

# The Relationship between Spiritual Health and Organizational Health among the Staff of Qom University of Medical Sciences

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## Article Info

Received: May 18, 2020

Received in revised form:

May 23, 2020

Accepted: Jul 6, 2020

Available Online: Dec 22, 2021

## Keywords:

Organizational Health

Spiritual Health

Staff

Management

Hospital



 <https://doi.org/10.22037/jrrh.v7i4.30517>

## Abstract

**Background and Objective:** Organizational health is the ability of an organization to reach its goals effectively in order to achieve growth and development. Organizational health refers to the permanence and survival of the organization in its environment and adaptation to it and the promotion and expansion of its ability to further adapt to the environment. Therefore, investigating the factors affecting organizational health needs special consideration. Thus, the purpose of the current study is to study the relationship between spiritual health and organizational health among the Staff of the Qom University of Medical Sciences.

**Methods:** The research method is descriptive-correlational and the statistical population includes 150 staff of Qom University of Medical Sciences. In order to collect the necessary data, 108 respondents were determined as the minimum number of the sample size using Krejcie and Morgan's table. To collect data, two standardized questionnaires were used for measuring spiritual health and organizational health after confirming the reliability and validity. Further, for data analysis, correlation coefficients were used. In this study, all ethical considerations were observed and no conflict of interest was reported by the authors.

**Results:** The findings showed that there is a significant relationship between spiritual health and organizational health. Further, the results show that the statistical population enjoys a moderate level of organizational health and high level of spiritual health.

**Conclusion:** In summary, it can be claimed that spiritual health is one of the factors which can predict organizational health. Therefore, in order to improve the level of organizational health, managers of organizations can pay attention to spiritual health to achieve competitive advantage.

**Please cite this article as:** Safian M, Hassanpour M, Bahmani A, Mousavi-Davoudi SM. The Relationship between Spiritual Health and Organizational Health among the Staff of Qom University of Medical Sciences. Journal of Pizhūhish dar dīn va salāmat. 2021;7(4):7-18. <https://doi.org/10.22037/jrrh.v7i4.30517>

## Summary

### Background and Objective

Paying attention to human force as the most important asset of any organization provides the opportunity for its success, dynamism and survival in the complex and changing conditions of today's world. By identifying the variables affecting the process of organizational and

individual activities and goals, organizations seek to improve the quality of their human resources. Human relations were highlighted by paying attention to human beings and their values by emphasizing the role of human beings in the productivity of organizations. Spirituality in the workplace is one of the new concepts that have emerged in recent years in the management and business literature in the West and is referred to as a new paradigm whose management and guidance

in the organization will be one of the most important future activities of managers in organizations (1). Spirituality seems to be related to other variables in the organizations. Researchers have mentioned various variables in this field. Institutionalizing spirituality in the workplace can provide for organizational health (2). The term organizational health was first used by Miles in 1969 to study the organizational atmosphere of schools. For this reason, organizational health refers to a situation beyond the short-term effectiveness of the organization and refers to a set of relatively durable characteristics and is the durability and survival of the organization in its environment, its adaptation to this environment and enhancing and expanding the organization's ability to become further adapted. Among the various organizations of a society, educational organizations have a special place and importance as the different needs of society are met through the human resources employed in this organization (3). In particular, university staff, who are the last management cycle before students enter the labor market, have an important role, and therefore, given that the efficiency of the staff is of great importance, the purpose of this study is to investigate the relationship between spiritual health and organizational health in the staff of Qom University of Medical Sciences.

## Methods

**Compliance with ethical guidelines:** Before administering the questionnaires, the purpose of this research and also the confidentiality of the results were first explained to the participants so that they could participate in the study with informed consent.

The statistical population of this study consisted of 150 staff members of Qom University of Medical Sciences. To determine the sample size using Krejcie and Morgan's table, 108 people were estimated as the minimum sample size. Statistical samples were selected using simple random sampling method. After distributing 120 standard questionnaires in person among the statistical population by simple random sampling method and using the information provided to the authors by the University of Medical Sciences, 113 questionnaires were considered as appropriate due to the completion of the questionnaires. The number was statistically analyzed and the rest of the questionnaires, which had been incompletely answered, were excluded. In order to analyze the data, descriptive and inferential statistics such as Pearson correlation

coefficient and Chi-square with a significance level of less than 0.05 were considered.

## Results

After distributing the questionnaires among the statistical population, 113 questionnaires were identified as appropriate. The demographic information of the statistical sample is as follows: 59 participants (52.2%) were female and 54 (47.8%) were male; 91 (80.5%) were married and 22 (19.5%) were single. Also, 94 participants (83.2%) were officially employed and 19 (16.8%) were working on a contractual basis. The mean and standard deviation related to their age was  $38.73 \pm 7.27$  years. In addition, according to the statistical sample responses to the research questionnaires designed based on a five-point Likert scale, the average of the larger answers equal to 3.5 were considered as in the upper range, the average of the answers between 2.5 and 3.5 were in the medium range and the average of the answers smaller than 2.5 were in the lower range. The results indicated a positive relationship between spiritual health and organizational health. The results indicate that spiritual health and organizational health are related by 0.46 and *p* value was found to be 0.000, which confirms the significance of this relationship.

