

The Contribution of Religiousness and Humanistic Spirituality to Depression, Life Satisfaction and Work Satisfaction among Israeli Nurses

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The goal of this study was to examine the contributions of religiousness and humanistic spirituality to coping with work-related stress. In particular, the unique contribution of spirituality, over and above religiousness, to the psychological well-being of hospital nurses was examined, as well as the unique contribution of specific dimensions of spirituality to the prediction of psychological well-being, over and above that of overall spirituality.

Method

Procedure & Sample

The research questionnaire was administered to 120 nurses working in a hospital in central Israel. All research participants were Jewish females.

Instrumentation

Predictors

•Religiousness: 1 item (1=*very nonreligious*, 5=*very religious*).

•Spirituality: *Spiritual Orientation Inventory (SOI)*. Elkins, Hedstrom, Huges, Leaf, and Saunders (1988). 85 items, *Overall spirituality* + 9 subscales (1) *Transcendent dimension* (2) *Meaning and purpose in life* (3) *Mission in life* (4) *Sacredness of life* (5) *Material value* (6) *Altruism* (7) *Idealism* (8) *Awareness of the tragic* (9) *Fruits of spirituality*, (1 = *strongly disagree*, 5 = *strongly agree*), overall $\alpha = .96$, subscale α 's = .46 to .93.

•Work Stress: *Inventory of Stressful Events (ISE)*. Motowidlo, Packard, & Manning (1986). 45 items, (1 = *rarely or none of the time*, 5 = *most or all of the time*), $\alpha = .91$.

Outcome Measures

•Depression: *Center for Epidemiological Studies – Depressed Mood Scale (CES-D)*. Radloff (1977), 20 items, (1 = *rarely or none of the time*, 5 = *most or all of the time*), $\alpha = .88$.

•Life Satisfaction: *Satisfaction with Life Scale (SWLS)*. Diener, Emmons, Larsen, & Griffin (1985), 5 items, (1 = *strongly disagree*, 5 = *strongly agree*). $\alpha = .85$.

•Job Satisfaction: *Overall Job Satisfaction (OJS)*. Cammann, Fichman, Jenkins, & Klesh (1983), 3 items + Agho, Price, & Muller (1992), 6 items, (1 = *strongly disagree*, 5 = *strongly agree*). $\alpha = .85$.

Results

Table 1
Pearson Intercorrelations between Study Variables

	Work Stress	Religiousness	Spirituality	Depression	Life Satisfaction
Religiousness	.01				
Spirituality	.00	.44**			
Depression	.45**	-.26**	-.22*		
Life Satisfaction	-.14	.09	.31**	-.53**	
Work Satisfaction	-.58**	.09	.32**	-.54**	.42**

The correlations between the study variables indicate that:

- Religiousness and spirituality are related but independent constructs
- Work stress is related to depression and to work satisfaction
- Religiousness and spirituality are related to depression
- Spirituality is related to both life satisfaction and to work satisfaction as well

Table 2
Hierarchical Regression of Depression, Life Satisfaction, and Work Satisfaction on Predictors

Model	R ²	Beta Stress	Beta Religiousness	Beta Spirituality	Beta Stress*Spirit
Depression	.27**	.45**	-.21*	-	-
Life Satisfaction	.12**	-.12	-.06	.33**	-
Work satisfaction	.44**	-.58**	-.05	.34**	-

Note: Results of last model with significant R² change.

Hierarchical regression analysis indicates that:

- Spirituality does not have a unique contribution to the prediction of depression
- Spirituality contributes to the prediction of life satisfaction and work satisfaction even after controlling for work stress and for religiousness
- Spirituality does **not** moderate the relationship between work stress and life or work satisfaction (nonsignificant interaction)
- Additional findings – life satisfaction partially mediates the relationship between spirituality and work satisfaction

Table 3
Hierarchical Regression of Depression, Life Satisfaction, and Work Satisfaction on Overall Spirituality and Specific Spirituality Dimensions

	Depression	Life Satisfaction	Work satisfaction
R ² Spirituality	.05*	.09**	.10**
R ² Spirituality + specific dimensions	.32**	.25**	.34**
β Spirituality	.19	.04	-.33**
β Idealism	-.72**	.55**	.52**
β Tragic	.29**	-	-
β Materialism	-	-.24**	-
β Altruism	-	-	.34**

- For the prediction of all measures, specific dimensions of spirituality had unique contributions over and above overall spirituality
- Idealism was found to be important in the prediction of all three measures
- An unexpected suppressor effect for spirituality on work satisfaction was uncovered

Discussion

In general, the results provide support for the influence of spirituality on psychological well-being of workers in stressful occupations, over and above the influence of work stress and religiousness. However, spirituality was not found to moderate the influence of work stress on well-being, but to have an additive influence. The results also indicate that the influence of spirituality on work satisfaction is mediated by life satisfaction. Finally, the importance of using a multidimensional approach to spiritualism is demonstrated here.