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## SPIRITUALITY AND WORK RELATED STRESS IN SOCIAL WORKERS

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SPIRITUALITY AND WORK RELATED STRESS  
IN SOCIAL WORKERS

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A Project  
Presented to the  
Faculty of  
California State University,  
San Bernardino

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In Partial Fulfillment  
of the Requirements for the Degree  
Master of Social Work

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by  
Daisy Dabu Lusung  
June 2018

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Approved by:

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## ABSTRACT

Social workers are subjected to experiencing job related stress due to high case loads, the severity of client cases, and vicarious trauma. In order to cope with these job stresses, it would be conducive for social workers to find alternatives to coping with job related stress. Practicing spirituality can be seen in many forms relating to religion, cultural practices, prayers, meditation, and to be one with nature to say the least. This research will explore the correlation between spirituality and job related stress among social workers. Quantitative data has been gathered amongst 133 social workers who have participated in answering the spirituality inventory and job stress questionnaire. Results from this data finds that spirituality brings forth positive attributes such as reducing stress and burnout. Furthermore, there is a negative correlation between spirituality and job stress. The greater spirituality is linked to lower levels of job stress. Therefore, it is vital to utilize spirituality as it may help with self care and lead to greater longevity in the social work field.

## ACKNOWLEDGEMENTS

I want to take this moment to acknowledge all the people that provided me support throughout my educational journey. First and foremost, I would like to thank my Lord and Savior Jesus Christ who has blessed me with spiritual guidance to push through adversity. I want to thank my mother and father who supported me throughout this process. To my daughter who has been the reason why I sacrifice to provide her the best future that I can give her. Furthermore, I would like to thank my Professors Dr. Erica Lizano, Dr. Armando Barragan, Dr. Thomas Davis, and Dr. Carolyn McAllister who has provided me guidance and support through trials in my life and their passion that has awaken a fire in my soul to be exceptional within social work practice. In addition, I would like to thank Andrew Godoy and Nathan Allen for allowing me the opportunity to use their data provided for this study.

## DEDICATION

I would like to dedicate this project to my mother who is the strongest woman that I know. She is the one who placed the foundation of my God, Jesus Christ, The father, The son, and The Holy Spirit in my life to lift me up and guide me to where I need to be. Anything is possible with God. Roman 5 verse 1-5 the Bible states, "Therefore, since we have been justified by faith, we have peace with God through our Lord Jesus Christ. Through him we have also obtained access by faith into this grace in which we stand, and we rejoice in hope for the glory of God. More than that, we rejoice in our sufferings, knowing that suffering produces endurance, and endurance produces character, and character produces hope, and hope does not put us to shame, because God's love has been poured into our hearts through the Holy Spirit who has been given to us". God is good and he will never leave you and never forsake you. Thank you mom. I love you.

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## CHAPTER ONE

### INTRODUCTION

The increased demands of providing client centered care, exposure to human trauma, heavy workloads, and professional commitments, can lead to high levels of stress for social workers (Gary-Stanley & Muramatsu, 2011). Social workers assist clients in addressing a multitude of issues related to substance use, mental health disorders, child abuse, sexual abuse, grief, and homelessness. This continuous vicarious trauma that social workers may endure perpetuates the increase in stress among practitioners. Tolman and Rose (1985) define stress as a manifestation of reactions with physiological, and social levels, which are caused by environmental forces.

More than half of male and female practitioners reported that they experienced symptoms of fatigue due to work related stress (Arrington, 2008). Additionally, almost 40% male and female practitioners stated that they experienced psychological problems from work stress (Arrington, 2008). Considering this statistical data, it is vital to explore a sustainable option to help reduce this issue. The introduction of spirituality in social work practice may have strong implications of a practical method in utilizing self-care in this field.