## Conclusion

One of the findings of this study was that there was a positive correlation between spiritual health and organizational health; with the increase in spiritual health, organizational health also increases, and vice versa. Consistent with this study, Razi et al. also found a significant relationship between spirituality at work, organizational health, and organizational entrepreneurship. (4). Further, in the study by Pakniyat, a significant positive relationship was confirmed between spiritual intelligence and organizational health (5). Another finding of this study was concerned with determining the mean level of organizational health in the statistical population. The results of Razi's study also support this finding (4). Another finding of this study is determining the current status of the variables of spiritual health and organizational health, which is in line with study by Rahmati Najarkolaei et al. (6). Another finding of the present study indicates a significant relationship between organizational health, gender, and marital status, which is consistent with the results of Nazari et al. (7).

Higher education centers, as the best indicator of human force investment, play a key role in the

promoting talents in the country and, on the other hand, they face a world full of change. But in these circumstances, universities are required to excel in their educational organization and achieving this goal will need the cooperation of the individual and the organization to achieve the highest educational goals (4). Therefore, moving towards paying attention to the effective components in increasing organizational health in academic settings will be an effective step in this regard. Among these, spiritual health can cause a sense of hope, purposefulness, and peace, and create a positive attitude towards the world and high adaptability in people, and increase a person's ability to do things, have even less emotional dependence on others, and also have meaning and purpose in life leading ultimately to individual mental health and organizational health (5). Summarizing the findings of this study, it can be concluded that spiritual health has a significant relationship with organizational health. In addition, the current status of the organizational health variable is evaluated as average and the current status of the spiritual health variable as high. From the results of this study, it is possible to improve the status of each of the research variables in the study population. In addition, in order to increase the generalizability of the results of the present study, other researchers and interested parties are recommended to examine the relationship between these variables in other statistical communities and in this way improve and expand the results of the present study.

### Acknowledgements

The authors would like to thank all those who contributed to this study.

### Ethical considerations

According to the authors, this article is obtained from the master thesis of the fourth author of the article from Payame Noor Saveh University with the code 49107.

### Funding

The authors declared no sponsorship for this study and all the costs have been paid by the authors.

### Conflict of interest

The authors declared no conflict of interest.

### Authors' contribution

Theoretical review, data collection, and support: first author; writing the article: second author; Analysis: third author; and summary and edition: fourth author.

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## ارتباط الصحة المعنوية بالصحة التنظيمية عند موظفي جامعة العلوم الطبية في قم

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### معلومات المادة

الوصول: ٢٤ رمضان ١٤٤١

وصول النص النهائي: ٢٩ رمضان ١٤٤١

القبول: ١٤ ذي القعدة ١٤٤١

النشر الإلكتروني: ١٧ جمادى الأولى ١٤٤٣

### الكلمات الرئيسية:

الإدارة

الصحة التنظيمية

الصحة المعنوية

المشفى

الموظفون

### الملخص

**خلفية البحث وأهدافه:** تشير الصحة التنظيمية إلى قدرة المؤسسة على تحقيق أهدافها بنحو مؤثر بغرض التنمية والتوسعة، واستمرار المؤسسة وبقائها في محيطها، وانسجامها معها وارتقاء وتوسعة قدرتها على الانسجام أكثر مع محيطها. ومن هنا يكتسب البحث في العوامل المؤثرة على الصحة التنظيمية أهمية خاصة. ولهذا السبب تنصدي الدراسة الحالية للبحث في ارتباط الصحة المعنوية بالصحة التنظيمية عند موظفي جامعة العلوم الطبية في قم.

**منهجية البحث:** تعتبر الدراسة الحالية تطبيقية من حيث الهدف، ومن حيث كيفية جمع البيانات من جملة الدراسات الميدانية ومن النوع الارتباطي. وكانت المجموعة الإحصائية للدراسة تشمل ١٥٠ فرداً من موظفي جامعة العلوم الطبية في قم. ومن أجل تعيين حجم العينات فقد تم اعتبار عدد ١٠٨ فرداً كحد أدنى من حجم العينات اعتماداً على جدول (كرجسي ومورغان). وتم اختيار العينات الإحصائية من خلال الطريقة العشوائية البسيطة في أخذ العينات. وبغرض جمع البيانات فقد تمت الاستفادة من استبيانين قياسيين. وذلك بعد التدقيق في صلاحيتها وموثوقيتها. كما تمت الاستفادة من البرنامج الإحصائي للارتباط من أجل تفكيك البيانات وتحليلها. تمت مراعاة جميع الموارد الاخلاقية في هذا البحث، وإضافة الى هذا فان مؤلفي البحث لم يشيروا الى اي تضارب في المصالح.

