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## Religious Commitment, Job Satisfaction, and Social Acceptability Among Religious Groups

Kathryn E. Dozier  
*University of Southern Mississippi*

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The University of Southern Mississippi

Religious Commitment, Job Satisfaction, and Social Acceptability  
Among Religious Groups

by

Katie Dozier

A Thesis  
Submitted to the Honors College of  
The University of Southern Mississippi  
in Partial Fulfillment  
of the Requirements for the Degree of  
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in the Department of Management & International Business

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**Approved by**

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Amy Sevier, MBA, MSc  
Thesis Adviser & Instructor,  
Department of Management &  
International Business

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Joseph Peyrefitte, Ph.D., Chair  
Department of Management &  
International Business

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Ellen Weinauer, Ph.D.,  
Dean, Honors College

## **Abstract**

This study seeks to develop a better understanding of the relationships between religious commitment, social support, and job satisfaction. This research specifically investigated the correlations between religious commitment and social support, religious commitment and job satisfaction, and social support and job satisfaction. After surveying undergraduate students from a southern university, there was no statistical evidence supporting the idea that the indicated combinations contributed to job satisfaction. The research did demonstrate, however, a correlation between religious commitment and social support. In addition, groups were tested for significant differences in levels of religious commitment, social support, and job satisfaction; the groups based on religious identity revealed significant differences in religious commitment scores.

Key words: religious commitment, social support, and job satisfaction

## **Dedication**

Ann Dozier, Jim Dozier, Megan Brown:

Thank you for your leadership and guidance throughout my college years.

You are the best mentors.

## **Acknowledgements**

I would like to take a moment to thank my thesis advisor Mrs. Amy Sevier for her tireless efforts and determination towards helping me complete this project. This research project would have not been possible without her guidance and support throughout this project.

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## Table of Contents

Chapter 1: Introduction.....	1
Chapter 2: Literature Review.....	3
Chapter 3: Methodology.....	9
Chapter 4: Results.....	11
Chapter 5: Discussion.....	18
Chapter 6: Conclusion.....	20
Works Cited .....	21
Appendices:	
Appendix 1: IRB Approval Letter .....	24
Appendix 2: Participant Recruitment Letter .....	25
Appendix 3: Research Survey .....	26



## Chapter 1: Introduction

The purpose of this study is to delve deeper into the potential relationships between religious commitment, social support, and job satisfaction. Workplace satisfaction is a trending topic that influences the majority of the workforce (Spector 1). Employees may look for employers that support them, and that allow them to express their values and feel a sense of meaning in their everyday work tasks. Although these three concepts may appear to be the rights of all American workers, prospective employees may have difficulty finding work environments with a combination of these variables. This research examined these components, in combinations of two and collectively, in an effort to better determine which variables influenced job satisfaction.

Pfeffer quotes Mirvis by stating, "people are spending more of their time working and number among closest friends their coworkers" (27). People may tend to identify and seek relationships from within the workplace. But what are the factors that prospective employees look for when searching for job satisfaction? Although there may be many factors involved, the three variables that were studied are religious commitment, social support, and job satisfaction. Religious commitment (Epstein 96), social support (Baruch-Feldman et al. 91), and job satisfaction (Fairbrother and Warn 8) are relevant in today's society. Each variable contributes to the workplace in a unique way. For example, Beehr and Mcgrath studied the correlation between social support and anxiety (7). Their findings led them to believe that an increased amount of social support might reduce anxiety in the workplace (Beehr and Mcgrath 7). Fairbrother and Warn looked at the

correlation between workplace factors, stress, and job satisfaction (8), and Epstein focused on the connection between religious commitment and work (96). Prior research was studied to serve as building blocks for this thesis; the study sought to investigate the current relationships between these variables.

## Chapter 2: Literature Review

Previous researchers indicated an interest in spirituality in the workplace (Ghazzawi et al. 29; Pfeffer 27; Tischler et al. 215). Spirituality can cause strife in the workplace, so employers may choose to limit the ability of their employees in expressing their religious beliefs. If this occurs, job satisfaction may decline due to the limited amount of religious freedom that employees can express. Employees may be faced with limited social support, little job satisfaction, and little ability to express their religious commitment. All three components, although different, connect in unique ways. Table 1 gives definitions of religious commitment, social support, and job satisfaction. Using these definitions, a literature review was conducted to analyze associations between these variables.

