
Faithful or Faith Full? An Exploration of the Impact of Religiosity on Nurse's Job Satisfaction

THESIS PRESENTATION AS PART OF PARTIAL FULFILMENT OF THE
REQUIREMENTS FOR THE DEGREE OF
MASTER OF PSYCHIATRIC NURSING

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Agenda

- Background information
- Religiosity and Nursing
- Research Methodology
- Research Instruments
- Data Analysis
- Discussion
- Conclusion

Job Satisfaction

Although there are several factors that contribute to job satisfaction, the definition itself remains a complex concept, or phenomenon, demonstrated by the multiple variables that have been studied in relation to it (Coomber & Barriball, 2005).

Job satisfaction is a complex experience with many influencing components (Coomber and Barriball, 2005), one of which is the construct of religion and/or spirituality

Job Satisfaction

Many factors are involved when examining staff retention and job satisfaction, and the impending nursing shortage is a significant global issue affecting healthcare on many levels

(Nantsupawat, Kunaviktikul, Nantsupawat, Wichaikhum, Thienthong, & Poghosyan, 2017).

Turnover Intention

Some hospitals have difficulty retaining nursing staff, which can threaten the adequacy of healthcare delivery as well as increase personnel and healthcare costs (Kleinman, 2004).

Turnover Intention

There is an increasing need to understand why nurses are not satisfied with their jobs, or are intending to leave, as these are important precursors that can predict turnover (Han, Trinkoff, & Gurses, 2015).

- **Decreasing nurse turnover can :**

- decrease healthcare costs

- increase staff satisfaction

- **maintain safer patient care** (Janssen, De Jong, & Bakker, 1999; Lartey, Cummings, & Profetto-McGrath, 2014).

Background Information

- Disruption in care for patients
- Increase in personal stress and job burnout
- Significant amounts of money spent on recruitment and training (Mittal et al., 2009).
- ‘Cycle’ of the loss of performance and efficiency of staff after turnover has occurred; this can have an impact on the remaining staff, resulting in the possibility of further turnover (Coomber & Barriball, 2007).

Religion and Nursing

Examining job satisfaction and turnover as it relates to religiosity can provide useful information for health care administrators when supporting nurses in their role

Religion

- Belief that religion is related to cognitive phenomena, as well as affect and emotion
- Sacred content is often defined through institutional mechanisms such as clerical authority, writings and traditions
- Helps to answer questions such as is God real, and the meaning of life (Hill et al., 2000).
- Religion has been recognized as having an important relationship to mental health status

Religion and Nursing

- Nursing has a history of recognizing and affirming the importance of religion and spirituality
- Research shows that nurses generally have a high personal investment in their own religion (Weaver, Flannelly, Flannelly, Koenig, & Larson, 1998).

Religion versus spirituality

- Often used interchangeably
- Nurses are often eager to disconnect religion from spirituality
- Both concepts overlap, which is widely accepted
- Confusion for some nurses (Taylor, Park, & Pfeiffer, 2014)

Research Methodology

- Non-experimental correlational research design
- The relationship between religiosity and job satisfaction, as well as turnover intention was examined
- Participants were recruited using a non-probability, convenience sampling method, obtained through the database at the College of Nurses of Ontario (CNO)

Hypothesis

- Based on the existing literature, the hypothesis in this study was that *higher levels of religiosity will be associated with higher levels of job satisfaction*

Participants were sent questionnaires to their home address through the mail. Both instruments were provided as they were developed originally, with the exception of the DUREL, where several words were changed.

Inclusion criteria:

- Registered nurse actively employed in Ontario
 - 18 years of age or older
 - Ability to read and comprehend English
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- Three hundred and fifty recruitment packages were sent out to individuals, and 93 were returned, which did not meet the target sample size of one hundred.

Research Instruments - DUREL

The Duke University Religion Index (DUREL) is a five-item scale which assesses the three major dimensions of religious involvement including organizational, non-organizational, and intrinsic or subjective religiosity (Koenig & Bussing, 2010).

