

SPIRITUALITY AND JOB SATISFACTION AMONG THE CONGREGATIO MATER MISERICORDIAE BROTHERS IN INDONESIA PROVINCE: BASIS FOR PSYCHOSPIRITUAL ENHANCEMENT

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Abstract

This research is designed to examine the relationships between spirituality and job satisfaction of the Congregatio Mater Misericordiae (CMM) Brothers in Indonesia Province. In order to determine the profile of spirituality and job satisfaction and their relationship, eighty (80) CMM Brothers was chosen to be respondents. The respondents were living in various convents in Indonesia (Sumatra, Java, Sulawesi, and Kalimantan). The age range of the respondents was 21- 50 and above years old. Assessment of Spirituality and Religious Sentiment (ASPIRES) and Job Satisfaction Survey (JSS) were used as instruments to collect data. The data were analyzed by utilizing descriptive statistics like frequency and percentage distribution, means, standard deviation, Kruskal Wallis Test, and Spearman's to determine the relationship between the variables. Results revealed that there was no significant relationship between spirituality and job satisfaction. Religiosity and Total Job Satisfaction ($r = .151$, $p = .181$), Religious Crisis and Total Job Satisfaction ($r = -.173$, $p = .124$), Prayer Fulfillment and Total JS with $r = .330$, $p = .003$) Universality and Total JS ($r = .025$, $p = .826$), Connectedness and Total JS ($r = -.111$, $p = .327$), Spiritual Transcendence and Total JS with $r = .109$, $p = .337$. The result of this study will be significant to the CMM Brothers for improving spirituality and job satisfaction.

Keywords: CMM Brothers, spirituality, job satisfaction, educational ministry, health ministry, and pastoral ministry.

Introduction

Spirituality is very essential in religious life. Underwood and Teresi (2002) described that spirituality as an individual and open approach in the search for meaning and purpose in life, as a search for transcendental truth which may include a sense of connectedness with others, nature, and/or the divine, and that spirituality can call us beyond self in order for us to develop a concern and compassion for others. Likewise, Tanyi (2002) globally defined spirituality as a humans' search for the meaning of life (meaning in their lives), while religion involves an

organized entity with rituals and practices about a higher power or God.

Job satisfaction is that one of the most frequently measured organizational variables in both research and applied settings and that has been widely studied in organizational behavior and organizational psychology (Spector, 1997) because job satisfaction can be an important indicator of how workers feel about their jobs and a predictor of work behaviors such as organizational citizenship, absenteeism, and turnover (Mount, 2006). Employees' satisfaction with job is essential for the entire organizational effectiveness (Lim,

2008). Satisfaction with job builds mental relaxation which ties employees with their organization. Employee's dissatisfaction with the job may change their intentions to think to change the job (Reed, Kratchman and Strawser, 1994). Job itself is the prime motivator for not to quit the job for employees (Beecham, Baddoo, Hall, Robinson and Sharp, 2008). Thus satisfaction with the job negatively influences employee's intention to leave the organization (Lee, 2000).

The empirical studies about the relationship between spirituality and work-related variables such as jobs is limited (Duffy, 2006). Clark et al. (2007) remarked that although the past years have shown a growing interest in the relationship between spirituality and job satisfaction, only a few empirical investigations have provided support for the claimed positive influence of spirituality on job satisfaction. , Millman et al. (2003) and Gracia-Zamor (2003) have found out that certain dimensions of spirituality, particularly those associated with life coherency such as creating meaning and sense of purpose, were positively related to various aspects of work-related variables such as job satisfaction and involvement.

If the number of empirical studies dealing with spirituality and work outcomes such as job satisfaction is small, the number focusing on healthcare professionals is even more limited. Komala and Ganesh (2007) have pointed out that although much research exists that examines the relationship between spirituality and health outcomes, very few researchers have examined the role of spirituality in the work of healthcare professionals.

On the basis of the work of Kinjerski and Skrypnek (2004), these researchers developed a measure of spirituality providing seven scales (Physical, Affective, Cognitive, Interpersonal, Service, Spiritual and Mystical) and uncovered a medium-sized positive correlation between the total spirituality score and job satisfaction among hospital doctors and nurses. However, the correlations between the various dimensions of spirituality and job satisfaction were not reported.