**Table 1- Definitions of religious commitment, social support, and job satisfaction**

<b>Term:</b>	<b>Definition:</b>
Religious Commitment	Hadaway and Roof believe religious commitment is “derived from a strong sense of meaning and purpose of life, and that derived from belonging to and participating in a fellowship of like-minded believers” (305).  Religious Commitment “is defined as the degree to which a person adheres to his or her religious values, beliefs, and practices and uses them in daily living. The supposition is that a highly religious person will evaluate the world through religious schemas and thus will integrate his or her religion into much of his or her life” (Worthington et al. 85).
Social Support/Acceptance	“Social support is generally categorized as ‘instrumental’ support or ‘emotional’ support. Instrumental support consists of offering practical help to solve problems or providing tangible assistance or aid in the form of knowledge or advice needed to resolve the issue, whereas emotional support involves offering or caring or listening sympathetically to another person” (Mckimmie et al. 60).
Job Satisfaction	Job satisfaction can be defined by Locke as “a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experiences” (Saari and Judge 396).

## **Religious Commitment and Social Support**

Religious commitment is an important concept for many. Although not everyone is interested in expressing their religious views, employees may feel more comfortable if they have the option to do so. Even though some people might feel this way, Fife et al “did not find a significant relationship between religious commitment and life satisfaction” (397). Other researchers, however, found evidence suggesting a relationship between social support and religious commitment (Koenig et al. 131). Exline further investigated this correlation by looking at the relationship between these two variables in a different way (183). She understood social support as one of the unique benefits that come from religious commitment and involvement (183).

Without social support, employees might be dissatisfied with their ability to express their lifestyle perspectives. Rego and Pina e Cunha noted that employees tend to look for workplace spirituality through their work community, their purpose found within their work and peers, as well as their sense of connectedness within the workplace (68).

The relationship between social support and religious commitment could be important to the employee, but also to the employer who could reap the benefits of hard work, productivity, and work ethic. The more willing a company is to provide this sort of social support, the more likely they may be to hire candidates who want to express their opinions and exhaust all of their energy working hard for the company. Social support would then be vital for a company to experience maximum worker productivity and effectiveness. Without this support, a company may be subject to experiencing increased disapproval and employee dissatisfaction within the workplace.

## **Religious Commitment and Job Satisfaction**

Along with the importance of social support comes the importance of job satisfaction. Job satisfaction can be defined by Locke as “a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experiences” (Saari and Judge 396). Job satisfaction can stem from a variety of different things such as work environment, employee-employer relationship, compensation, and overall work enjoyment level.

As job satisfaction relates to religious commitment, there are findings that illustrate the association between the two (Brown and Sargeant 218; Ghazzawi et al. 29; Schroder 5). For example, Ghazzawi et al “found that religious commitment does positively impact job satisfaction, though there are differences depending on the type of religion” (29). Overall, the more willingness there is to support religious commitment, the more likely the employee will experience job satisfaction within his or her workplace.

Brown and Sargeant conducted a unique experiment that helped determine job satisfaction among full-time university employees. They found three key points that connect religious commitment to job satisfaction. Brown and Sargeant realized a correlation between the length of tenure at a specific institution and the amount of job satisfaction, a correlation between higher education levels and job satisfaction, as well as a correlation between higher positions and their influence on religious commitment and job satisfaction (235). These findings help strengthen the argument that religious commitment may be critical to an employee or employer that seeks to experience job satisfaction.

## **Social Support and Job Satisfaction**

The relationship between social support and job satisfaction has previously been explored (Adams et al. 411; Baruch- Feldman et al. 84; Harris et al.150; Singh et al. 1). Research shows the true importance between job satisfaction and social support. A positive relationship between social support and job satisfaction has consistently been demonstrated (Adams et al. 418; Baruch- Feldman et al. 91; Singh et al. 1).

Harris et al took a different approach to examining the relationship between workplace social support and job satisfaction. They attempted to identify the specific impact of collegial support, task support, coaching, and career mentoring to job satisfaction. For example, “career mentoring and task support predicted job satisfaction, whereas coaching and collegial support did not” (Harris et al. 153). Though the results were mixed on the individual elements of social support, the four elements combined described nearly 17% of the variance in job satisfaction (Harris et al. 153).