The definition of spirituality can be interpreted in various ways due to the multitude of cultures, practices, and religion in our society. Senreich (2013) defines spirituality as one's subjective relationship to their meaning of existence

and how a person integrates within the universe, self, others, and moral values. A variety of spirituality practices include, but are not limited to prayer, meditation, rituals, chanting, breathing exercises, and attending churches and ceremonies (Idler, 2008). The main concept of spirituality is to connect with something larger than oneself, whether it is one's personal God, higher power, or simply nature itself.

Spirituality encompasses strength that allows people to become resilient through adversity, while developing self worth and self esteem. There is a correlation among positive health, wellness, and spirituality (Idler, 2008). Research from Mohamed, Wisnieski, Askar, and Syed (2004) has found that people who have high levels of spirituality would less likely suffer from negative psychological issues and negative consequences of failure and stress. Implications from this data suggest that practicing spirituality may help social workers alleviate work related stress.

There is no research on the effects of spirituality on work stress in the social work field. However, there have been studies conducted with other professions. For instance, evidence has shown that people who work in business attest that utilizing spirituality improved their work performance, increased awareness of self at work, enhanced communication, and reduced work related stress (Zaidman & Goldstein-Gidoni, 2001). This led to increased job production and job satisfaction within their career.

In addition, a study of wellness in the sales industry found that when sales persons practiced spirituality in their everyday lives the results led to their psychological well-being and helped with stress management (Porter, Kraft, & Claycom, 2003). Sale persons are able to meet the demand of selling their products and were able cope with the increase demands of their clients. With these findings, it would be beneficial for social workers to become acclimated to the idea that spirituality can be a valuable aspect for providing self-care. Practicing self-care has been the ethical duty for practitioners to utilize in order to provide the best quality of care to their clients.

### The Purpose of the Study

The purpose of the study is to identify if spirituality can essentially provide social workers an alternative to help reduce work related stress. With the increase of case loads, the complexity of client's problems, limited resources, and the changing climate from a political stance, social workers may endure stress that can be debilitating psychologically and physically. Stress can take away from client centered care, reduce therapeutic alliance, and reduce the ability for social workers to provide the best quality of care.

Practicing self care is essential in the social work field to help reduce vicarious trauma, fatigue, and burnout. Practitioners have the responsibility to encourage clients to utilize resources in order to help maintain their well-being. By gaining the knowledge and understanding of the positive results spirituality

brings to every day life, it is of importance to have that therapeutic option to help bring about positive change. It is of importance to explore spirituality since this concept has been embedded in history with the beginnings of religious cultures dating back in time.

To study the relationship between spirituality and job related stress, the appropriate study design that was used in this research study is a quantitative study. Due to lack of research of spirituality among social workers and job stress, the design would be exploratory. The best data source would be social work practitioners that have been actively working in the field for more than one year. This can range from social workers working in different industries such as child protective services, elderly protective services, mental health, medical social work, foster care, substance use dependency treatment facilities, non-profit agencies, and in managerial or administration positions.

#### Significance of the Project for Social Work

The findings from this study will have major implications in both micro and macro level social work practice. The contributions on a micro level will provide social work practitioners the insight into various aspects of spirituality practices and how to incorporate it as a part of self-care. With acquired knowledge in spirituality, social workers will be efficient in providing clients the option to increasing their own spirituality and explaining the benefits in practicing this holistic therapeutic intervention. With this practice, it can essentially increase

clients' health and well-being. The contributions on a macro level for the social work field could result in an enhanced awareness to the need for the development of seminars and trainings of spirituality, while increasing cultural competency in the industry.

Examining the potential self-care practice of spirituality not only will provide an effective way to deal with work related stress, it allows the social worker's sustainability to be proficient in helping the vulnerable, oppressed and marginalized populations. Social workers will be able to utilize a new method of self-care with spirituality practices that could enhance their overall well-being. Through this method, social workers could increase their development of cultural competency and explore other cultural practices to enhance their profession. Furthermore, this will allow for the overall maintenance of the health of social work practitioners, reduce job related stress, and increase job retention in the social work field. The question the current study will address is: Is there a relationship between spirituality and job related stress in social workers?

