ARTICLE   **OPEN ACCESS**

THE ROLE OF SELF-ACTUALIZATION AND SPIRITUAL EXPERIENCES IN ORGANIZATIONAL COMMITMENT OF FEMALE NURSES IN ZABOL

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ABSTRACT

The aim of this study was to investigate the role of self-actualization and spiritual experiences in organizational commitment among female nurses in Zabol. This study was descriptive, correlational and predictive, statistical population. The population of the study is consisted of 210 nurses working in hospitals in Zabul. In this study, 132 questionnaires were distributed randomly among nurses and in order to collect information, three questionnaires on self-actualization in Ahwaz (1999), spiritual experience by Ghobarie et al., (2005) and organizational commitment by Allen and Meyer were used. The results of simultaneous regression for prediction of nurse's organizational commitment showed that self-actualization predicts 37/0 organizational commitment variance in nurses and the results of stepwise regression showed that the communication with God, the transcendent mystical experience, find meaning in life and social - religious activities predict 33/0 organizational commitment variance of nurses in Zabol.

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INTRODUCTION

Due to the complex and dynamic global requirements in today's world and the era of communication and information that has changed the world into a small village and also the tremendous progress of science and technology, human variety and consequently raise living standards and consequently increased cultural expectations of human as well as rapid changes in traditional societies, organizations no longer can be managed regardless of their internal and external dynamic environments. One of the most important motivational issues that are now widely used in industrial psychology and developed organizational studies is organizational commitment [1]. Organizational commitment is defined as an important occupational and organizational attitude that has been largely considered important and interesting for many researchers in organizational behavior and psychological disciplines during the last years [2]. Like other organizational behavior, organizational commitment has been defined in different styles. Although several definitions can be found for organizational commitment, in the study by Meyer and Allen in 1987 about definitions of organizational commitment, it was found that each of these definitions was associated with one of the three themes of emotional dependence, costs incurred and a sense of duty. In other words, organizational commitment is the continuity of an employee's sense of responsibility towards his duties in the organization and emotional attachment to the organization identified with it and getting involved in the organization and its goals have been described [3]. Variables that appear to be involved in the organizational commitment include self-actualization and spiritual experiences. The concept of self-actualization was firstly proposed by Maslow. He suggested that the ultimate motivation of the individual is to achieve self-actualization and has mentioned characteristics such as sufficient understanding of reality, a sense of value and uniqueness, acceptance and respect for self, creativity, high degree of personal autonomy and accountability for self-actualized men [3]. Self-actualization is the tendency of every person to achieve his much potential abilities (inherent) [4]. Spirituality is defined as a dimension of human being that manifests qualities like nature, the capacity for the knowledge of internal awareness and source of strength, sacred mental experience, ability of men for love capacity and greater knowledge, integration with the whole life shadow and finding a meaning for each individuality. In addition, spirituality is defined as a set of values, attitudes and wishes that are related with superior existence and guides human life with experiences and bringing them uncertainty, Then it seems that that job is considered to be related closely with human lives and in occupations such as nursing human relationship plays more stressful roles [5]. Given the importance of health and nurses in providing care to patients and the health is a human right human, it therefore seems that there is an essential need for such research. Hence, this study answers the question of whether

there is a relationship between self-actualization and spiritual experiences with organizational commitment in female nurses in Zabol?

METHODS

This study was descriptive, predicted correlation. The population of study is consisted of all 210 nurses working in hospitals in Zabol. In this study, 132 questionnaires were distributed randomly among nurses. As well as to determine the sample size, Morgan table (1970) was used.

The data collection tool
In order to collect information from three questionnaires including Ahvaz self-actualization (1999), spiritual experience [6] and organizational commitment of Allen and Meyer were used.

Ahvaz self-actualization questionnaire: the base for the ultimate form of self-actualization questionnaire for Ismail Khani, Najarrie and Mehrabi Zadeh in 1999 was a 50-point Leicester questionnaire. The questionnaire contained 25 items that 40 degrees have been set for each of them and is called Ahvaz self-actualization scale. Face validity of the questionnaire was confirmed by Shahid Chamran University professors in Ahvaz it and its reliability coefficient was calculated 0/90% by split-half method [7].

Spiritual Experience Questionnaire: This questionnaire was provided by Ghobari, Banab, Lavasanie and Muhammad in 2005 in Iran. This scale consists of 74 items and 6 components of finding meaning in life (questions 19, 25, 26, 28, 30, 31, 32, 33, 35, 36, 37, 47, 54, 55, 56, 57, 58, 66, 67), the impact of communication with Allah (questions 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 27, 29, 34, 41), prosperity and spiritual activity (questions 12, 13, 14 , 15, 16, 17, 21, 22, 23, 24), transcendental mystical experiences (questions 18, 38, 39, 40, 48, 49, 50, 51, 52, 53, 62, 63, 64, 65, 72), negative experiences (questions 42, 43, 44, 45, 46, 59, 60, 61, 70, 71, 74) and social - religious activities (questions 20, 68, 69, 73, 75) respectively. Scoring the questionnaire was as follows; strongly disagree = 1, disagree = 2, somewhat disagree = 3; indifferent = 4, somewhat agree = 5, agree = 6 and strongly agree = 7. The reliability of the test was reported %94. The correlation between the total score of the scale and communication with God component was reported 86/0," "find meaning in life %79", "prosperity and spiritual activity %77," transcendental experiences" %67, "negative experiences %55 and prosperity and spiritual activity %43 [8].

