

The Effect of Spiritual Leadership on Spiritual Health as Mediated by Organizational Support

Masoud Ramroudi , Naser Nastiezaie* 

Department of Educational Administration and Planning, Faculty Education and Psychology, University of Sistan and Baluchestan, Zahedan, Iran.

*Correspondence should be addressed to Mr. Naser Nastiezaie; Email: n_nastie1354@ped.usb.ac.ir

Article Info

Received: Jan 2, 2019

Received in revised form:

Mar 6, 2019

Accepted: Apr 6, 2019

Available Online: Jun 21, 2020

Keywords:


Leadership

Organization

Spiritual health

Support



 <https://doi.org/10.22037/jrrh.v6i2.24178>

Abstract

Background and Objective: Spiritual health is a basic dimension of well-being and overall health that coordinates other aspects of health. The purpose of this study was to investigate the effect of spiritual leadership on spiritual health with mediation of organizational support.

Methods: This study is an applied and correlational research based on structural equation modeling. The statistical population included the primary school teachers of Mirjaveh out of whom 215 teachers were selected by stratified random sampling method. Three questionnaires including spiritual leadership, spiritual health and organizational support were used for data collection. For data analysis the Pearson correlation coefficient was used. In this study, all the ethical considerations have been observed and no conflict of interest was reported by the authors.

Results: The mean scored for spiritual health, spiritual leadership and organizational support was 215.22 ± 18.65 , 122.03 ± 17.92 and 49.71 ± 11.56 , respectively. There was a significant correlation between spiritual leadership and spiritual health ($r=0.228$, $P<0.01$), spiritual leadership and organizational support ($r=0.257$, $P<0.01$), and organizational support and spiritual health ($r=0.241$, $P<0.01$). The direct effect of spiritual leadership on spiritual health ($\beta=0.41$, $t=4.72$), direct effect of spiritual leadership on organizational support ($\beta=0.29$, $t=3.02$) and direct effect of organizational support on spiritual health ($\beta=0.23$, $t=2.68$) was found to be significant. The indirect effect of spiritual leadership on spiritual health was also significant with the mediating role of organizational support ($\beta=0.0667$).

Conclusion: Therefore, managers of organizations can improve the spiritual health of employees by employing a spiritual leadership style and organizational support.

Please cite this article as: Ramroudi M, Nastiezaie N. The Effect of Spiritual Leadership on Spiritual Health as Mediated by Organizational Support. Journal of Pizhūhish dar dīn va salāmat. 2020;6(2):73-86. <https://doi.org/10.22037/jrrh.v6i2.24178>

Summary

Background and Objective

Spiritual health refers to having a sense of acceptance, positive senses, morality, and sense of positive mutual relationship with a sacred sovereign and supreme power, with others and self which is produced by a dynamic and coordinated cognitive, emotional, active, and consequential process (1). Without spiritual

health, other biological, psychological, and social dimensions fail to improve (2). Thus, it is important to study the factors affecting spiritual health. The present study aims to investigate the role of spiritual leadership and perceived organizational support. The theory of spiritual leadership is based on hope, faith, and friendship and aims to create perspective and congruent values at individual, team, and organizational levels, and, finally, strengthens higher levels of organizational commitment and productivity (3).

Perceived organizational support depends on employees' perceptions regarding the importance of their welfare, comfort, and level of participation in the organization's success (4). Teachers face stressful challenges due to daily interactions with students, colleagues, and constant, continuous, and disintegrated demands of teaching and exhausting pressures. Constant job stress in the workplace has some physiological, psychological, and behavioral consequences including fatigue, depression, and indifference to work. Most teachers are suffering from psychological fatigue and experience significant mental desperation and exhaustion (5). Thus, it is important to identify the factors influencing teachers' health. During the recent years, investigating the status of physical, psychological, and social health of teachers has attracted researchers' attention. All researchers try to assess the status and work conditions of teachers to identify vulnerabilities and solve their problems to reach effective education. However, few studies have investigated teachers' spiritual health and its influential factors. Thus, identifying the factors related to teachers' spiritual health is essential for finding the strategies required for programmers and executive managers. Applying these strategies influences teachers' and, subsequently, the society's spiritual health. Teachers' spiritual health may be under the influence of leadership style of school managers and the extent of organizational support. Thus, studying these dimensions of the workplace and the related findings in this regard can be highly useful in programming, and determining and modifying the strategies for increasing teachers' spiritual health. The present study seeks to investigate the effect of spiritual leadership on teachers' spiritual health as mediated by perceived organizational support.

