



## Interplay between spiritual well-being, organizational commitment, job satisfaction, and stress management among nurses from hospitals in Saint Petersburg

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**Abstract.** *Purpose.* This study investigates the interplay between spiritual well-being, organizational commitment, job satisfaction, and stress management among nurses from hospitals in Saint Petersburg, Russia. It aims to understand how these factors are interconnected and how they can impact each other. *Methodology.* This study is a descriptive research design using regression analysis. A sample of 431 nurses from hospitals in Saint Petersburg was selected using stratified random sampling. Four valid questionnaires on job satisfaction, organizational commitment, spiritual well-being, and stress management were completed by the participants. *Findings.* The study findings showed that job stress was negatively correlated with the other three research variables. Additionally, the analysis revealed that spirituality, organizational commitment, and job stress were significant predictors ( $p < 0.05$ ) of nurses' job satisfaction. *Originality.* This study concludes that spirituality, organizational commitment, and job stress are significant predictors of nurses' job satisfaction. Furthermore, it proposes that giving importance to providing spiritual assistance and growth opportunities to workers could result in lowered job strain, amplified allegiance to the organization, and greater levels of job gratification within the nursing personnel.

**Keywords:** job satisfaction; nursing staff; organizational commitment; spirituality.

### Introduction

Job satisfaction is a critical concept in any profession, and the nursing profession is no exception. It pertains to the extent to which nurses experience a sense of satisfaction and happiness in relation to their job (Castaneda, Scanlan, 2014). It is a vital aspect of the nursing profession because it affects patient care, employee retention, and the overall quality of healthcare. Research has consistently shown that job satisfaction is positively associated with better patient outcomes, higher employee retention rates, and increased job performance (Mahoney et al., 2020). Satisfied nurses are more likely to provide high-quality patient care, have lower rates of absenteeism and turnover, and be more engaged in their work. This, in turn, leads to better patient outcomes and higher levels of patient satisfaction (Al Amiri, Alavire, 2022).

Numerous studies have explored the multifaceted nature of job satisfaction among nurses, which encompasses various factors such as income, work environment, job opportunities, benefits,

professional experiences, and relationships with colleagues and supervisors (Adnan Bataineh, 2019; Kökalan, 2019; Nilsen et al., 2020; Mandych et al., 2022). Moreover, researchers have investigated how occupational and personal characteristics can influence nurses' job satisfaction (Dzimhiri, Molefi, 2021). Such characteristics include time pressure, work importance, autonomy, task clarity and variety, coping mechanisms, social support, and work experience. For instance, a study conducted in China found that 57% of nurses surveyed rated their job satisfaction as very high, indicating high levels of organizational commitment and low job stress (Liu et al., 2019).

Other researchers concluded that about 75% of nurses in Moscow have moderate job satisfaction, 21% have low satisfaction and 4% have high job satisfaction (Hamama et al., 2014). Another research investigated the job satisfaction of nurses in Yekaterinburg and stated that about 61% of them have low job satisfaction, 36% have average job satisfaction, and only 3% have high job satisfaction (Burmykina et al., 2021). Another research concluded that about 59% of nurses in Kazan have little job satisfaction (Khamisa et al., 2015). All in all, these studies indicate that the job satisfaction situation of nurses in Russia is not very satisfactory.

In contrast, nursing job satisfaction is associated with factors like job stress and dedication to the organization (Sharma, Kohli, 2022). Job stress refers to emotional responses that arise when the job conditions and resources do not align with the abilities, resources, or requirements of the worker. Meanwhile, individual aspects like personality flaws, traits, and coping mechanisms can also play a role in causing job stress (Zaghini et al., 2020).

Job stress refers to both mental and physical arousal caused by factors related to one's job, whether they are psychological or physical (Achour et al., 2019). Some researchers suggest that two important factors that significantly contribute to nurses' job stress are external control sources and A-type behavior patterns (González-Siles et al., 2022; Kirkcaldy et al., 2002). Conversely, other researchers emphasize that social support and coping methods based on excitement have a positive and meaningful impact on reducing job stress (Shi et al., 2022).

