Workplace Spirituality and Work Attitudes among Staff Nurses

Thesis

Submitted for partial fulfillment of the Master Degree
In Nursing Sciences
(Nursing Administration)

By

Mohamed Elmadawy Mohamed Ibrahim

(B.Sc. In Nursing 2009), Cairo University

Faculty of Nursing
Ain-Shams University
2020

Workplace Spirituality and Work Attitudes among Staff Nurses

Thesis

Submitted for partial fulfillment of the Master Degree
In Nursing Sciences
(Nursing Administration)

Under supervision of

Dr: Mona Mostafa Shazly

Professor of Nursing Administration

Faculty of Nursing - Ain Shams University

Dr. Hanaa Mohamed Abdrabou

Assistant Professor of Nursing Administration

Faculty of Nursing - Ain Shams University

Faculty of Nursing
Ain-Shams University
2020

Acknowledgments

First of all, I would like to thank ALLAH who gave me the talent, opportunity, and strength to accomplish this Work.

No words could express my feelings of gratitude and respect to **Prof. Dr/ Mona Mostafa Shazly,** professor of Nursing Administration, Faculty of Nursing, Ain Shams University, for her endless guidance, support, and patience throughout the work. I felt greatly honored to work under her supervision.

My deepest thanks to **Dr/ Hanaa Mohamed Abdrabou,** Assistant Professor of Nursing Administration, Faculty of Nursing, Ain shams University, for her valuable advices, guidance, and supervision throughout the study phases

Last but not least thanks for everyone who helped me to accomplish this work.

Mohamed Elmadawy Mohamed Ibrahim

List of Contents

List of Tables

List of Figures

Workplace Spirituality and Work Attitudes among Staff Nurses

Abstract

Background: Spirituality is the essence of human existence which includes immaterial aspects of human life and is experienced through the relationship of human's life with God. Work attitude is referred to as a hypothetical construct representing an individual's degree of like or dislike for an item. Work Attitudes are generally positive or negative views of a person, place, thing, or event.**Aim:** the current study aimed at finding out the relationship between workplace spirituality and work attitudes among staff nurses.**Subject and Methods:Design:**Adescriptive correlational design was used to carry out this study which was conducted at Ashmoun General Hospital in Ashmoun, Menofeya, Subjects of the study included (165) staff nurses out of (287) from all hospital departments. **Tools** of Data collection for the current study was collected by two tools namely; workplace spirituality questionnaire, and work attitudes questionnaire. **Results**: Nearly two thirdsof staff nurses had high perception with total workplace spirituality, more than half of them had high perception with total work attitude. There is no statistically significant relation between workplace spirituality and work attitudes with age and years of nursing experience. **Conclusion:** There is a highly statistically significant direct relation (p=0.0001) between all dimensions of workplace spirituality and all dimensions of work attitudes except Intention to quit. **Recommendations:** The study recommends periodical assessment of workplace spirituality of the nursing staff and encouraging positive attitude that affect the quality of care.

.

Key words: *Work Attitude, Staff Nurses,Workplace Spirituality.*

Introduction

The modern world is plagued by social, economic, and environmental problems that are the result of human greed and a lack of love and compassion. This spiritual approach recognizes that people work not only with their hands but also with their hearts or spirit. Over the last fifteen years, interest in the area of spirituality in the workplace increased substantially in academic research **(Vincett, &Woodhead, 2016).**Spirituality at work is an inspiring and motivating power for the ongoing search to find purpose and meaning in life work, and deep understanding of the value of work life, the vastness of the universe, the natural environment and personal beliefsystem,Spiritual well-being in the workplace results in benefits in terms of individuals and organizational outcome**(Kadar, et al, 2015).**

Workplace spirituality defined as an experience of interconnectedness, shared by all those involved in the work process, initially triggered by the awareness that each is individually driven by an inner power, which raises and maintains her/his sense of honesty, creativeness, proactivity, kindness, dependability, confidence, and courage; consequently leading to the collective creation of an aesthetically. Motivational environment characterized by a sense of purpose,

high ethical standards, acceptance, peace, trust, respect, understanding, appreciation, care, involvement, helpfulness, encouragement, achievement, and perspective, thus establishing an atmosphere of enhanced team performance and overall harmony, and ultimately guiding the organization to become highly productive, and agency accomplished its goals**(King, 2017).**

Workplace spirituality is a multi-dimensional construct that encompasses the individual, the organization, and the interactions of individuals within organization. At the individual level, it refers to a workplace where employees can feel a sense of community among their co-workers and other people associated with their organization; discover their meaning and purpose in life through their work; and find an alignment between their personal values with the values of the organization. At the organizational level, it is reflected through the organization's policies and practices, which recognizes that employees have an inner life and a desire to find their work meaningful and provide a context for spiritual growth of the employees **(Azarsa, et al., 2015).**

Nurses are sensitive to workplace spirituality because of the nature of their work and because of their social values and

ethical standards ethically relevant decisions are often characterized by nurses adjusting their aspiration levels to the practical conditions with which they are confronted. Nurse mangers often want to create a spirit of cooperation which can in turn create a positive atmosphere where employees are creative, highly motivated, self-driven, and have the authority to make decision to benefit the good of the organization **(American Association, 2015).**

The spiritual wellbeing is one of the most important factors in human health and healthy lifestyle. It provides a coordinated and integrated connection between the internal forces. It is identified with features of stability in life, peace, harmony, and coordination, feeling close relationship with himself, God, society, and the environment. It can also lead to the happiness and a meaningful life and provides energy to a sustain life.[6] When spiritual wellbeing is endangered in an individual, he or she will suffer from severe mental disorders such as loneliness, depression, and loss of meaning in life **(Melhem, et al., 2016).**

Work attitude is referred to as a hypothetical construct representing an individual's degree of like or dislike for an item. Work attitudes are generally positive or negative views of a person, place, thing, or event. These views are often

referred to as the attitude object. In this instance the attitude object is referred to as the individuals' view of the change and is not a physical entity independent of the individual. An attitude is a psychological tendency that is expressed by evaluating a particular entity with some degree of favor or disfavor **(Cruz, et al., 2017).**

Employee work attitude deals with how an organization behaves. It involves the management directing employees into improving organizational and personal effectiveness. It plays an enormous role in determining the attitudes of employees and their job satisfaction. When employees are happy, it is usually because they are satisfied with their work. This also improves the quality of their work. Work attitude and job satisfaction may not fall completely on the management but also on the employees. If employees enjoy their work, they will not need external motivation from management, but instead the satisfaction they attain from completing their work will motivate them **(Petersen, et al., 2017).**

<u>Significance of the study:</u>

One of the main objectives of every organization is to have an ideal environment in which employees can demonstrate their full capacity. Numerous problems such as interpersonal conflicts, dissatisfied employees, and lack of trust can be the consequence of a poor organizational environment.The study of workplace spirituality in organizations can provide important information to team leaders, knowledge professionals and human resource managers about the conditions in which the employees are working.

Several organizations have acknowledged that workplace spirituality can provide several benefits for the employees and the organization, it has been noted that the study of workplace spirituality can alleviate problems such as humiliation, conflict, abrasion to an employee's mental health, and vassalage.

Aim of the Study

This study aims at finding out the relationship between workplace spirituality and work attitudes among staff nurses.

Research question:

Is there a relationship between workplace spirituality and work attitudes among staff nurses?