## **Relationships Established in Prior Research**

To date, no research has been located investigating religious commitment, social support, and job satisfaction in combination. Additional research seeking evidence concerning any relationship among religious commitment, social acceptability, and job satisfaction may help solidify the idea that all three concepts are intertwined to support workplace satisfaction.

There is one recurring and overarching theme: these components are positively correlated to one another. Without any one of these concepts present, the others may be

less influential. Building on previous research, an interesting idea was to explore to what extent an employee may be more satisfied if they have the freedom to express their religious point of view. Employees may become more interested when their passions and needs within the workplace are met. The broad aim of the current research was to examine that question.

## **Research Question and Hypotheses**

The question, then is why is this research necessary? Pfeffer believes that there is growing interest in the concepts of workplace spirituality and personal values (27). This newly developing interest could allow the research question posed to help facilitate employers in making better work decisions regarding an enjoyable work environment. Overall, this research could help clarify ideas about what works best regarding religious commitment, social support, and job satisfaction.

Thus, the research question for this study is:

To what extent do religious commitment and social acceptability influence job satisfaction?

This question will be analyzed in relation to age, gender, and religious/spiritual identification.

To answer the research question, the following hypotheses will be analyzed:

H1: Higher levels of religious commitment will lead to higher job satisfaction.

H2: Higher levels of social acceptability will lead to higher job satisfaction.

H3: Higher levels of religious commitment and social acceptability will lead to higher job satisfaction.



## **Chapter 3: Methodology**

### **Procedure**

After IRB approval was applied for and granted, a survey of USM students was done using a pen-and-paper survey consisting of less than thirty questions. Students in the business school at USM heard about the survey through a management class disseminated by one professor. Students who were willing to volunteer to take the survey participated. The goal was to inform at least 150 students about the survey and receive at least 50-60 usable survey responses. Seventy-six students responded.

Background questions including religion, gender, and age were included as control variables. Since the population focused solely on undergraduate students, it was decided that respondents must currently work at least 16 hours per week to be included in the study. The resulting number of participants was 76. The survey also included questions concerning religious commitment, social support, and job satisfaction. Religious commitment, social support, and job satisfaction items were presented in the form of a Likert scale.

### **Measures**

Religious commitment, social acceptability, and job satisfaction were the variables focused on in this research process. To distinguish between overall social support and how participants specifically viewed the acceptability of expressing their religious views in the workplace, social acceptability was measured with items reflecting the respondents' perceptions of the level of support they receive from various groups

(close friends, fellow students, co-workers, and U.S. society in general) for expressing religious views. Participants were asked to consider how their attitude towards sharing their religious views compared to their close friends, fellow students, co-workers, and U.S. society in general.

Hypothesis 1 stated that higher levels of religious commitment would lead to higher levels of job satisfaction. In this hypothesis, job satisfaction was the area of focus (dependent variable), while religious commitment was the independent variable.

Hypothesis 2 stated that higher levels of social acceptability would lead to higher job satisfaction. In this hypothesis, job satisfaction was the dependent variable, while social acceptability was the independent variable. Finally, hypothesis 3 stated that higher levels of religious commitment and social acceptability would lead to higher job satisfaction.

The independent variables were religious commitment and social acceptability, while the dependent variable was job satisfaction.

## Chapter 4: Results

The data was checked for any errors or missing data. No missing data was found. However, when reviewing the Frequency chart for the Gender variable, it was noted that many values fell outside the 0 to 1 scale. Upon reviewing the data, it was discovered that Gender was recorded using the code 0=Male, 1=Female for half the data and 1=Male, 2=Female for the other half. This was corrected by reviewing the original surveys and standardizing all entries to the code 0=Male, 1=Female. All other variables revealed appropriate means and ranges.

Scores for the three scales used in the survey were calculated in SPSS, resulting in new variables for job satisfaction, social acceptability, and religious commitment. Only one of the scales (job satisfaction) had an item requiring recalculation because of reverse scoring; this was calculated in SPSS and used the job satisfaction score.

A preliminary review of the data was performed using descriptive statistics for the variables:

Age – measured in years: continuous

Religious Identity – nominal (C=Christian, B=Buddhist, J=Jewish, H=Hindu,

M=Muslim, O=all other responses)

Gender – categorical variable; 0=Male, 1=Female

Years Work Experience – measured in years; continuous

Job Satisfaction Score – calculated in SPSS; continuous interval variable

The scale used to measure satisfaction is appropriate when examining the overall level of job satisfaction for an individual (Spector 7). Internal consistency coefficients are .67 to .95 and have been reported (Fields 5).

