



Global Advanced Research Journal of Management and Business Studies (ISSN: 2315-5086) Vol. 3(12) pp. 542-547, December, 2014
Available online <http://garj.org/garjmbs/index.htm>
Copyright © 2014 Global Advanced Research Journals

Full Length Research Paper

The relationship between religious orientation and job involvement in faculty members

Mohsen Golmohammadian¹, Masood Boroomand Nasab¹, Parisa Yasami Nejad², Shahram Nourisamarin¹, Homam Moyedfar¹

¹Department of Counseling and Psychology, Dezful Branch , Islamic Azad university, Dezful, Iran

²Department of Psychology PNU, Kermanshah, Iran.

¹Corresponding author Email: mgolmohammadian@gmail.com

Accepted 20 October 2014

Issue including the concepts, according to researchers in the field of Industrial and Organizational Psychology, attracted to the concept of job involvement. Objective: This study aimed to investigate the relationship between dimensions of religious orientation (beliefs, rituals and morals), the amount of job involved, the faculty was conducted. Methods: This study was based on assumptions of correlation studies. The population consists from all Faculty of Islamic Azad University of Dezfool was in 2013. The sample (n = 62), using simple random sampling were selected. Research tools including surveys, job involvement Kanongo (1982), and Beck's religious orientation Cyberspace (2003), respectively. Methods of data analysis, including Pearson simple correlation, and multivariate regression respectively. Results: Data analysis showed that the dimensions of religious orientation, job involvement, positive and significant relationship ($p < 0/05$). The results of multivariate regression analysis, stepwise method showed that 0/63 .% of the variance in job involvement, can be explained by the predictor variables ($p < 0/05$). Conclusion: Considering the importance of religious orientation in the organization of the show.

Keywords: Job involvement, religious orientation, faculty

INTRODUCTION

In the current study, and the management is of the opinion that the concept of spirituality and spirituality at work, could answer and solution to reducing crooked corporate functions, such as alienation, stress, too much compromise, and depersonalization for staff, a life without work is meaningless, and destroys the living dead (Krishna Kumar and Nek, 2002). So people who are interested in spirituality is not only personal, but also in other areas of work and life experience (Neal and Bayberman, 2003 ;). Spirituality is the search for answers

is understandable; being the foundation of life is associated. Spirituality, stem from a sense of connection with real people, and the whole world (Mitrof and Denton, 1999) Including concepts, according to researchers Industrial and Organizational Psychology, drew the concept of job involvement is, in fact, interest in the concept of job involvement, mainly on identifying the decisive, focused (Rabinovytz and Hall, 1977; Flestid and gullies, 2004). Psychological matched with a job, the job is involved (Pavlayi, Aliger and Stone and Remomrov,

1994; Di Karfol and Eschan, 1990). High degree of personal involvement has a job, the job will be at the center of his interest. Famous phrase, "I with my job I live eat and breathe," a show with high job involvement. Individuals with low job involvement, living within other things, the importance of the job change (eg family, hobbies, etc.) (Di Karfol and Eschan, 1990). Job involvement by Lodahl and Kejir (1965), as a healthy and positive involvement of employees in work is defined. While the job alienation, as its opposite, and regulations, including the lack of individuality, alienation are seen working environment (Kanongo, 1979; Kanongo, 1982).

World Health Organization, and the fourth edition of the diagnostic manual - Statistical of Mental Disorders, (DSM-IV-TR 2000) Spirituality as the fourth dimension of human health, have been introduced. Until recently, only as one aspect of religious spirituality, was given, but in the past 20 years, the concept of spirituality, religion and beyond, and today, this concept represents a number of concepts including that of religion (flannel, 2004). Some perspectives on the role of spirituality and religion, the consistency is there. Impact that individual religious beliefs, on how his interpretation of events puts the process of adaptation and adoption events, makes it easy. In other words, spirituality is seen as an umbrella, various concepts such as spiritual health, faith, belief and spiritual coping, covers (Cotton et al, 2005). Mraviglia (1999), spirituality, experience or expressed express individual soul, in a dynamic process unit knows, reflecting faith in God or a supreme being. Murray and Zentner (1989), consider the quality of spirituality that transcends any particular religious acceptance, and the qualities such as inspiration, reverence, fascination, awe, meaning and purpose in life cause. (Qobari, Lavasani and Mohammadi, 2005) argue that spirituality is a phenomenon, such as religious dimensions, experience mystical transcendence of being and feeling, is formed.