Methods

Compliance with ethical guidelines: In carrying out this study, ethical considerations were taken into account; before distributing the questionnaires, the participants were informed about the subject and purpose of the study. They were completely free to quit the study and were assured that their information would be kept confidential. The participants answered the items of the questionnaires individually and the maximum time for completing the questionnaire was 25 minutes.

The present study is a correlational study. The sample population included 485 elementary school teachers in Mirjaveh during 2018-19, out

of whom 215 teachers were selected based on stratified sampling method and were given spiritual health, spiritual leadership and perceived organizational support questionnaires. Finally, Pearson correlation coefficient and structural equation modeling was used for data analysis.

Results

Based on the results, the mean score related to spiritual health, spiritual leadership and organizational support was 215.22 ± 18.65 , 122.03 ± 17.92 and 49.71 ± 11.56 , respectively. There was a significant correlation between spiritual leadership and spiritual health ($r=0.228$, $P<0.01$), spiritual leadership and organizational support ($r=0.257$, $P<0.01$), and organizational support and spiritual health ($r=0.241$, $P<0.01$). Furthermore, the direct effect of spiritual leadership on spiritual health ($\beta=0.41$, $t=4.72$), direct effect of spiritual leadership on organizational support ($\beta=0.29$, $t=3.02$) and direct effect of organizational support on spiritual health ($\beta=0.23$, $t=2.68$) was found to be significant. The indirect effect of spiritual leadership on spiritual health was also significant with the mediating role of organizational support ($\beta=0.0667$).

Conclusion

Based on the findings, spiritual leadership has a positive and significant effect on teachers' spiritual health both directly and indirectly as mediated by perceived organizational support. It should be noted that spiritual leadership includes leadership service models, employee engagement and empowerment, and is based on the philosophy of service leadership, the type of leadership that emphasizes providing services to others, a general outlook on work, personal development, and joint decision-making (6). Certainly employees will feel organizational support and spiritual health when working with spiritual leaders. Such employees in the organization feel that they are fully supported by management and the organization, and that organizational support can affect their mental health (7-9). Thus, organization leaders can improve employees' spiritual health by adopting spiritual leadership style and through integrating honesty, humility, respecting others, equality, motivating others, praising others, and behavioral fairness in their leadership style. In addition, organization leaders can guarantee full health of employees by improving their status, providing organizational support, and allowing them to declare and propose freely without fear and by adopting fair procedures in organization and clarifying and informing the employees.

One of the limitations of this study was exclusive use of questionnaires for measuring spiritual health, spiritual leadership, and organizational support and limiting the population to one city and province. Thus, researchers should use a larger population in sampling and use complementary tools for measuring spiritual health, spiritual leadership, and organizational support.

Acknowledgements

The authors would like to thank all those who have collaborated with them for effective implementation of the study, especially the teachers under study.

Ethical considerations

This article is an excerpt from the master's thesis in the field of educational sciences of the first author of the article approved by the Graduate Council of Sistan and Baluchestan University, with No. 290, and dated 2/20/2017.

Funding

According to the authors, this research did not receive any specific grants from any funding agencies in the public, commercial, or not-for-profit sectors.

Conflict of interest

The authors reported no conflict of interest.

