

An Intercultural Translation and Psychometric Analysis of 18-item Spirituality at Work Questionnaire

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Abstract

Background and Objective: Spirituality in job is a new topic but with a limited theoretical-scientific development in organizational literature. The importance of this issue and its impact on work efficiency call for a proper instrument for evaluation purposes. Longevity and incomprehensiveness of some of the questionnaires motivated the authors to provide an Intercultural Translation and psychometric analysis of the standard comprehensive instrument of Spirituality at Work.

Methods: In this cross-sectional descriptive study, English version of Spirituality at Work scale, adopted from Val Kinjersk's study, was used as the main instrument. An attempt was made to complete English-to-Persian translation as well as to provide cultural conformities using the Wild pattern and recursive translation method and retranslation phases, respectively. Afterwards, face validity was performed based on 10 experts' views and 18 accessible samples and then reliability and validity of the questionnaire were examined and internal correlation was determined in a cross-sectional study on 393 health workers. Construct validity was assessed with a sample size of 268 people through factor analysis. In this study, all the ethical considerations have been observed and no conflict of interest was reported by the authors.

Results: To determine construct validity, principal components analysis was performed using Varimax rotation method, in which 70.31% of total variance was explained by two factors. Its face validity was also desirable. In assessing the questionnaire's reliability using internal consistency method, Cronbach's alpha coefficient was found to be 96%, which ranged from 78% to 91% for the subscales. There was a high correlation among subscales of this questionnaire (0/82-0/97).

Conclusion: The questionnaire had good consistency and the high correlation between the subscales is indicative of a good cultural consistency in translation of the questionnaire. The questionnaire of Spirituality at Work, which aimed at assessing the experience of spirituality in job based on individuals' experience of spirituality and workplace morale has proper construct validity and face validity.

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Summary

Background and Objective

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(i.e., Research on Religion & Health)

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Spirituality in job is a new topic but with limited theoretical-scientific development in terms of organizational literature (1). Currently, employees seek for meaningful and promising occupations. Spirituality

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at work also helps to foster trust among colleagues, develop creativity among colleagues, and develop respect among colleagues in a way that there is a significant and positive relationship between work spirituality and respect among colleagues (2). The importance of this issue and its impact on work efficiency call for a proper instrument and index for evaluation purposes. Longevity of and inconclusiveness of some questionnaires motivated the authors to provide an intercultural translation and validation of the standard comprehensive instrument of Spirituality at Work Scale with the main designer of this instrument.

Methods

Compliance with ethical guidelines: In order to adhere to the ethics of the research, the written consent of the questionnaire designers was first obtained in the original language and they were involved in the translation process. Then, the researchers referred to the research place and after obtained informed consent and ensuring confidentiality of the research data, the study samples were included in the study.

The research was applied in terms of purpose and cross-sectional descriptive in terms of collecting data. The standard English version of the Spirituality at Work questionnaire, which was adopted from Val Kinjersk's study, was the main instrument used in the present study (3). In this study, attempts were made to complete English-to-Persian translation as well as to provide cultural conformities using the Wild pattern and recursive translation method and retranslation phases, respectively. Afterwards, face validity was assessed based on 10 experts' views and 18 accessible samples. Then, reliability of the questionnaire was examined by Cronbach's alpha coefficient and internal correlation was determined in a cross-sectional study on 393 practical nurses. Structural validity with a sample size of 268 people was performed through factor analysis.

Results

In the present study, a total of 393 care workers aged 20-59 (sample size) were included in the study. Most of them (39%) were middle-aged (aged 30-40), male (66.4%), married (90%) and with a high school diploma or lower educational degrees (91%).

The process of translation and validation of the questionnaire related to spirituality at work was evaluated as acceptable. The questionnaire for spirituality in job has 18 items, which are formulated within the framework of a six-point Likert scale. The total score ranges from 18 to 108, whereby the higher scores signify higher spirituality in job. In investigation of the questionnaire's reliability using internal consistency method, Cronbach's alpha coefficient was found to be 96%, which ranged from 78% to 91% for the subscales. In order to determine the construct validity, principal components analysis was performed using Varimax rotation method, in which 70.31% of the total variance was explained by two factors. There was a high correlation between subscales of this questionnaire including Engaging Work, Mystical

Experience, Spiritual Connection and Sense of Community (0/82-0/97) and its face validity was also confirmed.