## CHAPTER TWO

### LITERATURE REVIEW

#### Introduction

This chapter explores current research on proposed effects that spirituality has on job related stress among social work practitioners. In examining the current research, data was compiled to identify the gaps in the literature, methodological limitations, and conflicting findings within this respective field of social work. In addition, the chapter provides the importance of this proposed study in terms of self-care and the social work theoretical perspectives that have guided the past research on spirituality among social workers and how it affects job related stress in the field.

#### Work Related Stress in Social Workers

There is empirical data that Social Workers are faced with job related stress when working with clients. Social workers are faced with secondary trauma working in all fields from child protective services, substance abuse, medical social work, and mental health. Stress can lead to health complications and may precipitate mental disorders such as depression and anxiety. In addition, social workers can be faced with job stress due to ethical dilemmas working with clients (O'Donnell et al., 2008). If stress is not managed appropriately, negative outcomes can occur such as dissatisfaction on the practitioner's career and possibly terminating his or her career as a social worker



(O'Donnell et al., 2008)

### Gaps In the Literature

There is no research conducted with the relationship between spirituality and job related stress among social workers. However, one study conducted by Godoy, & Allen (2017) closely relates to this topic in that spirituality affects burnout in social work. Their study has found that when social workers utilized spirituality in the work place, burnout decreased. Burnout is a concept related to job stress, which can lead to physical and emotional distress.

Other professions were studied in relationship between spirituality and job related stress, which includes: police workers, sales professionals, managers and supervisors from manufacturing companies. One study conducted by Chopko, Facemire, Palmieri, and Schwartz (2016) demonstrated that there was a negative correlation between spiritual growth and stress among police officers. With the increase of spiritual practices such as prayer, police officers were able to perform efficiently in high stressful situations.

Another study conducted by Daniel (2015) of managers and supervisors from both Mexico and United States identified a negative correlation with meaningful work and spirituality with work stress. Lastly, a study conducted by Badrinarayanan and Madhavaram (2008) suggests that spirituality in the workplace among sales professionals contributes to positive outcomes in the well-being of health and allowed for positive coping skills in job stress.

Identifying that there are positive outcomes in utilizing spirituality in the work force is beneficial for the health and well-being of the worker. Spirituality should be taken into consideration as an alternative to healthy coping skill to address work related stress. In addition, there is limited research on spirituality and job related stress in European, Asian, Middle Eastern and African countries. Much research is focused in the United States.

#### Methodological Limitations

Findings from the proposed study of spirituality and the relationship with job stress have significant implications to other professionals such police workers, sales professionals, managers and supervisors from manufacturing companies. However, there are limitations to these studies. In the study conducted by Daniel (2015) examining managers and supervisors in Mexico and the United States, he stated that that a major percentage of participants in the United States were part time workers. This can skew the data because part time workers only work a limited of time and are less likely to experience high stress from daily activities.

#### Conflicting Findings

In evaluation of recent studies of spirituality, there is not a definite explanation of what spirituality is. Different authors views spirituality as either a connection with religion or practices not related to religion. In the study conducted by Barker and Floersch (2010), social work practitioners described

spirituality as the awareness of identifying life's own purpose with the interconnectedness with religion as a foundation. Zaidman, and Goldstein-Gidoni (2001) state that the basis of spirituality is an inner connected sense within the exploration of intimate self and their community environment.

Ethnic cultures have their own practices of spirituality such a ceremonies within the Native American Culture and Asian cultures. For instance, Native Americans engage in ceremonies involving dance to connect with their spiritual God. The Buddhist culture engages in chants to enlighten ones higher being. Yoga and meditation are also practices in engaging in spirituality. Furthermore there are a plethora of religions that practices the concept of connecting with their personal God and a higher power greater than oneself.