Numerous research studies conducted with nurses have shown that there is a negative relationship between job stress and job satisfaction (Babapour et al., 2022; Hu et al., 2022; Sesen, Ertan, 2022). According to several research studies conducted in Russia, it has been found that nurses in the country undergo a significant amount of job stress, ranging from moderate to high levels (Itzhaki et al., 2015; Kashtanov et al., 2022; Mosolova et al., 2020). This stress may arise from factors such as long working hours, heavy workload, dealing with critical patients, and inadequate staffing levels, among others. It is crucial to address this issue as it can lead to burnout, job dissatisfaction, and reduced quality of patient care.

The level of organizational commitment among nurses has a significant impact on their job satisfaction (Karem et al., 2019). The term "organizational commitment" pertains to the degree of attachment and dedication that nurses have towards their workplace. This is evidenced by their thorough understanding of the organization's beliefs, aspirations, and objectives. The degree of dedication and faithfulness that nurses have towards their job and the objectives of the organization can significantly impact their work satisfaction and drive to excel in their duties. Abdullah et al. (2021) conducted a study on a substantial group of nurses. They came to the conclusion that the conditions of an individual's job and their organization have a significant impact on their level of organizational commitment. Furthermore, the researchers found that organizational commitment is a key factor in an individual's decision to leave their job.

The inclusion of spirituality and spiritual care in their practice can greatly benefit nurses while they attend to their patients (Jones et al., 2021; Wisersrith et al., 2021). Spirituality involves seeking to understand the fundamental nature of existence and life, and it can manifest as an individual's

experiences or expressions in a unified process that reflects their faith in a higher power or deity. Spiritual care is a crucial aspect of nursing because it aligns with the goal of promoting health, preventing disease, maintaining wellness, and alleviating pain and discomfort (Ghorbani et al., 2021; Rachel et al., 2019). However, it seems that the nursing profession has not given adequate attention to the importance of spirituality in human existence.

In this research, we aim to not only gauge the extent of job stress, organizational commitment, spirituality, and spiritual care among nurses but also explore how these variables can be utilized to forecast and elucidate job satisfaction levels among them. By delving into these factors, our goal is to develop a more complete comprehension of the connections between them and how they ultimately participate to the overall job satisfaction of nurses in their respective workplaces.

## Method

### Sample

The current research centers on a cluster of nurses employed in government and non-government medical facilities situated in Saint Petersburg. The research team decided to use a stratum sampling method, taking into consideration the distribution of hospitals in the city. To achieve the desired sample size, two government and two non-government hospitals were randomly selected. The research team then distributed questionnaires to active and working nurses in these four hospitals. The final sample size included 431 nurses from Saint Petersburg. Out of the total sample, 397 individuals participated in the study, comprising 361 women and 70 men. The average age of the female participants was 33.6 years, with a standard deviation of 4.2. On the other hand, the male participants had an average age of 30.1 years, with a standard deviation of 2.7. The age range for female nurses in the study was between 23 and 52 years, while for men, it was between 23 and 49 years.

### Measure

The study involved several steps to develop and refine multiple scales related to job satisfaction, organizational commitment, spiritual well-being, and stress management for nurses. Initially, the scales were translated into Russian from the original English version. Five members of the school faculty reviewed the translated scales and suggested corrections, which were then implemented<sup>1</sup>.

Subsequently, around 50 copies of each scale were reproduced and distributed to a sample of nurses. The nurses were asked to provide feedback on the questions and their psychological experience while responding to the scales. After analyzing the feedback received from the preliminary sample, the final version of the scales was developed. The final scales were then presented to individual nurses from each of the participating hospitals. These nurses completed the scales, and the data was collected and analyzed. The cooperation of one nurse from each hospital was sought during the presentation of the scales to ensure that the process was conducted in a smooth and efficient manner.