Conclusion

This study aimed to provide a cross-cultural translation and psychometric evaluation of spirituality in work questionnaire. The field of spirituality lacks a generally accepted and expressive scale for psychologically assessing one's spirituality and spirituality in the workplace. This has prevented further research and understanding in this area. The Spirituality at Work Questionnaire is a short, psychometrically expressive, easy-to-use questionnaire that is recommended for use in research and practice to address the needs of spirituality in the workplace because it is based on individuals' experiences of spirituality and spirits at work and corresponds with new books and treatises on spirituality and spirits in the workplace (5).

In a cross-sectional study, the questionnaire was found to enjoy good internal consistency and had a higher consistency compared to the original version. The high correlation between the subscales showed that care has been taken in translation of the questionnaire respecting its cultural conformity (6). The questionnaire had both construct validity and face validity. Considering the fact that other scales evaluated only one aspect of an organization, the purpose of spirituality in job questionnaire was to evaluate the experience of spirituality as an existential condition that is grounded upon individuals' experience of spirituality and workplace morale.

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Ethical considerations

Research Assistant of Tarbiat Modarres University has confirmed this article. Ethics Code: IRCT2016090618022N2

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Conflict of interest

The authors reported no conflicts of interest.

Authors' contributions

All authors contributed to analyzing the design of the study, analysis and interpretation of data and drafting and revising the paper.

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الترجمة بين الثقافات والقياس النفسي لإستبيان ذات ١٨ سؤالاً حول المعنوية في العمل

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معلومات المادة

الوصول: ٢٥ محرم ١٤٤١

وصول النص النهائي: ٢٨ ربيع الاول ١٤٤١

القبول: ١١ ربيع الثاني ١٤٤١

النشر الإلكتروني: ٢٥ ربيع الثاني ١٤٤١

الملخص

خلفية البحث وأهدافه: تعتبر المعنوية في العمل موضوعاً جديداً ولكنها محدودة في تطورها النظري والعلمي من الجانب التنظيمي. إن أهمية هذا الموضوع وتأثيره على كفاءة العمل تتطلب أداة مناسبة لغرض القياس والتقييم. كون بعض الاستبيانات طويلة وغير شاملة مما حمل المؤلفون على اجراء ترجمة بين الثقافات واختبار القياس النفسي لأداة قياسية شاملة للمعنوية في العمل ٢٠١٧.

منهجية البحث: في هذه الدراسة الوصفية والمستعرضة، تم اختيار أداة معيارية للمعنوية في العمل والتي كانت مأخوذة من دراسة "وال كينجرسكي". تمت عملية الترجمة وإعادة ترجمتها من الإنجليزية الى الفارسية وتطبيقها الثقافي على اساس نط "وايلد" وبطريقة الترجمة العودية. تمت دراسة وتحديد الصلاحية الظاهرية من خلال ١٠ ذوي الخبرة و ١٨ عينة متاحة، كما أنه تم تقييم موثوقية الاستبيان وتقييمها لـ ٣٩٣ من الموظفين في مجال الرعاية الصحية. تم إجراء صلاحية الإنشاء بحجم عينة من ٢٦٨ شخصاً من خلال اختبار تحليل العامل. تمت مراعاة جميع الموارد الأخلاقية في هذا البحث واطرافه الى هذا فإن مؤلفي البحث لم يشيروا الى اي تضارب في المصالح.

الكشوفات: كان الإبلاغ عن عملية الترجمة والقياس النفسي لإستبيان المعنوية في العمل، بشكل مطلوب، ومن اجل تحديد صلاحية الإنشاء، تم تحليل المكونات الرئيسية باستخدام طريقة "تدوير فارماكس"، حيث تم تبين ٣١/٧٠٪ من التباين الكلي باستخدام عاملين. تم الإبلاغ عن الصلاحية الظاهرية المناسبة. وفي التحقيق عن موثوقية الاستبيان المترجمة الى الفارسية باستخدام طريقة الاتساق الداخلي للأداة، تمت محاسبة معامل ألفا كرونباخ ٩٦٪. الا انه كانت المقاييس البنائية تتراوح بين ٧٨ الى ٩١ بالمئة. كان هناك ترابط قوي (٠/٩٧-٠/٨٢) بين المقاييس الفرعية للإنغماس في العمل والتجربة العرفانية والاتصال الروحي والشعور النفسي بالمجتمع.