In a similar manner, Clark et al., (2007) uncovered a small positive relationship between a measure of spiritual well-being (Hungelmann et al., 1996) and work satisfaction among interdisciplinary team members working in a hospice setting. While relevant to this study, it should be noted that spiritual well-being and spirituality may be different constructs. Clark et al., (2007) claimed that although the past years have shown a growing interest in the relationship between spirituality and job satisfaction, only a few empirical investigations have provided support for the claimed positive influence on the subject. In the Minner et al., (2010) studied, a higher level of satisfaction with spiritual (relatedness) was moderately associated with lower levels of emotional exhaustion and depersonalization and higher level of personal accomplishment. This finding suggested that ministers who find their spirituality to be an inner source of authority and coping are able to withstand pressures that might otherwise lead to emotional overload and withdrawal. Since ministers are called to spiritual 'work' it is not surprising that satisfaction with one's

spiritual relatedness would enhance a sense of effectiveness. Spirituality also has a direct effect on ministry satisfaction. Surprisingly, the relationship is negative—with greater frequency of satisfaction, in spiritual practice being related to lower ministry satisfaction.

Methods

Participants

Participants were 80 Brothers aged between 20-65 years old, with professions, whether temporary or final, spread in various communities in Indonesia Province.

Instruments

ASPIRES: Assessment of Spirituality and Religious Sentiments Job Performance and Job Satisfaction Measuring.

The ASPIRES measures two major dimensions of numinous functioning: Religious Sentiment (RS) and Spiritual Transcendence (ST). The RS component is composed of two domains. The first is Religiosity, which reflects how actively involved a person is in performing various religious rituals and activities. The second domain is Religious Crisis, which examines whether a person may be experiencing problems, difficulties, or conflicts with the God of their understanding and/or their community. The second dimension measured by the ASPIRES is Spiritual Transcendence (ST). ST represents a motivational construct which reflects an individual's effort to create a broad sense of personal for life. Those high on transcendence are able to find a larger sense of time and

place. Those low on transcendence have a more materialistic orientation to life which stresses more of the "here and now." There are three correlated facet scales: prayer fulfillment, the ability to create a personal space that enables one to feel a positive connection to some larger reality; universality, the belief in a larger meaning and purpose of life; connectedness, feelings of belonging and responsibility to a larger human reality that cuts across generations and groups.

Alpha reliabilities of three subscale were: .65, .85, and .85 for Connectedness, Universality, and Prayer Fulfillment respectively. Correlation between Aspires and the dimension of the Five Factor Personality model were all below .20, suggesting that ASPIRES measured a construct independent of the Five Factor Model (Piedmont, 1999).

Job Satisfaction Survey (JSS)

Job Satisfaction Survey (Spector 1994) assesses nine facets of Job satisfaction, as well as the overall satisfaction. The nine facets of Job Satisfaction are pay, promotion, supervision, fringe benefits, contingent rewards, operating conditions, co-workers, nature of work, and communication. The questionnaire is designed to measure satisfaction, to gain an understanding of the different types of satisfaction you can get from work and the work environment. It also aids individuals in vocational planning.

The reliability of the JSS has been measured to be a Cronbach Alpha of: .75 to pay; .73 for promotion;

.82 for supervision; .73 for fringe benefits; .76 for recognition; .62 for operating procedure; .60 for co-workers; .78 for nature of work; and .71 for communication.

Validity evidence of job satisfaction scales is provided by studies that compares the same employees on different scales with one

another. For example, five of the JSS subscales (pay, promotion, supervision, co-workers, and nature of work) correlate well with corresponding subscales of the Job description Index (JDI) (Smith et al), which is probably the most carefully validated scale of job satisfaction. These correlations ranged from .61 for co-workers to .80 for supervision (Spector, 1997).

Results and Discussion

Demographic Profile

Table 1.

The demographic profile of the CMM Brothers, a group according to age, length of profession, education attainment, and length of service.