It is important to evaluate the different methods to spirituality and to gain insight into the positive outcomes with coping with job related stressors. By identifying that spirituality can provide sustainability in social work practitioner career, it allows for interventions that organizations can implement in their business. For instance, providing a quiet place for meditation or have a space for other spiritual practices may ensure the decrease in job stress. More importantly, clients will benefit from services provided from the practitioner because they will be more focused and present with the client.

## Theories Guiding Conceptualization

### Person In Environment

One major theory that is guiding the conceptualization of studies of spirituality and job related stress is Person In Environment Theory. This theory in social work practice engages the notion that an individual can be affected by his or her own environment. For example, social workers practicing in the health care industry are subjected to an increase of job stress when providing care to clients who are suicidal or present suicidal ideations, clients who display aggressive behavior and non-compliant, and clients who have major health issues (Kwong, 2016). When stressors occur social workers can gain the awareness to practice self-care in their environment by practicing spirituality to find peace. Furthermore, this leads to the healthy coping mechanism for spirituality to help combat job stress.

### Role Theory

A second major theory that is guiding the conceptualization of spirituality and job related stress among social worker is Role Theory. As a social worker, there is plethora of roles that he or she can play in social work field. These roles include providing services to a client as an advocator, a therapist, facilitator, crisis interventionist, mediator, researcher, educator, case manager, community change agent, and counselor to say the least. In addition to the roles of social workers in the work place, they also play roles outside of their career. This includes being a parent a caregiver, student, a brother or sister to say the least.

Within role theory, social workers must be able to balance their multitude of roles daily with clients and the organization itself.

Sources of job stress are related to role overload, increased client case loads, possible conflicts with supervisor or business staff and family roles (Park, & Jang, 2017). This leads to increase job stress in the social work field. A way to eliminate job stress is to incorporate spiritual practices such as deep breathing exercises, meditating, and connecting with a higher power or God through prayer. This allows for the sustainability in the social work practitioner to complete their job tasks and be efficient in providing care for their client.

### Summary

Spirituality allows many benefits to individuals who choose this therapeutic intervention. Not only will it provide psychological and physical health benefits, it allows for the sense of peace and serenity in one's life. This research will bring about the awareness of the importance of spirituality in the social work field and encourage practitioners to look further on alternatives to help combat work related stress. With stressors relating from work, family, and outside events that are beyond our control, spirituality provides the support to center oneself and to help sustain one's well-being. This research will further conceptualize the correlation between spirituality and work related stress to help provide social workers a healthy alternative in practicing self-care.

## CHAPTER THREE

### METHODS

#### Introduction

This study will provide awareness to the utilization of spirituality amongst social work practitioners and to determine if there is a direct correlation with job related stress in the social work profession. This chapter incorporates the process for research gaining information from secondary data from a previous study of spirituality and burnout conducted by Andrew Godoy and Nathan Allen. The sections that will be addressed are as follows: study design, sampling, data collection and instruments, procedures, protection of human subjects, and data analysis.

#### Study Design

The purpose of this study was to determine if there is a relationship between spirituality and job related stress among social work practitioners. The findings will help provide insight about healthy coping methods with using spirituality to combat fatigue due to work related stress. This research can determine alternatives to preventing burnout and increase the likelihood that social workers can continue on with long-term job sustainability in the capacity of helping the vulnerable, oppressed, and marginalized populations. Due to the lack of research of spirituality among social workers and job stress, this research is an exploratory research project. This research will solidify a

healthy alternative to utilizing spirituality in the social work industry.

A limitation of using secondary data is that one cannot determine what types of spirituality is in use. There is a plethora of spirituality practices that social workers can utilize when it comes to terms with religious practices of Catholicism, Muslim, Buddhist, Hinduism, Christianity, and Wicca to say the least. One of the questions asks if the participant attends church. If perhaps the participant is a Muslim they may attend a Mosque or if they are Buddhist they may attend a temple. The participant may be inclined to mark no, however they do participate in communal prayer. In addition, spirituality also includes physical and mental acts such as meditation, prayer to different Gods, chanting, or simply being connected to nature on while hiking on a trail.