In the area of job involvement and its determinants, several investigations have been carried out. Jazayeri and colleagues (2006), in research on personality characteristics, the professional commitment of the nurses did, came to the conclusion that extraversion, openness and conscientiousness most important role in explaining the variance in the three domains of professional commitment, play. Bozionlos (2004) examined the relationship between personality traits (Big Five), and showed that job involvement, job involvement and agreement between the trait, there is a significant negative correlation. Furthermore, the characteristics of extraversion and openness, through interaction with job involvement are related. Bryce and Mount (1991), purified by several investigations, concluded that consciousness and emotional stability in a variety of jobs, job performance, are correlated.

Balo and Bowl (1987) predicted that the combination of different organizational commitment, job involvement, specific outcomes for the organization. For instance that

employees' organizational commitment, and job involvement are high, they are less likely to leave the organization. Workers with lower levels of organizational commitment, job involvement, probably optional, will leave the organization. Balo (1986) and Matthew and Zajak (1990), the interaction between organizational commitment and job involvement, absenteeism rates were responsible. In fact, the workers have no job involvement, experience less stress, and are more satisfied with their jobs (Babin and Bolis, 1996). Of individual differences, such as individualism, locus of control, self-esteem, motivation and conscientiousness have a significant positive relationship with their job involvement (Brown et al, 1996; Kolkait, 2000).

Koink (2007), research has shown that mental and physical health of man, his spiritual life is negatively correlated, and people who have stronger religious beliefs, coping better with life situations represented. Spirituality is a public affair, and the excitement levels and has different effects, may be conscious or unconscious, mature or immature, healthy or ill, simple or complex, beneficial or dangerous. (Vegan, 2003). Several studies, has focused on the implications of spirituality in the workplace. In this context, it can be increased by factors such as honesty and trust (Krishna Kumar and Nek, 2002), organizational commitment (Kinjereski and Eskripnek, 2006 Bonfil, 2003), reducing the urge to leave, job satisfaction (Miliam, Kaploski and Ferguson, 2003), increased creativity and productivity (Claude and Zamber, 2003) and organizational citizenship behavior (Fattahi, 2006; Havkins and Tiffani, 2008, Setiavaty, Abdal and Wan, 2005) pointed out. Claude and Zamber (2003), notes that spirituality workplace has a direct impact on the success of the company, because it increases productivity and innovation, and reduce employee relocation, stress, fatigue and absenteeism is. Kinjersky and Eskripnek (2006) have also stated that employees who experience spirituality in the workplace, they are more loyal to the organization, and are more committed to their tasks. Moran (2006) showed, spirituality and mental health, and job performance of employees Paxan, there is a positive correlation, and ceremonial aspects of spirituality (religion) is the best predictor of job performance. Gholamali Lavasani et al (2007) showed that spirituality, organizational commitment, stress, significant predictor for job satisfaction of nurses. Study seyed Javadein and Naserzadeh (2005), the staff of the National Bank revealed that, between spirituality and employee job satisfaction, the relationship is highly significant. Golmohammadian, Yasaminejad and Yoosefi (2011) showed that, between spiritual health and its dimensions (existential and religious well-being), there is a significant positive correlation with job involvement, Golmohammadian, Yasami nejad, Beshlideh and Momeni (2013) showed between personality types A, B, Faculty of job involvement, there is a significant relationship.