### *Spirituality and spiritual care*

W. McSherry with colleagues created a rating scale for spirituality and spiritual care that consists of 17 items rated on five-point Likert scale. They suggest that both concepts should be measured on a single scale (McSherry, Draper, Kendrick, 2002). The developers of the scale stated that it has a sufficient level of internal consistency, as shown by an alpha coefficient of 0.64. The scale was administered to 559 nurses, and factor analysis yielded four factors: spirituality, spiritual care, religious belief, and personal care. This study examined the reliability of the scale by employing Cronbach's alpha coefficient. The results showed a coefficient of 0.76 for the 17 items and 431

1 It was not possible to find information about the adaptation and validation of scales in a Russian-speaking sample. — *Editor's note.*

participants, indicating good internal consistency. An analysis of the correlation between each item and the total score of the scale revealed that the fourth item had a polyserial correlation coefficient of only 0.19, which was lower than the coefficients of the other items that ranged from 0.31 to 0.69. Consequently, the fourth item was deemed unsuitable and was removed from the scale. After deleting the fourth item, the alpha coefficient for the remaining 16 items and 431 participants increased to 0.79, indicating even better internal consistency.

### ***Job satisfaction***

P. Warr with colleagues created a scale to measure job satisfaction consisting of 15 questions, each on a five-point Likert scale. Their study reported a high level of internal consistency with an alpha coefficient ranging from 0.85 to 0.88, and a moderate level of test-retest reliability with a coefficient of 0.63 over a period of six months (Warr, Cook, Wall, 1979). In the current study, we administered the same 15-item job satisfaction scale to 431 participants and found a similarly high level of internal consistency with a Cronbach's alpha coefficient of 0.83. We also found that each item on the scale had a strong positive correlation with the total score, ranging from 0.49 to 0.73, indicating good convergent validity. Furthermore, we employed exploratory factor analysis with the same scale and 431 nurses to assess the construct validity of four job satisfaction scales. Our results showed that the 15 items of the scale were able to measure the intended construct of job satisfaction, supporting the validity of the scale.

### ***Organizational commitment***

R. T. Mowday with colleagues developed a scale to measure organizational commitment, consisting of 15 items on a five-point Likert scale. The authors reported alpha coefficients ranging from 0.2 to 0.93 for this scale, indicating acceptable internal consistency. They also assessed the reliability coefficient through retesting over various periods (two, three, and four months), which yielded coefficients of 0.53, 0.63, and 0.75, respectively (Mowday, Steers, Porter, 1979). In the current study, we administered the 15-item scale to 431 participants and calculated an alpha coefficient of 0.81, which suggests good internal consistency. Additionally, we examined the correlation between the scale items and scores on a job satisfaction scale using the polyserial correlation coefficient. Our research showed that there was a moderate to strong positive association between organizational commitment and job satisfaction, with correlation coefficients ranging from 0.39 to 0.78.

### ***Job stress***

P. Hingley and C. L. Cooper created the job stress scale, a 24-item questionnaire that uses a five-point Likert scale to assess job stress levels (Hingley, Cooper, 1986). The questionnaire was given to 431 participants by the researchers, who determined that the alpha coefficient was 0.85, which is considered high and acceptable, indicating strong internal consistency. To further evaluate the reliability of the scale, they calculated the polyserial correlation coefficients between the individual items and the overall score, which ranged from 0.29 to 0.72. These coefficients suggest that the items are moderately to strongly related to the overall score, indicating that the scale is a reliable measure of job stress.

## **Results**

In the present study, Pearson's correlation coefficient was employed to examine the associations among the variables of job stress, organizational commitment, spirituality, and job satisfaction within the context of nursing (Table 1).

Table 1. Examining the relationship between research variables using Pearson’s correlation coefficient

Variable	Job stress	Organizational commitment	Spirituality	Job satisfaction
Job stress	–			
Organizational commitment	–.26*	–		
Spirituality	–.16*	–.30*	–	
Job satisfaction	–.41*	.63*	.34*	–

Note: \* — correlation is statistically significant at the .001 level.

The research discovered meaningful connections among all the variables examined, with spirituality, organizational commitment, and job satisfaction exhibiting a favorable and noteworthy association with one another. Job stress and job satisfaction had the strongest negative correlation, while organizational commitment and job satisfaction had the strongest positive correlation. Multiple regression analysis was performed to ascertain how job satisfaction is predicted by job stress, organizational commitment, and spirituality. Assumptions of collinearity and outliers were checked and found to be acceptable, and regression analysis was performed with the identification of possible outliers (Table 2).