الاستنتاج: إن هناك توافقاً جيداً في ترجمة الاستبيان. كان لإستبيان المعنوية في العمل والذي يهدف تقييم التجربة المعنوية في العمل من الجوانب المختلفة وعلى اساس تجارب الافراد من المعنوية في العمل، صلاحية الإنشاء والصلاحية الظاهرية المناسبة.

يتم استناد المقالة على الترتيب التالي:

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ترجمه‌ی بین فرهنگی و روان‌سنجی پرسش‌نامه‌ی ۱۸ سؤالی معنویت در کار

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چکیده

سابقه و هدف: معنویت در کار موضوعی جدید اما با توسعه‌ی نظری-علمی محدود در مبحث سازمانی است که اهمیت آن و تأثیرش در بازدهی کاری نیاز به ابزاری مناسب برای سنجش را ضروری می‌نماید. طولانی بودن و جامع نبودن بعضی از پرسش‌نامه‌ها مؤلفان را بر آن داشت تا ترجمه‌ی بین فرهنگی و روان‌سنجی ابزار استاندارد جامع معنویت در کار را انجام دهند.

روش کار: در این مطالعه‌ی توصیفی-مقطعی، ابزار استاندارد معنویت در کار برگرفته از مطالعه‌ی وال کینجرسکی انتخاب شد. مراحل ترجمه و بازترجمه‌ی آن از انگلیسی به فارسی و انطباق فرهنگی بر اساس الگوی وایلد و به روش ترجمه‌ی بازگشتی انجام شد. روایی صوری از طریق ۱۰ متخصص و ۱۸ نفر از نمونه‌های در دسترس؛ و پایایی پرسش‌نامه برای ۳۹۳ نفر از کارکنان خدمات مراقبتی بررسی و تعیین شد. روایی سازه با حجم نمونه‌ی ۲۶۸ نفر و از طریق آزمون تحلیل عاملی انجام شد. در این پژوهش همه‌ی موارد اخلاقی رعایت شده است و مؤلفان مقاله هیچ‌گونه تضاد منافی گزارش نکرده‌اند.

یافته‌ها: فرایند ترجمه و روان‌سنجی پرسش‌نامه‌ی معنویت در کار با ۱۸ سؤال مطلوب گزارش شد. برای تعیین روایی سازه، تحلیل مؤلفه‌های اصلی با استفاده از روش دوران واریانس صورت گرفت که ۷۰/۳۱ درصد از واریانس کل به کمک دو عامل تبیین؛ و روایی صوری مناسب گزارش شد. در بررسی پایایی پرسش‌نامه‌ی ترجمه شده به فارسی با استفاده از روش ثبات داخلی ابزار، ضریب آلفای کرونباخ ۹۶ درصد محاسبه شد که برای زیرمقیاس‌ها از ۷۸ تا ۹۱ درصد متغیر بود. علاوه‌براین، بین خرده‌مقیاس‌های غوطه‌ور شدن در کار، تجربه‌ی عرفانی، ارتباط معنوی و حس اجتماعی بودن همبستگی بالایی (۰/۸۲-۰/۹۷) وجود داشت.

نتیجه‌گیری: پرسش‌نامه‌ی یادشده همسانی درونی مناسبی داشت و همبستگی بالا بین خرده‌مقیاس‌ها نشان می‌دهد انطباق فرهنگی مطلوبی در ترجمه‌ی پرسش‌نامه وجود داشت. پرسش‌نامه‌ی معنویت در کار که هدف آن ارزیابی تجربه‌ی معنویت در کار از جنبه‌های مختلف بر پایه‌ی تجربیات افراد از معنویت در محل کار است دارای روایی سازه و صوری مناسبی بود.

استناد مقاله به این صورت است:

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