Ligh (2002), also suggests that the positive relationship with spirituality, creativity, job satisfaction, organizational commitment and team performance. Krishna Kumar and Nek (2002) intuition, creativity, integrity and trust, individual self-actualization, and commitment to promoting the benefits of including spirituality, the organization must take into account. In general, studies on religion and health have shown that people with an active spiritual life, without a doubt, the psychological healthy individuals (Gartner, Larson Allen, 1991; Koing, 1990; Pargamnt et al, 2000), taking an active religious life and the inner, makes a profound impact on all facets of individual health, and their main motivation in searching their religion (Allport and Ross, 1967).

Research conducted in the past few decades, the distinction between the religion of healthy life, a man makes, and other religions, its specific role and position in the prevention and treatment of many diseases and mental shown have. Studies show positive correlation between religiosity, and mental health have been (Richards and Bergin, 1997; qobari Nabab and Khodayarifard, 2001; Mirzamanai and Mahmoodi, 2001; Sohrabi and Samani, 2001). The results of some studies indicate that having religious beliefs and participation in religious activities, facilitate the settlement proceeds, and the control of aggression (Asadollahi and Motamedi, 2001). Newman and Pargament (1990) pointed out, religion can create a feeling of hope, a feeling of being close to others, emotional tranquility, opportunity for self-actualization, feel comfortable, inhibiting impulses, closeness to God, and help solve problems effectively.

Avlio and Gibson (1988) found that spiritual orientation, organizational culture with courage, ethical, confident and competent, so the job involvement and job satisfaction to them, increases. Variables, the success rate of job involvement and employee impact the recognition they can guide decisions and measures to be effective. If the level of job involvement, as predicted by different variables, can be used in selecting individuals, organizations and increased satisfactorily and satisfaction, effective steps taken. Such as job involvement, will lead to greater efficiency, all the attributes that are associated with job involvement is very important and useful. Therefore these properties, can improve the employee is hired. Therefore, the objective of this study was to identify the dimensions of religious orientation, with the degree of job involvement of the faculty members. According to the above objective, the following research hypotheses are formulated: the dimensions of religious orientation (beliefs - rituals (religious), and moralities), job involvement, Islamic Azad University faculty members, are related.

METHODS

It is a correlation study in which researchers examined

the relationships between variables are examined. The relationship between religious orientation as predictor variables (independent) variable, job involvement, as the criterion variable (dependent) was measured. The population of this study, all faculty members of Islamic Azad University has formal and informal, in the year 2013, were employed. According to Islamic Azad University faculty of management, the total population of these members, about 300 people. A total of 62 patients were selected randomly. That is, after receiving a master list, the Secretariat of faculty, Venture random selection from among them, and most of them were a questionnaire survey. 81% of the sample, faculty mentor and graduate student scholarships, faculty assistant made up the rest. 88% of faculty, academic staff were female and the rest male.

Instruments

A) Religious Orientation Scale: The questionnaire consisted of 60 multiple-choice questions with Likert scale (34 questions, 26 questions, positive and negative), and has two subscales as beliefs - rituals, and ethics. In this case, by Region (2003), based on the Quran and the authentic Hadiths Shia, and the Iranian approach, is provided. "Validity" of the questionnaire, the experts in religious sciences, and its validity, the sample, the size of 378 students, was approved by the faculty. Based on Cronbach's alpha, reliability 936/0 is obtained. In this test, three scales practices opinion R1)), ethics (R2), and general religious orientation (R), is given (Janbozorgi and Rafiee, 2010).

B) Job Involvement Questionnaire: a measure of job involvement, job involvement questionnaire (Kanongo, 1982) was used. The questionnaire included 10 females, and subjects on a scale of 7 degrees, it will respond. Kanongo (1982), the coefficient of internal consistency and test-retest reliability of this scale, respectively, 0/87 and 0/52 is reported. Credit is good (0/8276). Mir Hashemi (2007), university faculty members, the alpha coefficient equal to 0/807 won. The range of correlation coefficients, the expression of the questionnaire between 0/7566 (second term), and 0/8235 (ie VII), respectively. Also, Mir Hashemi (2007), convergent validity of the questionnaire, the questionnaire scores 20 Lodahl and Kinjer material, and calculated the ratio (0/725), gained.