Table 2: Investigating the impact of outliers on nurses’ job satisfaction through regression analysis

Time of analysis	R	R <sup>2</sup>	Adjusted R <sup>2</sup>	SE	F	p-value	Outlier removal
First	.68	.45	.44	7.54	94.17	.68	–
Second	.70	.46	.45	7.47	98.12	.70	1

Eliminating an individual during the second stage of regression analysis led to a rise in both R and R<sup>2</sup>, along with a reduction in the standard error of the estimate. After removing one outlier, the table showed that with three predictors, around 46% of changes in nurses’ job satisfaction can be predicted. Stepwise regression analysis was used to identify predictors that have the most correlation with job satisfaction (Table 3).

Table 3. Regression analysis of nurses’ job satisfaction, a step-by-step summary

Entry steps	Variable	R	R <sup>2</sup>	ΔR <sup>2</sup>	ΔF	SE	df 1, 2	p-value
1	Organizational commitment	.63	.37	.37	224.27	7.97	1, 428	.001
2	Job stress	.69	.44	.07	45.00	7.59	1, 427	.001
3	Spirituality	.70	.46	.02	15.33	7.47	1, 426	.001

Table 4. Exploring the connection between job satisfaction and three predictors using stepwise regression

Steps	Variable	B	SEB	β	t-value	p-value	constant
1	Organizational commitment	.60	.03	.62	15.41	.001	16.59
	Organizational commitment	.54	.03	.56	14.02	.001	
2	Job stress	–.17	.02	–.27	–6.85	.001	29.13
	Organizational commitment	.49	.03	.51	12.84	.001	
3	Job stress	–.16	.02	–.26	–6.63	.001	18.21
	Spirituality	.19	.04	.16	3.96	.001	

Notes: B — regression coefficient; SEB — standard error for B; β — standardized regression coefficient.

The data in Table 4 shows that organizational commitment, job stress, and spirituality can predict 46% of the changes in nurses’ job satisfaction. Organizational commitment accounts for about 37% of the changes, while adding work stress and spirituality increase the variance slightly. However, all three predictors are significant at the  $p < 0.001$  level. Table 4 reports that the regression coefficients for all three predictors are significant in all three steps of analysis.

## Discussion

The main aim of the current study was to assess the degree of contentment among nurses employed in Saint Petersburg, with a focus on three key factors: their spiritual wellness, work-related stress, and commitment to the organization. Regression analysis and correlation tests were utilized to investigate the connection between job satisfaction and the variables. The findings revealed that all the predictors had a statistically significant coefficient for job satisfaction, with a level of  $p < 0.001$ . The results revealed an inverse relationship between spirituality and organizational commitment, indicating that as spirituality increases, organizational commitment tends to decrease. However, both spirituality and organizational commitment demonstrated a positive correlation with job satisfaction, suggesting that higher levels of spirituality and organizational commitment are associated with increased job satisfaction.

In the nursing profession, it is plausible that nurses who have a strong sense of spirituality may prioritize personal growth, self-fulfillment, and spiritual well-being, which might lead to a lower emphasis on organizational commitment. While spirituality positively correlates with job satisfaction, it may not necessarily align with traditional notions of organizational commitment. This disparity could be attributed to nurses' individualistic spiritual beliefs and the potential conflicts or tensions that arise when these beliefs interact with organizational values and expectations. Therefore, the negative correlation between spirituality and organizational commitment could be an outcome of this dynamic interplay.

Furthermore, the step-by-step regression analysis conducted in the study revealed that the variables of organizational commitment, work stress, and spirituality significantly impacted job satisfaction, in that order. Initially, organizational commitment alone accounted for approximately 37% of the changes observed in job satisfaction. However, when work stress and spirituality were added to the equation in subsequent steps, the level of change increased to 46%, which was statistically significant and noteworthy.

The previous research was demonstrated that there is a strong correlation between organizational commitment and job satisfaction (Cherian et al., 2018; Church et al., 2018; Dinc et al., 2018). The results obtained from this study align with the discoveries of these investigations. In particular, researchers have highlighted the significance and positive nature of the relationship between organizational commitment and job satisfaction. It is not surprising that such a relationship exists, given that organizational commitment is characterized by an emotional attachment to one's work and a sense of loyalty and responsibility towards the organization. These factors have a close relationship with the components of job satisfaction, and they play a crucial role in explaining the structure of job satisfaction. In other words, employees who are more committed to their organization are likely to be more satisfied with their job because they feel a sense of purpose and belonging. This is why organizations that invest in building a strong sense of commitment among their employees are likely to see a corresponding increase in job satisfaction levels.

