعاة جميع الموارد الاخلاقية في هذا البحث وازضافة الى هذا فإن مؤلفي البحث لم يشيروا الى اي تضارب في المصالح.

الكشوفات: وفقا للكشوفات هناك علاقة ذات دلالة احصائية بين المعنوية الإدارية وبين الصحة العامة والتوتر الوظيفي ($P < 0.05$). اضافة الى هذا فإن الارتباط بين المعنوية الإدارية مع الصحة العامة كان يعادل ٦٠% والاجهاد التنظيمي ٣٩/٠-. وهذا يعني أن مع ارتفاع نسبة المعنوية الإدارية تزداد الصحة العامة ايضا، كما ان الاجهاد التنظيمي ينخفض تبعا له. إن العوامل الدالة احصائية للعمل والشعور بالتضامن والمواءمة مع القيم الإدارية مع درجة $\beta = 0.25$ ، $\beta = 0.27$ و $\beta = 0.26$ على التوالي كان لها تأثير كبير على الصحة العامة عند مستوى ٥%. كما أن للمعايير المعنوية في محيط العمل مع نسبة $\beta = -0.17$ و $\beta = -0.18$ على التوالي أثرا كبيرا على التوتر الوظيفي.

الاستنتاج: اظهرت النتائج أن المعنوية الإدارية تزيد من نسبة الصحة العامة وتقلل نسبة التوتر الوظيفي، لهذا ينصح المدراء واطباء هيئة التدريس أن يزيدوا نسبة المعنوية في الجامعة من خلال القيام ببرامج التنمية وعلم الأمراض.

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رابطه‌ی معنویت سازمانی با سلامت عمومی و استرس شغلی اعضای هیئت علمی دانشگاه علوم پزشکی لرستان

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چکیده

سابقه و هدف: دانشگاه‌های علوم پزشکی ساکن دار عرصه‌ی بهبود سلامت و تولید علم هستند و اعضای هیئت علمی که دارای ارزشمندی محسوب می‌شوند باید در محیطی دارای معنویت و سلامت عمومی و بدون استرس شغلی فعالیت کنند. هدف این پژوهش، بررسی رابطه‌ی بین معنویت سازمانی با سلامت عمومی و استرس شغلی اعضای هیئت علمی دانشگاه علوم پزشکی لرستان بود.

روش کار: این پژوهش از نوع توصیفی-همبستگی است. جامعه‌ی آماری شامل کلیه‌ی اعضای هیئت علمی بود که ۱۳۲ نفر به صورت تصادفی طبقه‌بندی انتخاب شدند و پرسش‌نامه‌های معنویت در محیط کار، استرس شغلی و سلامت عمومی را تکمیل کردند. داده‌ها از طریق روش همبستگی پیرسون و تحلیل رگرسیون چندگانه تحلیل شد. در این پژوهش همه‌ی موارد اخلاقی رعایت شده است و مؤلفان مقاله هیچ‌گونه تضاد منافی گزارش نکرده‌اند.

یافته‌ها: بر اساس یافته‌های به دست آمده، بین معنویت سازمانی با سلامت عمومی و استرس شغلی رابطه‌ی معنی‌داری وجود داشت ($P < 0/05$). علاوه بر این، ضریب همبستگی بین معنویت سازمانی با سلامت عمومی برابر $0/60$ و استرس شغلی $-0/39$ بود. بدین معنا که با افزایش معنویت سازمانی، سلامت عمومی نیز افزایش؛ و استرس شغلی متعاقب آن کاهش یافت. عوامل معنادار بودن کار، احساس همبستگی و همسویی با ارزش‌های سازمانی نیز به ترتیب با $\beta = 0/25$ ، $\beta = 0/27$ و $\beta = 0/26$ بر سلامت عمومی در سطح ۵ درصد؛ و مؤلفه‌های معنویت در محیط کار به ترتیب با $\beta = 0/17$ و $\beta = 0/18$ بر استرس شغلی تأثیر معنادار داشت.

نتیجه‌گیری: نتایج نشان می‌دهد که معنویت سازمانی سلامت عمومی را افزایش؛ و استرس شغلی را کاهش می‌دهد. بنابراین، به مدیران و اعضای هیئت علمی توصیه می‌شود که با اجرای برنامه‌های آسیب‌شناسی و توسعه، معنویت را در سطح دانشگاه افزایش دهند.

واژگان کلیدی:

استرس شغلی

اعضای هیئت علمی

سلامت عمومی

معنویت سازمانی

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مقدمه

می‌شوند که نقشی راهبردی در پیشبرد اهداف کشور دارند و

مهم‌ترین عامل تحول در هر کشور در نظر گرفته می‌شوند. این

در حالی است که با چالش‌های قرن ۲۱، همواره در دو لبه‌ی

دانشگاه‌ها و مراکز آموزش عالی از جمله سازمان‌هایی محسوب

مجله‌ی پژوهش در دین و سلامت

دوره‌ی ۵، شماره‌ی ۲، تابستان ۱۳۹۸