There is not one universal practice of spirituality due to the diversity of cultures, religious affiliations, and the evolving society. There are no specific questions focusing on other religions other than Christianity and Catholic directed in prayer and church. Lastly, there is not any determination on how long the practices of spirituality happens within the time frame of the stress occurring with social work practitioners. It does not also take into account how long the social work has been in practice. One may be new in social work where they may have not yet utilized healthy coping skills, and other may be seasoned where they do utilize spirituality on a daily basis. One may say that spirituality is subjective, because there is not any accurate measurement on

how someone utilizes spirituality upon cases of stress within the social workers.

### Sampling

For the goals of this study, secondary data was used from Andrew Godoy and Nathan Allen research study on the correlation between social workers who practice spirituality and burn out rates in their profession. Secondary data from 133 surveys was used to test if a correlation between spirituality and job related stress exists among social work practitioners. The surveys were compiled from participants who were over the age of 18 who identified themselves as social work practitioners. The surveys were collected during a two-day training where social workers from a variety of agencies were being trained to be an internship supervisor for the 2016-2017 academic year.

### Data Collection and Instruments

In order to evaluate significant findings, approval from Andrew Godoy, Nathan Allen, and Dr. Erica Lizano was obtained from research data that was collected in 2016. This included 133 social work professional participants who self reported answers to questions in regards to their use of spirituality and the effects on burnout. This study utilized a quantitative measures. For this study two scales were pulled from the secondary data, which are the from the Hatch Spiritual Involvement and Beliefs Scale (SIBS) identifying spiritual



practices, beliefs, and spiritual resources (Hatch, Burg, Naberhaus, & Hellmich, 1998) and a questionnaire consisting of six other questions relating to job stress.

The independent variables would be social workers engaging in spirituality practices such as prayer, meditation, attending church, and cultural practices. The dependent variables that will be assessed if whether or not social work practitioners experience job stress in the social work field.

#### Procedures

All participants were provided in detail the reason for the study and information about informed consent and confidentiality. Participants were given the right to either answer the survey or decline the survey even upon starting the survey. Godoy and Allen's study (2017) provided social workers an incentive of obtaining gift cards, which was given after a drawing for social work practitioners to participate in research project.

#### Protection of Human Subjects

It is of importance to provide individuals who participated in the survey the acknowledgment that their data will remain confidential. Due to the nature of utilizing secondary data, there is confidentiality and anonymity placed where there is no identifying information of their name, age, sex, and ethnicity. Confidential secondary data will be kept in a lock safe to ensure safety. Upon the closing of the research, all confidential data will be

destroyed and shredded.

### Data Analysis

The survey provided to the participants are quantitative in nature. With this study, correlational analysis was used to test the relationship between the participant's self reported level of spirituality and job stress. The utilization of spirituality with social workers is a continuous independent variable and the dependent variable was measured continuously to assess the levels of job stress. In addition, the correlation test will also determine the strength of the relationship between the variables.

### Summary

This study examined if there are any correlations between the utilization of spirituality among social work practitioners and job related stress. The secondary data will provide a close look upon the uniqueness in incorporating spirituality to help cope with high case loads, vicarious trauma, and job stresses in order to maintain stability in the social work profession. In order to gain insight in this study, quantitative measures of secondary data were utilized for this research.

## CHAPTER FOUR

### RESULTS

#### Introduction

The following chapter provides results of statistical analysis conducted in this present study. Descriptive statistics are discussed first identifying the average age, gender and level of education among study participants. Secondly, the results of the inferential analysis are discussed.