Data analysis: descriptive findings of this study include the mean, standard deviation. . . Be. To analyze the data, descriptive statistics, Pearson correlation, and multiple regression, stepwise method was used.

RESULTS

Table 1 indicates the descriptive statistics of the study variables (job involvement, religious orientation and

Table 1. Mean, standard deviation, minimum, maximum frequency of conflict prestigious career, religious orientation, and dimensions of the participants

Number of valid	Maximum	At least	SD	Mean	Variable
62	205	89	20/30	124/37	Rites and Beliefs
62	139	62	17/79	110/48	Morality
62	300	160	30/08	234/37	Religious Orientation
62	49	10	6/57	29/46	Job Involvement

Table 2. Simple correlation coefficient between religious orientation, and size, job involvement, participants

Religious Orientation	Morality	Rites and Beliefs	Variable
0/616	0/512	0/498	Job Involvement
0/001	0/001	0/001	Significant

Table 3. Summary of regression, analysis of variance and regression characteristics, religious orientation, and job involvement

SE	R ²	R	P	F	Ms	df	SS	Index Model
4/952	0/460	0/679	0/001	16/782	411/583	3	1234/750	Regression
					24/524	59	1446/900	The remaining

Table 4. Regression Multivariable predictors of job involvement

P	T	Beta	SEB	B	Index Variable
0/040	-2/105	-1/709	0/177	0/373	Orientation
0/007	2/772	1/617	0/189	0/524	Rite
0/004	2/976	1/377	0/171	0/509	Morality

dimensions of the participants).

Table 2, the simple correlation coefficient between job involvement and religious orientation, and size, the study shows. As of this table, there is a significant positive relationship between job involvement and religious orientation, there are in total ($r = .61$ and $P = .001$). This means that, no matter how much religious orientation, the faculty is more involvement and their job is higher. In this regard, the subscales beliefs, and practices ($r = .498$, $And. P = .001$), and moralities ($. P = .001$ and $R = .512$) respectively.

To determine the effect of varying the dimensions of religious orientation (beliefs, rituals and morals), the variance in job involvement, subscales above, were entered into the regression equation. Table 3 shows the results of analysis of variance and regression parameters between the religious orientation and job involvement. Based on these results, the amount of F observed significant ($P < 0/05$) / 46. The variance of job

involvement by religious orientation variables is explained ($. R^2 = .46$).

Table 4 shows the impact of religious orientation ($. B = .373$, according to T statistics show that religious orientation can, changes related to Job Involvement to predict. Means increased religious orientation, Job involvement is increased. varying changes in practice, and the ethics impact factor ($. B = .524$ and $B = .509$), and according to the statistic T, it can be deduced that, in practice, can Changes to Job Involvement explain. On the other hand, the Beta of the variables rituals and morals are high, and on the other hand, the significance level is low, so these two variables are also great power in predicting the criterion variable, conflict with the job.

DISCUSSION AND CONCLUSION

The present study aimed to investigate the relationship between religious orientation, and involvement in faculty job done. The results of the analysis showed that the dimensions of religious orientation, job involvement, faculty, there was a significant positive relationship. The findings of the study, the research findings Kinjerski and Askripnk (2006), Bonfil (2003), Miliam, Kaplisky and Ferguson (2003), Ligh (2002), Kinjerski and Askripnk (2006), Ali Lavasani and colleagues (2007), Golmohammadian (2013), and Seyed Javadein and Naserzadeh (2005) are consistent. According to the record, including the consequences of spirituality, increase loyalty and trust (Krishna Kumar and Nek, 2002), increased creativity and productivity (Claude and Zamber, 2003), organizational citizenship behavior (Fattahi, 2006; Havkins and Tiffany, 2008; Stiavati, Abdal and Wan, 2005), increasing productivity and creativity, reduce employee relocation, stress, fatigue and absenteeism (Claude and Zamber, 2003).