Demographic Profile		Frequency Percent	
Length of Profession	Temporary	28	35
	Final	52	65
Length of Service	1-3 years	28	28.75
	4-6 years	14	17.50
	7-9-years	11	13.75
	10 years and above	32	40
Education Attainment	Diploma	20	25
	Undergraduate	54	67.5
	Masteral	6	7.5
Current Assignment	Educational	48	60
	Health	13	12.75
	Pastoral	19	27.35
Age	20-30	30	37.50
	31-40	20	25
	41-50	19	23.75
	50 and above	11	11.75

Table 1 shows general characteristic of the participants of the Congregation Mater Misericordiae in Indonesia Province. The majority of the demographic profile of the respondents is following: with regards to length of profession, 65% (f=52) were a final profession,; with regards to length of service, 40% (f=32) have served 10 years and above; with regards to educational attainment, 67.5% (f=54) were undergraduates, in regards to age, 37,5% (f=30) were between 20-30.

Spirituality- Religiosity and JSS

Table 2:

Nonparametric correlation – relationship between Spirituality-religiosity and Job Satisfaction

Spirituality	JSS		
Religiosity .088	Pay	Correlation Coefficient	
		Sig. (2-tailed)	
.437			
Religiosity .171	Promotion	Correlation Coefficient	
		Sig. (2-tailed)	
.129			
Religiosity .014	Supervision	Correlation Coefficient	
		Sig. (2-tailed)	
.904			
Religiosity .186	Fringe Benefits	Correlation Coefficient	
		Sig. (2-tailed)	
.099			
Religiosity 009	Contingent Reward	Correlation Coefficient	-.009
		Sig. (2-tailed)	
.936			
Religiosity .097	Operating cond.	Correlation Coefficient	
		Sig. (2-tailed)	
.392			
Religiosity .069	Co-workers	Correlation Coefficient	
		Sig. (2-tailed)	
.544			
Religiosity .163	Nature of works	Correlation Coefficient	
		Sig. (2-tailed)	
.148			
Religiosity .068	Communication	Correlation Coefficient	-.068
		Sig. (2-tailed)	
.551			

**. Correlation is significant at the 0.01 level (2-tailed)

*.Correlation is significant at the 0.05 (2-tailed)

Table 2 shows that there is not significant relationship between spirituality-Religiosity and job satisfaction. Overall, this result of the study retain the null hypothesis.

Spirituality - Religious Crisis and JSS

Table 3:
Nonparametric correlation – relationship between Religious and Job Satisfaction

Spirituality	JSS		
R.Crisis .050	Pay	Correlation Coefficient	-
		Sig. (2-tailed)	
.660	Promotion	Correlation Coefficient	
R.Crisis .007		Sig. (2-tailed)	
.949	Supervision	Correlation Coefficient	
R.Crisis .139		Sig. (2-tailed)	-
.219	Fringe Benefits	Correlation Coefficient	
R.Crisis .040		Sig. (2-tailed)	
.723	Contingent Reward	Correlation Coefficient	-
R.Crisis .111		Sig. (2-tailed)	
.723	Operating cond.	Correlation Coefficient	-
R.Crisis .193		Sig. (2-tailed)	
.086	Co-workers	Correlation Coefficient	
R.Crisis .081		Sig. (2-tailed)	
.474	Nature of works	Correlation Coefficient	-
Religiosity .005		Sig. (2-tailed)	
.968	Communication	Correlation Coefficient	
R.Crisis -.162		Sig. (2-tailed)	
.150			

****.** Correlation is significant at the 0.01 level (2-tailed)

***.** Correlation is significant at the 0.05 (2-tailed)

Table 3 shows that there is not significant relationship between spirituality-religious crisis and job satisfaction. Overall, this result of the study retain the null hypothesis.