Author's contributions

Distribution and collection of questionnaires: first author; and data collection, analysis and writing of the article: second author

References

1. Mozafarinia F, Amin SF, Hydarnia A. Relationship between Spiritual Health and Happiness among Students. Iran Journal of Health Education Health Promotion 2014; 2(2):97-108. (Full Text in Persian)
2. Heydari A, Khorashadizadeh F, Nabavi FH, Mazlom SR, Ebrahimi M. Spiritual health in nursing from the viewpoint of Islam. Iranian Red Crescent Medical Journal. 2016;18(6):e24288.
3. Jahandar P, Tafreshi MZ, Rassouli M, Atashzadeh-Shoorideh F, Kavousi A. Nurses' perspective on spiritual leadership: A qualitative study based on fry's spiritual leadership model. Electronic physician. 2017;9(11):5721-31.
4. Eisenberger R, Huntington R, Hutchison S, Sowa D. Perceived organizational support. Journal of Applied psychology. 1986; 71(3):500-07.
5. Keshavarz L, Farahani A, Mohamadian H. The relationship between mental health and physical

education teachers' job involvement in Yasuj. Scientific Journal Of Organizational Behavior Management in Sport Studies. 2014;1(3):71-8. (Full Text in Persian)

أثر القيادة الروحية على الصحة الروحية من خلال وساطة الدعم التنظيمي

مسعود رامرودي^{id}، ناصر ناستي زايي^{id}

قسم الإدارة والتخطيط التربوي، كلية علم النفس والعلوم التربوية، جامعة سيستان وبلوشستان، زاهدان، إيران.

* المراسلات الموجهة إلى سيد ناصر ناستي زايي؛ البريد الإلكتروني: n_nastie1354@ped.usb.ac.ir

الملخص

معلومات المادة

خلفية البحث وأهدافه: إن الصحة الروحية هي الجانب الرئيسي من جوانب الرفاهية والصحة العامة للشخص والتي تنسق الجوانب الأخرى للصحة. الغرض من هذا البحث، دراسة مدى تأثير القيادة الروحية على الصحة الروحية من خلال وساطة الدعم التنظيمي.

الوصول: ٢٥ ربيع الثاني ١٤٤٠
وصول النص النهائي: ٢٨ جمادى الثاني ١٤٤٠
القبول: ٣٠ رجب ١٤٤٠
النشر الإلكتروني: ٢٩ شوال ١٤٤١

الكلمات الرئيسية:

الدعم
الصحة الروحية
القيادة
المنظمة

منهجية البحث: تم إجراء هذا البحث التطبيقي الارتباطي على أساس نموذج المعادلة الهيكلية. اشتمل المجتمع الإحصائي، جميع معلمي المدارس الابتدائية في مدينة ميرجاوة حيث تم اختيار ٢١٥ معلماً وفقاً للحجم وذلك بطريقة أخذ العينات العشوائية الطبقية ثم دخلوا في الدراسة. ومن أجل جمع البيانات، تم استخدام ثلاثة استبيانات؛ القيادة الروحية والصحة الروحية والدعم التنظيمي. تم استخدام معامل ارتباط بيرسون ونموذج المعادلة الهيكلية لتحليل البيانات وتجزئتها. تمت مراعاة جميع الموارد الأخلاقية في هذا البحث وإضافة إلى هذا فإن مؤلفي البحث لم يشيروا إلى أي تضارب في المصالح.

الكشوفات: بناءً على النتائج التي تم الحصول عليها، كان متوسط الصحة الروحية $215/22 \pm 18/65$ ، والقيادة الروحية $122/03 \pm 17/92$ والدعم التنظيمي $49/71 \pm 11/56$. وكانت قيمة معامل الارتباط للقيادة الروحية بالصحة الروحية ($r=0/228$ و $P<0/01$)، والقيادة الروحية مع الدعم التنظيمي ($r=0/257$ و $P<0/01$)، والدعم التنظيمي بالصحة الروحية ($r=0/241$ و $P<0/01$) ذات دلالة إحصائية. كما أن التأثير المباشر للقيادة الروحية على الصحة الروحية ($\beta=0/41$ و $t=4/72$)، والتأثير المباشر للدعم التنظيمي على الصحة الروحية ($\beta=0/29$ و $t=2/68$)، بالإضافة إلى التأثير غير المباشر للقيادة الروحية على الصحة الروحية من خلال دور الوسيط للدعم التنظيمي ($\beta=0/0667$) كان ذا دلالة إحصائية.