Other findings showed that, after the rites of religion or belief as well as a good predictor for job involvement. In this context, Moran (2006) showed that, after the ritual (religion) is the best predictor of job performance. In general, assessed study showed positive correlation between religiosity, and mental health have been (Gartner, Alan and Larson, 1991; Koing, 1990; Pargament et al 2000, Richards and Bergin, 1988 Khodayarifard Qobari Nabab, 2001, Mirzamanai and Mahmoodi, 2001; Sohrabi and Samani, 2001). The results of this research indicate that having religious beliefs and participation in religious activities, facilitate the settlement proceeds, and the control of aggression (Asadolahi, Motamedi, 2001). This finding is consistent with the karma turns right around this research. Overall mental and physical health of people with his spiritual life positively and those who have stronger religious beliefs, coping better with life situations represented (Koink, 2007). One of these items can be consciousness and emotional stability (Bryce and Mount, 1991), locus of control, self-esteem, motivation and conscientiousness (Brown et al, 1988; Kolkoit et al, 2000), organizational commitment, and lower absenteeism work (Matthew and Zajak, 1990), intuition, creativity, integrity and trust, and a commitment to individual self-actualization (Krishna Kumar and Nek, 2002), courage, morality, trust and competence (Avlio and Gibson, 1988) pointed out.

As in Newman and Pargament (1990) pointed out, religion can be, on creating a sense of hope, a feeling of being close to others, emotional peace, opportunity, self-comfort, control impulses, close to God, and help solve problems effectively be. Given the positive effects of spirituality and religion, it seems that people with spiritual and religious participation and job assignments, more commitment, and their sense of responsibility. The present study was conducted solely on Islamic Azad University Professors, and the results are generalizable

to this population. Investigate further the relationship between personality traits and demographic factors, such as level of education or professional training, salary and benefits, the type of job, religion and type of employment, job involvement levels can, to clarify the issue of job involvement, the faculty can help. On the other hand, to evaluate and compare levels of job involvement among university professors and government in Iran could lead to interesting results. Never mind that the correlation simply examine the relationship between pay, and therefore can not be said, for example, factor A, causing factor B, is, or vice versa, and this is the main limitation of the study is correlation.

REFERENCES

- Allport G, Ross M (1967). Personal religious orientation and prejudice. *Journal of Personality and Social Psychology* 5(4), 432-443.
- Asadolahi G, ali., Motamedi, M (2001). Examine the relationship between religious conditions in the months mentioned, the suicide rate. Seminar on role of religion in mental health. Tehran Islamic Studies at the Institute of Psychiatry and Mental Health.
- Avolio BJ, Gibbons TC (1988). Developing transformational leaders: A life span approach, In J. A.
- Azerbaijani M (2003). Structured and standardized scale to measure religious orientation, based on the Islamic approach. Institute of Science. Qom.
- Babin BJ, Boles JS (1996). The effects of perceived co-worker involvement and supervisor support on service provider role stress, performance and job satisfaction, *J Retail* 72 (1) (1996), pp. 57–75.
- Barrick MR, Mount MK (1991). The big five personality dimensions and job performance: A meta-analysis. *Personnel Psychology*, 44, 1-26.
- Benefiel M (2003). "Mapping the Terrain of Spirituality in Organizations Research", *Journal of Organizational Change Management*, 16(4), 367-377.
- Blau G, Boal K (1989). Using job involvement and organizational commitment interactively to predict turnover. *Journal of Management*, 15(1), 115-127.
- Blau GJ (1985). A multiple study investigation of the dimensionality of job involvement. *Journal of Vocational Behavior*, 27, 19-36.
- Bozionelos N (2004). The big five of personality and work involvement. *Journal of Managerial Psychology*, Vol. 19, No. 1, 69-81.
- Brown SP, Leigh TW (1996). A new look at psychological climate and its relationship to job involvement, effort, and performance, *Journal of Applied Psychology* 81 (1996), pp. 358–368.
- Claude J, Zamor G(2003). "Workplace Spirituality and Organizational Performance", *Public Administration Review*, 63, (3), 355- 364.
- Colquitt MS (2000). Toward an integrative theory of training motivation: A meta-analytic path analysis of 20 years of research, *Journal of Applied Psychology* 85, pp. 678–707.
- DeCarufel A, Schaan JL (1990). The impact of compressed work weeks on police job involvement. *Canadian Police College*, 14, 81–97.
- Edlin G, Golanty E, Brown K M(1999). *Health and wellness: Web enhanced sixth edition*. Sudbury, MA: Jones and Bartlett Publishers. Retrieved February 9, 2001, from <http://emedialibrary.com/api-b...nfo&record={AE}&softpage=Document>.
- Fattahi M (2006). "Effects of spirituality in the work environment, organizational citizenship behavior, and its relation with customer loyalty, and service quality in social security agencies", the Master Policy, Tehran University.
- Felstead A, Gallie D (2004). For better or worse? Nonstandard jobs and high involvement work systems. *The International Journal of Human Resource Management*, 15 (7), 1293-1316.
- Flannely KJ (2004). A systematic review of religion and spirituality in there palliative care journals / 1990 – 1999. *Journal of palliative care*, 50-56,20.

