

# Path Analysis Model of the Relationship between Job Satisfaction and Religious Coping Styles, Spiritual Experiences and Subjective Well-being in Payame Noor University Staff

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## Abstract

**Background and Objective:** Occupation and its consequences is a phenomenon that has attracted the attention of health professionals in recent years. The purpose of this study was to investigate the relationship between job satisfaction and religious coping skills, spiritual experiences and mental well-being among Payme-Noor University staff.

**Methods:** This study is cross-sectional descriptive-correlational. The statistical population consisted of all the employees working in Kermanshah Payame Noor University centers in the second half of 2018, out of whom 150 were selected by simple random sampling. Data collection tools consisted of religious coping, spiritual experience, mental well-being and job satisfaction questionnaires. Data were analyzed using descriptive statistics, Pearson correlation coefficient, multiple regression and path analysis. In this study, all ethical considerations have been observed and no conflict of interest was reported by the authors.

**Results:** The results of this study showed that there was a relationship between religious coping skills and spiritual experiences and job satisfaction. In particular, it is possible to predict the job satisfaction among the employees of Payame Noor University through these two variables. The results of analysis showed that religious coping skills and spiritual experiences, as mediated by mental well-being, have an indirect effect on academic employees' satisfaction, but mental well-being has a direct effect on job satisfaction.

**Conclusion:** Considering the importance of the position of education and professional education, academic staff should be evaluated periodically in terms of job satisfaction and counseling centers need to focus on the role of mental well-being, coping skills, and spiritual experiences.



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## Summary

### Background and Objective

Manpower is considered one of the most important organizational assets and the most fundamental competitive advantage in today's knowledge-based economy (1). Today, health indicators such as employee satisfaction are important (2). Job satisfaction is defined as the

pleasure individuals get from their jobs (3) and is an effective factor in employee performance (4). High job satisfaction is associated with happiness and positive attitude toward the job (5). Identifying the factors affecting the job is very important (6). One of these factors is the subjective well-being (7).

Subjective well-being includes emotional well-being and psychological well-being (8). If a person experiences a high level of satisfaction and

experiences only negative emotions sometimes, s/he is believed to have high mental well-being (9). Occupation in the individual and social life is very important (10). Some studies outside Iran have shown that there is a relationship between job satisfaction and religious coping skills (11). The results of studies in the Iranian context show that there is a relationship between job satisfaction and religiosity (12-14), but no study has been conducted on religious cooperative styles. In the Iranian culture, this issue can be more important than in other societies.

Pargament *et al.* (15, 16) have examined religious coping skills and believe that both the positive side and the negative aspects are expressed in terms of five functions including meaning, control, tranquility, intimacy, and spirituality.

The aim of this study was to investigate the relationship of religious coping skills, spiritual experiences and psychological well-being with job satisfaction in Payame Noor University staff. The results can play an important role in the field of employment in the Islamic society of Iran.

## Methods

**Compliance with ethical guidelines:** In order to observe the ethical principles of research and to protect the rights of individuals, the necessary clarifications on the objectives of the study and its implementation procedure were provided to all participants. The absence of coercion and the voluntary nature of the study and the anonymity of the questionnaires was explained to all participants. Also, they were assured that their personal information obtained would be kept confidential without any identification and would be analyzed as a group.

This is a cross-sectional descriptive correlational study. The statistical population consisted of the all the staff working in Kermanshah Payame Noor University centers. Out of the sample population, 150 participants were selected by simple random sampling and responded to the religious coping inventory (17), the spiritual experiences questionnaire (18), the mental well-being scale (19, 20), and the job descriptive index (21). Data analysis was performed using Pearson correlation coefficient and multiple regression.

## Results

Demographic data showed that the mean ( $\pm$ SD) of age was 40 ( $\pm$ 73.3). 97 (65%) were male and 53 (35%) were female; 129 (86%) were married and

21 (14%) were single; 102 (68%) were permanently employed and 48 (32%) were temporarily employed. 39 (26%) were Ph.D. holders, 11 (6%) were PhD candidates, 59 (40%) were MA students and 41 (28%) were BA students. 92 people (61%) had office jobs, 48 (32%) had educational jobs and 10 (7%) had service jobs. Concerning the duration of employment, 8 (5%) were less than 2 years old, 31 (21%) were 2-5 years old and 111 (74%) had more than 5 years of service experience.

The results showed that there was a significant relationship between job satisfaction and religious coping skills ( $P < 0.05$ ,  $r = -0.41$ ), spiritual experiences ( $P < 0.05$ ,  $r = -0.38$ ) and mental well-being ( $P < 0.05$ ,  $r = -0.42$ ) in the staff of Payame Noor University. There was also a significant relationship between religious coping skills ( $P < 0.009$ ,  $B = 0.519$ ), spiritual experiences ( $P < 0.001$ ,  $B = 0.423$ ), and subjective well-being ( $P < 0.005$ ,  $B = 0.766$ ) could significantly predict job satisfaction. Model fitting indicators were within the acceptable range.

## Conclusion

The findings in the form of a structural equation model showed the effect of religious coping skills mediated by mental well-being on job satisfaction among Payame Noor University staff. That is, people with higher coping skills had better mental well-being and higher job satisfaction. Our findings were consistent with the results of previous studies (22, 23). It can be stated that when coping skills are appropriate, the person gets more confidence and can more logically deal with stress in the workplace. Also, when a person has a high level of mental health, he or she has a sense of control over his or her job and the problems associated with it, and thus can have a better performance.

Along with the results of previous studies (24, 25), our findings showed that spiritual experiences mediated by mental health, influences job satisfaction in the staff of Payame Noor University affects mental health. Overall, when one sees oneself in a spiritual relationship and under the aegis of God, one treats more peacefully with colleagues and the environment. And this peacefulness makes it easier to decide and behave.

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### Ethical considerations

This article is taken from a research project entitled "The Prediction of Job Burnout in the staff of Kermanshah University of Payame Noor based on the Role of Subjective Well-Being, Job Satisfaction and Life Style", which Payame Noor University of Kermanshah has approved in 1396 under the code 322/C.K.

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### Conflict of interest

The authors declared no conflict of interest.

### Authors' contributions

The main author, writing summary and conclusion sections; First author; Writing the method section: second author; and writing the findings: Third and fourth authors.

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