**المعطيات:** تحكي نتائج اختبار ارتباط بيرسون إلى وجود علاقة إيجابية وذات معنى بين الصحة المعنوية والصحة التنظيمية عند موظفي جامعة العلوم الطبية في قم. ومن النتائج الأخرى التي يمكن الإشارة إليها لهذه الدراسة هي الحالة المتوسطة للصحة التنظيمية والمستوى العالي من الصحة المعنوية في المجموعة موضع الدراسة.

**الاستنتاج:** يمكن الإذعان في الجملة بأن الصحة المعنوية تعتبر أحد العوامل المؤثرة في حالة الصحة التنظيمية. ولهذا فإنه بغرض الارتقاء بالصحة التنظيمية فإنه لابد من الاهتمام بالصحة المعنوية بشكل خاص كي يمكن الاستفادة من ثمراتها.

يتم استناد المقالة على الترتيب التالي:

Safian M, Hassanpour M, Bahmani A, Mousavi-Davoudi SM. The Relationship between Spiritual Health and Organizational Health among the Staff of Qom University of Medical Sciences. Journal of Pizhūhish dar dīn va salāmat. 2021;7(4):7-18. <https://doi.org/10.22037/jrrh.v7i4.30517>

## ارتباط سلامت معنوی و سلامت سازمانی در کارکنان ستاد دانشگاه علوم پزشکی قم

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### اطلاعات مقاله

دریافت: ۲۹ اردیبهشت ۱۳۹۹

دریافت متن نهایی: ۳ خرداد ۱۳۹۹

پذیرش: ۱۶ تیر ۱۳۹۹

نشر الکترونیکی: ۱ دی ۱۴۰۰

### چکیده

**سابقه و هدف:** سلامت سازمانی توانایی سازمان برای تحقق اثربخش اهداف خود به منظور رشد و توسعه است و به دوام و بقای سازمان در محیط خود و سازگاری با آن و ارتقا و گسترش توانایی خود برای سازش بیشتر با محیط اشاره دارد. بنابراین، پرداختن به عوامل مؤثر بر سلامت سازمانی از اهمیت ویژه‌ای برخوردار است. بدین منظور، تحقیق حاضر به بررسی ارتباط سلامت معنوی و سلامت سازمانی در کارکنان ستاد دانشگاه علوم پزشکی قم پرداخته است.

**روش کار:** پژوهش حاضر از نظر هدف کاربردی و از نظر نحوه گردآوری داده‌ها جزء مطالعات میدانی و از نوع همبستگی است. جامعه آماری پژوهش ۱۵۰ نفر از کارکنان ستاد دانشگاه علوم پزشکی قم بود. برای تعیین حجم نمونه با استفاده از جدول کرجسی و مورگان تعداد ۱۰۸ نفر حداقل حجم نمونه در نظر گرفته شد که نمونه‌های آماری با استفاده از روش نمونه‌گیری تصادفی ساده انتخاب شدند. به منظور گردآوری داده‌ها از دو پرسش‌نامه استاندارد پس از بررسی روایی و پایایی آنها و برای تجزیه و تحلیل داده‌ها از آزمون آماری همبستگی استفاده شده است. در این پژوهش همه موارد اخلاقی رعایت شده است و مؤلفان مقاله تضاد منافع‌ی گزارش نکرده‌اند.

**یافته‌ها:** نتایج آزمون همبستگی پیرسون حاکی از آن است که بین سلامت معنوی و سلامت سازمانی کارکنان ستاد دانشگاه علوم پزشکی قم رابطه مثبت و معناداری وجود داشت. از نتایج دیگر این مطالعه می‌توان به وضعیت متوسط سلامت سازمانی و سلامت معنوی بالا در جامعه بررسی شده اشاره نمود.

**نتیجه‌گیری:** در مجموع می‌توان اذعان نمود که سلامت معنوی یکی از عوامل مؤثر در وضعیت سلامت سازمانی است. بنابراین جهت ارتقای سلامت سازمانی می‌توان به سلامت معنوی توجه ویژه‌ای داشت تا از ثمرات آن بهره‌مند شد.

### واژگان کلیدی:

بیمارستان

سلامت سازمانی

سلامت معنوی

کارکنان

مدیریت

استناد مقاله به این صورت است:

Safian M, Hassanpour M, Bahmani A, Mousavi-Davoudi SM. The Relationship between Spiritual Health and Organizational Health among the Staff of Qom University of Medical Sciences. Journal of Pizhūhish dar dīn va salāmat. 2021;7(4):7-18. <https://doi.org/10.22037/jrrh.v7i4.30517>