- Gartner, Larson D, Allen G (1991). Religious commitment and mental health: A review of the empirical literature. *Journal of Psychology and Theology*, 19(1), 6-25.
- GholamaliLavasani M, Keyvanzadeh M, Arjmand N (2007). Spirituality, job stress, organizational commitment and job satisfaction among nurses in Tehran. *Journal of Contemporary Psychology* (2) in the third period.
- Golmohammadian M, Yasaminejad P, Boshlideh K, Momeni K(2013).The relationship between personality types A and B, with the involvement of faculty employment. No. 8. Pp.. 122-137.
- Golmohammadian, M, Yasaminejad, P, Yoosefi, N (2011) The relationship between spiritual well-being, and job involvement of the faculty. *Journal of occupational and organizational*. Third period. Number pp. 8. 110-125.
- Hawkins G, Tiffany A (2008). "An Exploration of the Relationship Between Spirituality and Social Justice Work of Counselors and Counselor Educator", A Dissertation Presented to the faculty of the College of Education of Ohio University.
- Hulme M, Virginia A (2006). What Distinguishes the Best from the Rest. *China Business Review*. Vol 80, 350-365.
- Janbozorgi M, Rafiee Honar H (2010). The relationship between religiosity and self-avoidance. *Journal of Psychology and Religion*, Third Year, No. 1, pp. 31, 42.
- Jazayeri SZ, Naami AA, shekarkan H, Taghipoor, M(2006). Simple and multiple relationships between personality characteristics, the professional commitment of nurses in hospitals in Ahvaz city. *Journal of Psychology and Educational Sciences*, Chamran University, Volume 3, Number 3, 205-189.
- Kanungo RN (1979). The concept of alienation and involvement revisited. *Psychological Bulletin*, 86, 119-138.
- Kanungo RN (1982). Measurement of job and work involvement. *Journal of Applied Psychology*, 67, 341-349.
- Kinjerski Val, Skrypnek, Berna J (2006). "Creating Organizational Conditions that Foster Employee Spirit at Work", *Leadership & Organization Development Journal*, 27, 280-295.
- Koenig HG (1990). Research on religion and mental health in later life: A review and commentary. *Journal of Geriatric Psychiatry*, 23, 23-53.
- koening HG (2007). Spirituality and depression. *southern medical journal* , 7 , 737 – 739.
- Krishna Kumar, S, Neak Ch (2002). The "What", "Why", and "How" of spirituality in the workplace. *Journal of managerial psychology* 17(3):153-164.
- Krishnakumar S, Neck C P (2002). "The "What", "Why" and "How" of Spirituality in the Workplace". *Journal of Managerial Psychology*, 17, 3, 153-164.
- Leigh P (1997). The new spirit at work. *Journal of Training & Development* 51(3):2.life. In L. A. Peplau (Ed.), *Loneliness: A sourcebook of current theory, research and theory* (pp. 224-237). New York: John Wiley & Sons.
- Lodahl T.M, Kejner M (1965). The definition and measurement of job involvement. *Journal Applied Psychology*, 49, 24-33.
- Mathieu JE, Zajac DM (1990). Mathieu and Zajac, A review and meta-analysis of the antecedents, correlates and consequences of organizational commitment, *Psychological Bulletin* 108 (1990), pp. 171–194.