#### Presentation of Findings

##### Descriptive Statistics

Table 1 presents the demographic characteristics of the study sample. The average age for the sample was 44 years old with a standard deviation of 10.33. A large portion of study participants were women (85%). Approximately half of the sample identified as Non-Hispanic White (45.5%). One third identified as Hispanic/Latino (35.6%). The third largest group was African American (18.9%). The lowest proportion of the study sample identified as Asian American/Pacific Islander (4.5%) and American Indian/Alaska Native (2.3%). In terms of the participant's educational background, the highest representation of the sample study reported as having Bachelor Degree's (99.2%) and the others identified as having Masters Degree's (97%). Please note that respondents can report more than one race/ethnicity.

Table 1. Demographic Characteristics of Study Sample

	N (%)	Mean	S.D.	Range
Age		43.74		
Gender			10.33	26-67
	Male 20 (15%)			
	Female 113 (85%)			
Race/ethnicity				
	African American 25(18.9%)			
	Non-Hispanic White 60(45.5%)			
	Hispanic/Latino 47(35.6%)			
	Asian/Pacific Islander 6(4.5%)			
	American Indian/Alaska Native 3(2.3%)			
Education				
	Bachelor's Degree 131(99.2%)			
	Master's Degree 129(97.7%)			

### Inferential Analysis

A bi-variate Pearson correlation analysis was conducted using SPSS 23 to examine the correlation between spirituality and job related stress amongst social

work practitioners. Table 2 below depicts findings of the small to moderate, negative relationship between jobs stress and spirituality ( $r=-0.3$ ,  $n=118$ ,  $p=.001$ ). The results suggest that higher levels of spirituality are associated with lower levels of job stress.

Table 2. Correlation Matrix

	SF	JS
Spirituality	1	
Job stress	-.30**	1

\*\* Correlation is significant at the 0.01 level (2-tailed).

## CHAPTER FIVE

### RESULTS

#### Introduction

This final chapter discusses the findings resulting from the present study. Secondly, there will be a discussion of limitations and proposed solutions for social work practice and research. Furthermore, the chapter will conclude insight to spirituality, which can lead to opportunities for longevity within the social work profession.

#### Discussion

The purpose of the study was to explore if spirituality can be linked to lowering levels of job related stress amongst social workers. Examining the results of the data, it is found that as spirituality is increased, the levels of job stress decreased. Therefore, it is apparent that there is a negative correlation between these two variables. These finding provide awareness to the positive implications of incorporating spirituality in self care amongst social workers. As noted above, there is the possibility of positive outcomes to the use of spirituality when it comes to personal healing through the mind and body. This includes the reduction of stress and holistic coping methods to deal with every day stressors. This allows for lowering job stress, reduction of burnout, and personal accomplishment as seen related analysis conducted on the same study sample (Godoy & Allen, 2017).

## Limitations

Spirituality is diverse and can be interpreted in many ways such as religious practices, meditation, nature, physical practices, prayer, worshipping different Gods, and cultural customs to say the least. One major limitation of the present study lies with the Spirituality Questionnaire that was provided for the social work participants to answer. With the questionnaire, there should have been specific indications to the definition of spirituality and what their practices may be. Some of the questions are vague and can be interpreted in many ways. For instance, one questions asks about spiritual activities but fails to provide examples of spiritual activities, such as attending different churches, mosques or meditation. Participants may interpret religion and spirituality as either similar or different from one another. Some may believe that spirituality is only a physical practice or incorporates only a God of their understanding. This may leave out those who may be utilizing nature as their spirituality.

Another limitation is the limited generalizability due to the sample size. The sample size of the study was 133 participants. There was a low percentage of males, which was 15% as that of females 85%. Males are misrepresented in numbers and should be re-evaluated to incorporate more male participants to have equality in gender. In addition, since the average age of practitioners were 43 years old, this does not capture practitioners who are new to the field. It would be conducive to have an equal amount of age groups amongst social workers to make the qualitative data stronger.

The last limitation is that the study is cross-sectional, which cannot infer causality. The study only proves the link between the two variables of spirituality and job stress amongst social workers. As stated above, the results show that an increase of the use of spirituality is linked to lower levels of job stress amongst social work practitioners.

