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

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AIMS
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).


• 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 + Aggho, Price, & Muller (1992), 6 items, (1 = strongly disagree, 5 = strongly agree). $\alpha = .85$.

Results

Table 1
Pearson Intercorrelations between Study Variables

<table>
<thead>
<tr>
<th></th>
<th>Religiousness</th>
<th>Spirituality</th>
<th>Depression</th>
<th>Life Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Religiousness</td>
<td>.01</td>
<td>.44**</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spirituality</td>
<td>.00</td>
<td>.34**</td>
<td>.26**</td>
<td>.42**</td>
</tr>
<tr>
<td>Depression</td>
<td>.45**</td>
<td>.26**</td>
<td>.22**</td>
<td></td>
</tr>
<tr>
<td>Life Satisfaction</td>
<td>.14</td>
<td>.09</td>
<td>.31**</td>
<td>.54**</td>
</tr>
<tr>
<td>Work Satisfaction</td>
<td>-.58**</td>
<td>.09</td>
<td>.32**</td>
<td>.42**</td>
</tr>
</tbody>
</table>

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 Overall Spirituality and Specific Spirituality Dimensions

<table>
<thead>
<tr>
<th>Model</th>
<th>Depression</th>
<th>Life Satisfaction</th>
<th>Work Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$R^2$</td>
<td>Beta Stress</td>
<td>Beta Religiousness</td>
</tr>
<tr>
<td>Depression</td>
<td>.27**</td>
<td>.45**</td>
<td>-.21*</td>
</tr>
<tr>
<td>Life Satisfaction</td>
<td>.12**</td>
<td>-.12</td>
<td>-.06</td>
</tr>
<tr>
<td>Work satisfaction</td>
<td>.44**</td>
<td>-.58**</td>
<td>-.05</td>
</tr>
</tbody>
</table>

Note: Results of last model with significant $R^2$ 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)

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.

The data for this study was collected by Ms. Meytal Shayo and Ms. Hadas Avraham while participating in an empirical research seminar in religion and spirituality at the workplace.