Spirituality- Prayer Fulfillment and JSS

Table 4:
Nonparametric correlation – relationship between prayer fulfillment and Job Satisfaction

Spirituality	JSS		
P. Fulfillment .030	Pay	Correlation Coefficient	
		Sig. (2-tailed)	
.790			
P. Fulfillment .194	Promotion	Correlation Coefficient	
		Sig. (2-tailed)	
.085			
P. Fulfillment .120	Supervision	Correlation Coefficient	
		Sig. (2-tailed)	
.289			
P. Fulfillment .180	Fringe Benefits	Correlation Coefficient	
		Sig. (2-tailed)	
.110			
P. Fulfillment .038	Contingent Reward	Correlation Coefficient	-
		Sig. (2-tailed)	
.735			
P. Fulfillment .210	Operating cond.	Correlation Coefficient	
		Sig. (2-tailed)	
.061			
P. Fulfillment .061	Co-workers	Correlation Coefficient	-
		Sig. (2-tailed)	
.592			
P. Fulfillment .330	Nature of works	Correlation Coefficient	
		Sig. (2-tailed)	
.003			
P. Fulfillment .202	Communication	Correlation Coefficient	-
		Sig. (2-tailed)	
.072			

**. Correlation is significant at the 0.01 level (2-tailed)

*.Correlation is significant at the 0.05 (2-tailed)

Table 4 indicates that there is not significant relationship between spirituality-prayer fulfillment and job satisfaction. However, only one variable that have significant

relationship which is prayer fulfillment and nature of work. Overall, this result of the study retain the null hypothesis.

Spirituality- universality and JSS

Table 5:
Nonparametric correlation – relationship between universality and Job Satisfaction

Spirituality	JSS		
Universality .212	Pay	Correlation Coefficient	-
.059		Sig. (2-tailed)	
Universality .059	Promotion	Correlation Coefficient	
.603		Sig. (2-tailed)	
Universality .130	Supervision	Correlation Coefficient	-
.252		Sig. (2-tailed)	
Universality .019	Fringe Benefits	Correlation Coefficient	
.864		Sig. (2-tailed)	
Universality .109	Contingent Reward	Correlation Coefficient	-
.335		Sig. (2-tailed)	
Universality .118	Operating cond.	Correlation Coefficient	
.298		Sig. (2-tailed)	
Universality .079	Co-workers	Correlation Coefficient	-
.485		Sig. (2-tailed)	
Universality .232	Nature of works	Correlation Coefficient	
.038		Sig. (2-tailed)	
Universality 229	Communication	Correlation Coefficient	
.041		Sig. (2-tailed)	

**. Correlation is significant at the 0.01 level (2-tailed)

*.Correlation is significant at the 0.05 (2-tailed)

Table 5 reveals that there is not significant relationship between universality and job satisfaction. However, there are two variables such nature of works and communication have significant relation of this study. Overall, the result of the study retain the null hypothesis.

Spirituality –Connectedness and JSS

Table 6:
Nonparametric correlation – relationship between connectedness and Job Satisfaction

Spirituality	JSS		
Connectedness .255	Pay	Correlation Coefficient	-
.022		Sig. (2-tailed)	
Connectedness .007	Promotion	Correlation Coefficient	
.950		Sig. (2-tailed)	
Connectedness .140	Supervision	Correlation Coefficient	-
.215		Sig. (2-tailed)	
Connectedness .173	Fringe Benefits	Correlation Coefficient	-
		Sig. (2-tailed)	
Connectedness .011	Contingent Reward	Correlation Coefficient	-
.925		Sig. (2-tailed)	
Connectedness .093	Operating cond.	Correlation Coefficient	
.410		Sig. (2-tailed)	
Connectedness .090	Co-workers	Correlation Coefficient	
.429		Sig. (2-tailed)	
Connectedness .264	Nature of works	Correlation Coefficient	
.574		Sig. (2-tailed)	
Connectedness .207	Communication	Correlation Coefficient	
.013		Sig. (2-tailed)	

**. Correlation is significant at the 0.01 level (2-tailed)

*.Correlation is significant at the 0.05 (2-tailed)

Table 6 reveals that there is not significant relationship between connectedness and job satisfaction. However, there is one variable that has significant relationship which is connectedness and pay. Overall, the result of the study retain the null hypothesis.