### Social Work Practice Propositions for Policy and Research

The research findings suggest that greater levels of spirituality are associated with lower levels of job stress amongst social workers. Spirituality can very well be a necessary key to practicing self care in the social work profession. If job stress poses a threat to social workers, then considering interventions that are holistic is important. Holistic interventions can include spirituality given the evidence that suggests that there is a negative relationship between spirituality and job stress. With the understanding of the positive attributes from utilizing spirituality to help reduce job stress, it is of importance to inform our practice by incorporating these methods with the clients that we serve.

Policies within the organizational and agency level should incorporate a safe space for employees to practice their own spiritual practice to help combat job stress. Areas such as a meditation room or an open area outside to be utilized for prayer, meditation, deep breathing, or yoga would be beneficial to help reduce job stress. This allows for easy access to all employees throughout the day during their lunch time and breaks.



Explicitly the findings of this study have implications for future research. Future studies should focus on the use of spirituality amongst social workers living in different countries like Asia, the Middle East, and Europe to say the least and to examine if there is a reduction in job stress. This data would allow a more comprehensive look on the importance of spirituality and how it affects social workers job stress. These findings can provide insight to incorporate classes upon spirituality within Social Work Programs throughout the world.

### Conclusion

Spirituality brings upon a connection of balance within mind, body, and soul allowing for self healing and self care from everyday life stressors. Social workers can endure vicarious trauma working with clients, increase in job responsibilities, multitask with various projects, and at the same time trying to balance family life. Greater spirituality is linked to lower levels of job stress amongst social workers. It is vital for social workers to embrace the diversity of spirituality and utilize what we know to inform our practice in the social work field. God or one's higher power provides strength and allows for movement toward self reflection, self love and self worth within the social work profession and personal life.

APPENDIX A  
DATA COLLECTION

V. SPIRITUALITY					
Please indicate how much you agree with the following statements. Use a scale where 1 = strongly disagree, 3 = neutral, and 5 = strongly agree. Please check only one box for each statement. ☐					
	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
S1. In the future, science will be able to explain everything.	(1)	(2)	(3)	(4)	(5)
S2. I can find meaning in times of hardship.	(1)	(2)	(3)	(4)	(5)
S3. A person can be fulfilled without pursuing an active spiritual life.	(1)	(2)	(3)	(4)	(5)
S4. I am thankful for all that has happened to me.	(1)	(2)	(3)	(4)	(5)
S5. Spiritual activities have not helped me become closer to other people.	(1)	(2)	(3)	(4)	(5)
S6. Some experiences can be understood only through one's spiritual beliefs.	(1)	(2)	(3)	(4)	(5)
S7. A spiritual force influences the events in my life.	(1)	(2)	(3)	(4)	(5)
S8. My life has a purpose.	(1)	(2)	(3)	(4)	(5)
S9. Prayers do not really change what happens.	(1)	(2)	(3)	(4)	(5)
S10. Participating in spiritual activities helps me forgive other people.	(1)	(2)	(3)	(4)	(5)
S11. My spiritual beliefs continue to evolve.	(1)	(2)	(3)	(4)	(5)
S12. I believe there is a power greater than myself.	(1)	(2)	(3)	(4)	(5)
S13. I probably will not re-examine my spiritual belief	(1)	(2)	(3)	(4)	(5)
S14. My spiritual life fulfills me in ways that material possessions do not.	(1)	(2)	(3)	(4)	(5)
S15. Spiritual activities have not helped me develop my identity.	(1)	(2)	(3)	(4)	(5)
S16. Meditation does not help me feel more in touch with my inner spirit.	(1)	(2)	(3)	(4)	(5)
S17. I have a personal relationship with a power greater than myself.	(1)	(2)	(3)	(4)	(5)
S18. I have felt pressured to accept spiritual beliefs that I do not agree with.	(1)	(2)	(3)	(4)	(5)
S19. Spiritual activities help me draw closer to a power greater than myself.	(1)	(2)	(3)	(4)	(5)
S20. When I wrong someone, I make an effort to apologize.	(1)	(2)	(3)	(4)	(5)
S21. When I am ashamed of something I have done, I tell.	(1)	(2)	(3)	(4)	(5)
S22. I solve my problems without using spiritual resources.	(1)	(2)	(3)	(4)	(5)
S23. I examine my actions to see if they reflect my values.	(1)	(2)	(3)	(4)	(5)
S24. During the last WEEK, I prayed...(only check one): _____ 10 or more times _____ 7-9 times _____ 4-6 times _____ 1-3 times _____ 0 times	S25. During the last WEEK, I meditated... (only check one): _____ 10 or more times _____ 7-9 times _____ 4-6 times _____ 1-3 times _____ 0 times		S26. Last MONTH, I participated in spiritual activities with at least one other person...(only check one): _____ More than 15 times _____ 11-15 times _____ 6-10 times _____ 1-5 times _____ 0 times		