Given the propensity of the DUREL to measure religions such as Christianity, several words were modified from the original form, based on Brandon University Ethics Review Committee recommendations. These modifications included, in question 1, omitting the word 'church' and simply asking respondents how often they attend religious meetings. Question 2, omitting the word 'bible' in study, and replacing it with 'religious.'

Job In General

The Job in General (JIG) instrument as designed to measure employee's satisfaction with their jobs and is a measure of global satisfaction, meaning that participants are asked to think about how satisfied they are with their job in a broad, overall sense (Job Descriptive Index, 2016, para. 5)

Conceptual Framework – Bandura

- Given the appropriate skills and adequate incentives, efficacy expectations are a major determinant of people's choice of activities
- Individuals will get involved in activities and behave with certainty when they feel capable of handling situations that would otherwise be intimidating or stressful

Data Collection and Analysis

- Statistical Package for the Social Sciences (SPSS), software version 16. Descriptive statistics were used to analyze demographic information
- Pearson's correlation analysis was run using a one-tailed t-test to test the correlations between religiosity, job satisfaction and turnover intention
- Multiple regression was used to identify predictors of turnover intention, being job satisfaction participation in religious activity

Participant Characteristics

	n (%)
Age (years)	
Under 25	3 (3.2)
26 – 50	42 (45.2)
51 and over	48 (51.6)
Gender	
Male	4 (4.3)
Female	89 (95.7)
Marital Status	
Married	64 (68.8)
Divorced	8 (8.6)
Common Law	4 (4.3)
No Partner	17 (18.3)
Employment Status	
Part Time	33 (35.5)
Full Time	60 (64.5)

Note 1. Numbers of participants varied slightly in each response set, so percentages also vary slightly.

Results

As Pearson's correlation analyses was conducted, the results demonstrated the following three negative correlations when analysed using a one-tailed test for significance:

Job Satisfaction and Turnover Intention

A negative correlation between job satisfaction and turnover intention ($r = -.203$, $p = .027$) was found, which means as job satisfaction score increased, the intention to leave one's current job decreased. As per the parameters for scoring the Job In General, two participant scores were removed from the total, changing $n = 91$, whereas $n = 93$ for all other instrument scores

Religious Activity and Turnover Intention

A negative correlation was found between how often participants engaged in private religious activity (subscale 2) and turnover intention ($r = -.194, p = .031$). As the amount of time a nurse spent in private religious activity increased, the intention to leave their job decreased

Presence of the Divine and Turnover Intention

A negative correlation between participant scores in subscale 3 and turnover intention ($r = -.173, p = .049$). Subscale 3 asks about experiencing the presence of the divine, having religious beliefs lie behind the whole approach to life and carrying religion in all other dealings in life. As the scores in subscale 3 increased, the intention to leave one's job decreased

To examine how much variation of turnover intention may be explained by participating in private religious activity and job satisfaction, regression analyses were used. These findings showed a significant prediction of the total score for job satisfaction predicting turnover rate.

Regression Predictors for Turnover Intention (n = 93)

Predictor	SE	Standard	P
Total Job Satisfaction	.007	-.27	.037
Religious activities	.036	-.197	.058

R = .283, R² = .080

Note 1. Participants for total job satisfaction (n = 91). Note 2. SE = Standard error

Discussion and Recommendations

Job Satisfaction and turnover intention

- Recommendation:

To improve retention in the nursing profession, nurses *themselves* should try to construct and facilitate supportive work climates (Han et al., 2015).

Age and turnover intention

- Recommendation:

These experienced nurses require support for professional development if they choose to change practice areas, and ongoing support of a different nature to manage complex care requirements within the health care system (Clauson et al., 2011).

Religious activity and turnover intention

- Recommendation:

It would be a significant step for hospitals, agencies, or specific wards/units to explore how they can provide time and/or space for nurses to practice and engage in religious activity while at work

Study Limitations

- Relatively small sample size from only one database
- Did not assess for specialized skill set, level of education or the type of employment held, i.e. bedside versus management
- Only a snapshot of current religious beliefs and job satisfaction/turnover intention is captured

Conclusion

- Further research into particular aspects of religiosity and the relationship to turnover intention
- More qualitative research
- How administrators can evaluate the current situation related to religiosity in hospitals

Questions?