الاستنتاج: بإمكان قادة المنظمات تحسين الصحة الروحية لدى الموظفين من خلال توظيف أسلوب القيادة الروحية والدعم التنظيمي.

يتم استناد المقالة على الترتيب التالي:

Ramroudi M, Nastiezaie N. The Effect of Spiritual Leadership on Spiritual Health as Mediated by Organizational Support. Journal of Pizhūhish dar dīn va salāmat. 2020;6(2):73-86. <https://doi.org/10.22037/jrrh.v6i2.24178>

تأثیر رهبری معنوی بر سلامت معنوی با میانجی‌گری حمایت سازمانی

مسعود رامرودی^{id}، ناصر ناستی‌زایی^{id*}

گروه مدیریت و برنامه‌ریزی آموزشی، دانشکده علوم تربیتی و روان‌شناسی، دانشگاه سیستان و بلوچستان، زاهدان، ایران.
*مکاتبات خطاب به آقای ناصر ناستی‌زایی؛ رایانامه: n_nastie1354@ped.usb.ac.ir

اطلاعات مقاله

دریافت: ۱۲ دی ۱۳۹۷

دریافت متن نهایی: ۱۵ اسفند ۱۳۹۷

پذیرش: ۱۷ فروردین ۱۳۹۸

نشر الکترونیکی: ۱ تیر ۱۳۹۹

واژگان کلیدی:

حمایت

رهبری

سازمان

سلامت معنوی

چکیده

سابقه و هدف: سلامت معنوی بُعد اساسی از بهزیستی و سلامت کلی فرد است که موجب هماهنگی دیگر ابعاد سلامت می‌گردد. مطالعه حاضر با هدف بررسی تأثیر رهبری معنوی بر سلامت معنوی با میانجی‌گری حمایت سازمانی صورت گرفته است.

روش کار: این پژوهش کاربردی و از نوع همبستگی مبتنی بر مدل معادلات ساختاری است. جامعه آماری معلمان ابتدایی شهرستان میرجاوه بودند که متناسب با حجم، تعداد ۲۱۵ نفر به شیوه نمونه‌گیری تصادفی-طبقه‌ای انتخاب و وارد مطالعه شدند. برای جمع‌آوری اطلاعات از سه پرسش‌نامه رهبری معنوی، سلامت معنوی و حمایت سازمانی و برای تجزیه و تحلیل داده‌ها از ضریب همبستگی پیرسون و مدل معادلات ساختاری استفاده شد. در این پژوهش همه موارد اخلاقی رعایت شده است و مؤلفان مقاله هیچ‌گونه تضاد منافی گزارش نکرده‌اند.

یافته‌ها: بر اساس نتایج به‌دست‌آمده، میانگین سلامت معنوی $215/22 \pm 18/65$ ، رهبری معنوی $122/03 \pm 17/92$ و حمایت سازمانی $49/71 \pm 11/56$ بود. مقدار ضریب همبستگی رهبری معنوی با سلامت معنوی ($r=0/228$ و $P<0/01$)، رهبری معنوی با حمایت سازمانی ($r=0/257$ و $P<0/01$)، حمایت سازمانی با سلامت معنوی ($r=0/241$) و معنادار بود. همچنین اثر مستقیم رهبری معنوی بر سلامت معنوی ($\beta=0/41$ و $t=4/72$)، اثر مستقیم رهبری معنوی بر حمایت سازمانی ($\beta=0/29$ و $t=3/02$) و نیز اثر غیرمستقیم رهبری معنوی بر سلامت معنوی با نقش میانجی حمایت سازمانی ($\beta=0/0667$) معنادار بود.

نتیجه‌گیری: مدیران سازمان‌ها می‌توانند با به‌کارگیری سبک رهبری معنوی و حمایت سازمانی، سلامت معنوی کارکنان را بهبود ببخشند.

استناد مقاله به این صورت است:

Ramroudi M, Nastiezia N. The Effect of Spiritual Leadership on Spiritual Health as Mediated by Organizational Support. Journal of Pizhūhish dar dīn va salāmat. 2020;6(2):73-86. <https://doi.org/10.22037/jrrh.v6i2.24178>