### Spirituality Index:

Hatch, R.L., Burg, M.A., Naberhaus, D.S., & Hellmich, L.K. (1998). The spiritual involvement and beliefs scale: development and testing of a new instrument. *Journal of Family Practice*, 46(6), 476-486

APPENDIX B  
DATA COLLECTION

Please indicate how much you agree with the following statements. Use a scale where 1 = strongly disagree, 4 = neither agree nor disagree, and 7 =strongly agree. Please check one box for each statement. ☐

	Strongly Disagree (1)	(2)	(3)	Neither (4)	(5)	(6)	Strongly Agree (7)
JSS1. I have clear, planned goals and objectives for my job.	(1)	(2)	(3)	(4)	(5)	(6)	(7)
JSS2. I know exactly what is expected of me.	(1)	(2)	(3)	(4)	(5)	(6)	(7)
JSS3. I feel certain about how much authority I have on the job.	(1)	(2)	(3)	(4)	(5)	(6)	(7)
JSS4. I have to bend a rule or policy in order to carry out an assignment.	(1)	(2)	(3)	(4)	(5)	(6)	(7)
JSS5. I receive incompatible requests from two or more people.	(1)	(2)	(3)	(4)	(5)	(6)	(7)
JSS6. I receive an assignment without adequate resources and materials to execute it.	(1)	(2)	(3)	(4)	(5)	(6)	(7)
JSS7. I work on unnecessary things.	(1)	(2)	(3)	(4)	(5)	(6)	(7)

### Job Stress:

Godoy, A., & Allen, N., (2017). Does spirituality reduce the effects of burnout? (2017). *Electronic Theses, Projects, and Dissertations*. 478. Retrieved from <http://scholarworks.lib.csusb.edu/etd/478>

APPENDIX C

INSTITUTIONAL REVIEW BOARD APPROVAL LETTER

**CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO**  
**SCHOOL OF SOCIAL WORK**  
*Institutional Review Board Sub-Committee*

Researcher(s) Daisy Luning

Proposal Title Spirituality and Work Related Stress

# SW1832

Your proposal has been reviewed by the School of Social Work Sub-Committee of the Institutional Review Board. The decisions and advice of those faculty are given below.

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Proposal is:

- ☒ approved  
☐ to be resubmitted with revisions listed below  
☐ to be forwarded to the campus IRB for review

Revisions that must be made before proposal can be approved:

- ☐ faculty signature missing  
☐ missing informed consent ☐ debriefing statement  
☐ revisions needed in informed consent ☐ debriefing  
☐ data collection instruments missing  
☐ agency approval letter missing  
☐ CITI missing  
☐ revisions in design needed (specified below)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Jane Ch  
Committee Chair Signature

3/26/2018  
Date

Distribution: White-Coordinator; Yellow-Supervisor; Pink-Student

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