

Investigating the relationship between proactive Personality and Personal and Organizational Spirituality with Job Engagement: Mediating Role of Meaning of Work

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Introduction

Many people, despite having enough income, lose their existential meaning when they have nothing to do; therefore, work can be considered as the foundation of human life. But, the important question is which factors affect the meaning of employees' work? The meaning of work (MOW) has been conceptualized from different angles such as organizational characteristics such as culture that reflects the spiritual values of the organization or as an expression of personal spirituality in the workplace. Therefore, to understand the MOW, it is necessary to research the integration of personal spiritual values with the cultural values of the organization.

However, the important point in this regard is that employees can also develop the meaning of work based on their other experiences and personality traits. Proactive personalities influence their surroundings and often choose environments that are compatible with their values and interests. Because such individuals are receptive to new work experiences, they tend to focus on organizations and occupations that provide high levels of meaningful work. Therefore, it is expected that employees with proactive personalities attach great value to the meaning of their work.

On the other hand, given the support of most previous studies that there is a strong link between MOW and employee job engagement, it can be argued that employees improve their job engagement in proportion to the experience of meaning in their work and meaningful work can be a way to improve employee's job engagement.

Evidence also suggests that employees with very high job engagement need job characteristics that benefit from all aspects of a personal personality; and

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organizational spirituality induces full-fledged job engagement of employees in the workplace. According to the above topics, this study sought to investigate the role of proactive personality and personal and organizational spirituality of nurses at Rafsanjan University of Medical Sciences in expanding the meaning and work engagement derived from it.

Method

The present study is applied in terms of purpose and is descriptive-survey using path analysis method. The sample size based on Krejcie and Morgan table was estimated at 225 persons. The main tool of this research is questionnaire with a 5-point likert scale.

Results

After ensuring the validity and reliability of measures and good fit of the research model, the research hypotheses were tested. The findings indicated that the relationship between all research variables, except the relationship between personal spirituality and MOW, at the 99% level is significant.

Conclusion

The results showed that unlike personal spirituality, organizational spirituality has a significant effect on nurses' perception of the meaning of their work. The results also showed that proactive personality makes employees consider their work more meaningful. Although there is evidence that nurses' personal spirituality does not increase their perception of the meaning of their work, it can be argued that human resource management programs to develop personal spirituality will increase nurses' sense of engagement to their work. It can also be reported that organizational spirituality promotes not only meaningful work perception, but also the job engagement of target nurses. Furthermore, the present study found that the proactive personality of nurses strengthens their job engagement. Finally, this study showed that nurses' job engagement varies based on their understanding of the meaning of their work.

Keywords: personal spirituality, organizational spirituality, meaning of work, job engagement

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