- Meraviglia MG (1999). Critical analysis of spirituality and its empirical indicators: Prayer and meaning in life. *Journal of Hospital Nursing*, 17, 18-33.
- Milliman J, Czaplewski AJ, Ferguson J (2003). "Workplace Spirituality and Employee Work Attitudes, An Exploratory Empirical Assessment", *Journal of Organizational Change Management*, 16, (4), 426- 447.
- Mir Hashemi M (2007). Model the relationship between the perception of the work environment (job roles, job characteristics, supervisory style, and organizational structure), the level of job involvement, and organizational commitment of faculty members of Islamic Azad University. Unpublished doctoral dissertation. Faculty of Humanities, Science and Research Branch, Islamic Azad University, Tehran.
- Mirzamani M, Mahmoodi MR (2001). Research on religious values in a group of psychiatric patients. *Hakim Research Journal*, Volume 4, Number 1, 56-51.
- Mitroff I, Denton E (1999). A study of spirituality in the workplace, *Sloan Management Review*, 40(4), 83-92.
- Moran M (2006). Investigate the relationship between spirituality and mental health in community safety. *Proceedings of Tehran Safe Community*.
- Murray RB, Zentner JB (1989). *Nursing concepts for health promotion*. Prentice- Hal, London.
- Neal J, Biberman J (2003). Introduction: the leading edge in research on spirituality & organizations. *Journal of organizational change management* 16(4): 363-366.
- Newman J, Pargament K (1990). The role of religion in the problem solving process. *Review of Religious Research*, 31, 390-404.
- Pargament KI, Koenig HG, Perez LM (2000). The many methods of religious coping: development and initial validation of the RCOPE. *Journal of Clinical Psychology*, 56(4), 519-543.
- Paullay IM, Alliger GM , Stone-Romero EF (1994). Construct validation of two instruments designed to measure job involvement and work centrality. *Journal of Applied Psychology*, 79, 224-228.
- Qobari Bonab B, GholamaliLavasani M, Mohammadi M (2005). Students build scale spiritual experiences, *Journal of Psychology*, 9 (3), 261-278.
- Qobari Bonab B, Khodayarifard M(2001). Relationship with God, and wait with anxiety and hope, in adverse conditions, the role of religion in conference abstracts, *Mental Health*, Tehran University of Medical Sciences and Health Services.
- Rabinowitz S, Hall DT (1977). Organizational research on job involvement. *Psychological Bulletin*, 84, 265-288.
- Richards PS, Bergin AE (1997). *A spiritual strategy for counseling and psychotherapy*. Washington, DC : American Psychological Association.
- Setiyawati DA, Wan R (2005). "Spirituality and Personality Correlates of Organizational Citizenship Behavior" , *The Third International Research Colloquium* , 116 – 131.
- SeyedJavadein SR, Naserzadeh S (2001). Effects of spirituality employees on their job satisfaction. *Proceedings of the Third International Conference. International Management*. Tehran.
- Sohrabi N, Samani S(2001). Evaluation of the impact of religious attitudes on adolescent mental health. The role of religion and mental health. Tehran: Tehran University of Medical Sciences.
- Veughan F (2003). What is spiritual intelligence? *Journal of humanistic psychology*. 42, (2).