Organizational Commitment Questionnaire will be used to assess the scale of organizational commitment and organizational commitment by Allen and Meyer (1984). The scale was firstly translated into Persian in Iran by Shokrkon (1996). The scale was included 24 items and consisted of three scales for emotional commitment (8 items) questions 1-4-7- 10-1316-19-22, continuous commitment (8 items) questions 2-5-8-11-14-17-21 -23 and normative commitment (8 items) questions 3-6-9-12-15-18-21-24. Questions 2-3-6-10-11-17 and 20 have reverse score. Scoring method was follows: strongly agree (5), agree (4), no opinion (3), disagree (2) and strongly disagree (1). The questionnaire validity coefficients by Samii (1996) were fluctuated in all sub-scales between percent %17 to %71. Reliability was calculated %83 and %87 by Ferdowsi, Marashyan, Talebpour (2011) using Cronbach's alpha and split-half respectively.

RESULTS

After data collection, data analysis was carried out at two descriptive and inferential statistical level using SPSS software. At descriptive level (mean, standard deviation, frequency and percentage) and for inferential statistics, correlation and regression analysis were used.

Table: 1. Frequency and percentage of subjects by gender

Percentage	Frequency	Gender
100	210	female

As can be seen in **Table- 1,** Frequency and percentage of subjects by gender

Table 2: Frequency and percentage of subjects by education

Education level	Percentage	Frequency
Bachelor	95%	126
Master of science	4.5%	6
Total	100	132

As can be seen in **Table- 2**, Frequency and percentage of subjects by education.

First question 1: is there any meaningful relationship between self-actualization and organizational commitment among female nurses?

In order to analyze the data related to the first question, the Pearson correlation coefficient was used. The results are presented in the following tables.

Table 3: Results of correlational matrix for self-actualization and organizational commitment among nurses

Normative commitment	Continuous commitment	Affective commitment	Variable
-%33	-%32	%61	self-actualization

Correlation is significant at p ≤ 0/05 level.
Correlation is significant at p ≤ 0/01 level.

As can be seen in **Table- 3**, there is a significant positive relationship between self-actualization and emotional commitment and also there is a significant negative relationship self-actualization and continuous commitment.

Table: 4. The results of regression for prediction of organizational commitment in nurses

Sig	t	β	B	Sig	F	Adjusted R Square	R^2	R	variable
0.00	8.77	0.61	0.15	0.00	76.82	%37	%37	0.61	self-actualization

As can be seen in **Table- 4**, results of regression to predict the organizational commitment of nurses suggests that self-actualization forecasts 37/0 of the variance in organizational commitment of nurses.

Second question: is there any relationship between spiritual experience and organizational commitment of female nurses?

Table: 5. Correlational matrix of spiritual experience and organizational commitment of nurses

socio-religious activities spiritual activities	negative experiences communication with God	Finding meaning in life	transcendental mystical experiences variable	actualization and
0.21 0.44 self-actualization	0.15	0.43	0.43	0.50

Correlation is significant at p ≤ 0/05 level.
Correlation is significant at p ≤ 0/01 level.

As can be seen in **Table- 5** there is a significant positive relationship between the subscales of spiritual experiences (finding meaning in life, communication with God, prosperity and spiritual activities, transcendental mystical experiences and socio-religious activities) and organizational commitment.

As can be seen in **Table- 6**, the results of stepwise regression for prediction of the organizational commitment of nurses by spiritual experiences aspects show that in the first step communication with God component alone predicts %25, in the second step, communication with God and transcendent mystical experiences together % 27, the third step communication with God and transcendental mystical experiences and finding meaning in life % 31, and finally in the fourth step communication with God, the transcendent mystical experience, finding meaning in life and socio-religious activities predict %33 of variance in organizational commitment of nurses.

Table: 6. Results of stepwise regression for prediction of organizational commitment of nurses by spiritual experiences aspects

Sig	F	Adjusted R Square	R^2	R	variable	Step
0.00	42.31	0.24	0.25	0.50	Communication with God	First step
0.00	25.71	%27	%27	0.53	Communication with God Transcendental mystical experiences	Second step
0.00	20. 75	0.31	0.31	%57	Communication with God Transcendental mystical experiences Find meaning in life	Third step
0.00	16.99	0.33	0.33	0.59	Communication with God Transcendental mystical experiences Find meaning in life Religious and social activities	Fourth step

CONCLUSION

The job commitment has affective factors on the social discipline and involves the highest regulatory effect [9]. When an organization paves the way for realizing the maximum potential of the individual, they seek to take advantage of them through self-actualization and actualize all of their hidden talents. When they reach the stage of self-actualization and use their talents and abilities, they feel commitment to the organization that has provided the foundation for their self-actualization and abilities. Smith (2002) also showed a relationship between self-actualization and spirituality, which is consistent with current research. It seems that people who follow a specific purpose in life, having a real relationship with God, doing spiritual and religious activities and get pleasant experiences by resorting to God have better self-actualization stage, because they have provided context for understanding one's own spiritual experiences and God and they achieved their goals, talents and abilities by trust, faith and belief in their God. This study showed that there is no relationship between self-actualization and socio-religious activities sub-scales. Working conditions and work shifts, doing other family and official activities, office may be represented as the contributing factors to the lack of correlation in the subjects. The results of studies by Rezai [10] also showed a significant relationship between organizational commitment and spiritual experiences, which is consistent with current research. It seems that people who have a purpose in life can establish a good relationship with God, have religious and social activities and their working conditions are also different from others, because in addition to the emotional attachment to their respective organizations, these people tend to remain in the organization. In other words, we can say that the spiritual experience of these individuals provides a context for organizational commitment.

CONFLICT OF INTEREST
Authors declare no conflict of interest.

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