Spirituality – Spiritual Transcendent and JSS

Table 7:
Nonparametric correlation – relationship between Spiritual Transcendent and Job Satisfaction

Spirituality	JSS		
S. Transcendent .136	Pay	Correlation Coefficient	-
		Sig. (2-tailed)	
		.231	
S. Transcendent .127	Promotion	Correlation Coefficient	
		Sig. (2-tailed)	
		.260	
S. Transcendent .048	Supervision	Correlation Coefficient	-
		Sig. (2-tailed)	
		.671	
S. Transcendent .048	Fringe Benefits	Correlation Coefficient	
		Sig. (2-tailed)	
		.670	
S. Transcendent .078	Contingent Reward	Correlation Coefficient	-
		Sig. (2-tailed)	-
		.491	
S. Transcendent .148	Operating cond.	Correlation Coefficient	
		Sig. (2-tailed)	
		.191	
S. Transcendent .034	Co-workers	Correlation Coefficient	
		Sig. (2-tailed)	
		.761	
S. Transcendent .271*	Nature of works	Correlation Coefficient	
		Sig. (2-tailed)	
		.015	
S. Transcendent .276*	Communication	Correlation Coefficient	

Sig. (2-tailed)

.013

****.** Correlation is significant at the 0.01 level (2-tailed)

*****.Correlation is significant at the 0.05 (2-tailed)

Table 7 reveals that there is not significant relationship between spiritual transcendent and job satisfaction. However, there are two variables that have significant relationship which are nature of work and communication. Overall, the result of the study retain the null hypothesis.

Spirituality and Total JSS

Table 8:
Nonparametric correlation – relationship between Spirituality and total Job Satisfaction

Spirituality	JSS		
Religiosity	Total JSS	Correlation Coefficient	-
.151			
		Sig. (2-tailed)	
.181			
Rel. Crisis	Total JSS	Correlation Coefficient	
.173			
		Sig. (2-tailed)	
.124			
Prayer Fulfilment	Total JSS	Correlation Coefficient	
.260			
		Sig. (2-tailed)	
.020			
Universality	Total JSS	Correlation Coefficient	
.025			
		Sig. (2-tailed)	
		.826	
Connectedness	Total JSS	Correlation Coefficient	-
.111			
		Sig. (2-tailed)	
-.327			
S. Transcendent	Total JSS	Correlation Coefficient	
.109			
		Sig. (2-tailed)	
.337			

****.** Correlation is significant at the 0.01 level (2-tailed)

*****.Correlation is significant at the 0.05 (2-tailed)

Table 7 indicates that there is not significant relationship between spiritual transcendent and job satisfaction. However, prayer fulfillment has significant relationship toward total JSS. Overall, the result of the study retain the null hypothesis.

Discussion

The result highlight of this study that there is no significant relationship between spirituality and job satisfaction among the CMM Brothers in Indonesia Province. However, some scales indicates that there is a significant relationship among between the variable. . This result is similar with the study of Duffy (2006) that the relationship between spirituality and work-related variables such as job satisfaction has been the subject of a limited number of empirical studies. Clark et al. (2007) in Aryeh Lazar (2009) remarked that although the past years have shown a growing interest in the relationship between spirituality and job satisfaction, only a few empirical investigations have provided support for the claimed positive influence of spirituality on job satisfaction. Millman et al., (2003) and Gracia-Zamor (2003) in Aryeh Lazar (2009) have found that certain dimensions of spirituality, particularly those associated with life coherency such as meaning and a sense of purpose, are positively related to

various aspects of work-related variables such as job satisfaction and involvement. On the other hand, other researchers have failed to uncover statistically significant correlations between spirituality and job satisfaction. For example, Holder and Vaux (1998) found no relationship, either direct or indirect, between spirituality and job satisfaction among a sample of African-American professionals.

Using the combined spirituality assessment scale and the job diagnostic survey, the study of Spjut (2004) supports the result of the present study. She found a significant direct relationship between the variable of prayers/meditation and job satisfaction ($t=4.00$).

Suggestion

Our finding suggest that true live out spirituality can affect to job satisfaction. This result of this study may be of use to researchers and practitioners in better understanding of the importance of spirituality and job satisfaction.

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