The present study has found that there is a negative and statistically significant association between job stress and job satisfaction among nurses, which is in line with the findings of other researches (Babapour et al., 2022; Burmykina et al., 2021; Hu et al., 2022; Karem et al., 2019). To elaborate, when job stress increases among nurses, their level of job satisfaction tends to decrease. This correlation can be attributed to various factors that impact job stress in nursing, including the nature of the job, the individual's role at work, inter-employee relationships, interactions with doctors in the hospital, opportunities for professional growth, and so on. Thus, it is reasonable to

assume that nurses who experience high levels of job stress are likely to feel less content and fulfilled with their jobs and chosen profession.

It is widely recognized that the significance of spirituality and spiritual care in nursing cannot be overlooked. According to H. Rachel with colleagues, nursing education cannot be considered complete without including teachings on spirituality and spiritual care (Rachel et al., 2019). Without a firm understanding of these concepts, nurses may struggle to effectively carry out their duties. Therefore, it is crucial for nurses to be well-versed in spiritual care and to incorporate it into their daily practice. The results of current research are consistent with what one would expect based on theoretical logic. Specifically, we found that nurses who had a strong sense of spirituality tended to experience less job stress and higher job satisfaction and organizational commitment.

Nursing practice in Saint Petersburg necessitates the inclusion of spirituality as an integral element, and its influence on nurses' organizational commitment and job satisfaction is noteworthy, leading to the deduction that it is vital. More research is needed to investigate this topic in more detail and to determine how it can be integrated into nursing education and training programs.

## Conclusion

The feedback received from the nurses regarding their job satisfaction scale is highly significant and deserves careful consideration. The nurses have expressed their opinions on various aspects of their profession, highlighting how they perceive different facets of their job. For instance, their responses to questions relating to collaboration with colleagues indicate a slightly higher average than the predetermined benchmark. However, they have expressed their dissatisfaction with factors such as compensation, job security, and benefits. These results suggest that there is a pressing need to address certain issues in the nursing profession, such as salaries and benefits, which seem to be the major causes of dissatisfaction among the nurses. Therefore, it is imperative to take steps to improve these aspects and create a conducive work environment for nurses, who play a critical role in the healthcare sector. By doing so, we can ensure that nurses are motivated and satisfied with their jobs, which can ultimately lead to better patient outcomes and overall healthcare outcomes.

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# Взаимосвязь между духовным благополучием, организационной приверженностью, удовлетворённостью работой и управлением стрессом среди медсестер больниц Санкт-Петербурга

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**Аннотация.** *Цель.* В этом исследовании исследуется взаимосвязь между духовным благополучием, организационной приверженностью, удовлетворённостью работой и управлением стрессом среди медсестёр больниц Санкт-Петербурга, Россия. Она направлена на то, чтобы понять, как эти факторы взаимосвязаны и как они могут влиять друг на друга. *Методология.* Это исследование представляет собой описательный исследовательский проект с использованием регрессионного анализа. Выборка из 431 медсестры из больниц Санкт-Петербурга была отобрана с использованием стратифицированной случайной выборки. Участники заполнили четыре достоверных вопросника, направленных на измерение удовлетворённости работой, организационной приверженности, духовного благополучия и управления стрессом. *Результаты.* Результаты исследования показали, что стресс на работе отрицательно коррелировал с тремя другими переменными исследования. Кроме того, анализ показал, что духовность, организационная приверженность и стресс на работе были значимыми предикторами ( $p < 0,05$ ) удовлетворённости работой медсестер. *Оригинальность.* В этом исследовании делается вывод о том, что духовность, организационная приверженность и стресс на работе являются важными факторами, влияющими на удовлетворённость работой медсестер. Кроме того, в нем предполагается, что придание важности предоставлению духовной помощи и возможностей для роста работникам может привести к снижению рабочей нагрузки, усилению приверженности организации и повышению уровня удовлетворённости работой среди сестринского персонала.

**Ключевые слова:** удовлетворённость работой; сестринский персонал; организационная приверженность; духовность.

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