Social Acceptability Score - calculated in SPSS; continuous interval variable

Religious Commitment Score - calculated in SPSS; continuous interval variable

Religious commitment was measured with a scale developed using college undergraduates as the sample population. The coefficient alpha for internal consistency was .93. Test-retest reliability was reported as .87(Worthington et al. 84).

The data did not fall within a normal distribution, as evidenced by visual inspection of histograms as well as SPSS evaluation of both skew and kurtosis.

Following Pallant, nonparametric techniques were used to compare groups (Mann-Whitney test) and correlation (Spearman’s rho) (222). Table 2, illustrated below, shows the variables researched in this study. The table indicates that there are no missing variables or respondents in the research.

**Table 2-Statistics and variables used in the research**

		Age	RelCommScore	SocAcceptScore	JobSatScore
N	Valid	76	76	76	76
	Missing	0	0	0	0
Mean		22.39	2.7711	3.4836	3.7149
Median		22.00	2.7000	3.6250	4.0000
Std. Deviation		4.330	1.11867	.92316	.84626
Variance		18.749	1.251	.852	.716
Skewness		5.990	.096	-.514	-.593
Std. Error of Skewness		.276	.276	.276	.276
Kurtosis		43.703	-1.157	.125	-.076
Std. Error of Kurtosis		.545	.545	.545	.545
Range		36	3.80	4.00	3.67
Percentiles	25	21.00	1.8250	3.0000	3.0833
	50	22.00	2.7000	3.6250	4.0000
	75	23.00	3.7000	4.0000	4.0000

Kolmogorov-Smirnov significance value of more than .05 indicates normality.

In this case, all three variables showed significance scores of less than .05, indicating the violation of the assumption of normality (Pallant 66). Table 3 shows the significant levels and values less than .05. This illustrated that the data is not presented in a symmetric way.

**Table 3- Tests of Normality**

	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
RelCommScore	.103	76	.045	.952	76	.006
SocAcceptScore	.114	76	.017	.957	76	.012
JobSatScore	.211	76	.000	.913	76	.000

**Testing Hypotheses**

To explore the relationships between religious commitment, social support, and job satisfaction, Mann-Whitney tests were executed to compare groups based on age, gender, and religious identity.

Table 4 illustrates the test used to see if males or females differ in their levels of religious commitment, social acceptability or job satisfaction. The results indicated that there was no significant difference based on gender in religious commitment, social support, and job satisfaction.

**Table 4 – Group Comparison Based on Gender**

	RelCommScore	SocAcceptScore	JobSatScore
Mann-Whitney U	651.500	684.000	633.000
Wilcoxon W	1597.500	1630.000	1579.000

Z	-.608	-.269	-.826
Asymp. Sig. (2-tailed)	.543	.788	.409

Table 5 illustrates the results of group comparisons based on religious identity to religious commitment, social acceptability, and job satisfaction. The sample population was divided into those identifying as Christians and all other respondents. There was a significant difference in the median scores for religious commitment between the group of Christians and the group of all other respondents. More specifically, the median score for religious commitment was 2.8 for Christian respondents and 1.3 for all other religious identities.

**Table 5 – Group Comparisons Based on Religious Identity**

	RelCommScore	SocAcceptScore	JobSatScore
Mann-Whitney U	120.000	265.000	298.500
Wilcoxon W	186.000	331.000	364.500
Z	-3.509	-1.375	-.897
Asymp. Sig. (2-tailed)	.000	.169	.370

The following table shows group differences based on age in religious commitment, social support, and job satisfaction. The sample was divided into two groups (participants with ages 22 and under and 23 and over). The results demonstrate no significant difference. (See Table 6.)

**Table 6 – Group Comparisons Based on Age**

	RelCommScore	SocAcceptScore	JobSatScore
Mann-Whitney U	526.000	473.000	545.500
Wilcoxon W	2122.000	2069.000	2141.500
Z	-.401	-1.033	-.176
Asymp. Sig. (2-tailed)	.688	.302	.860

To formally test the hypotheses, the Spearman Rank Order Correlation test was used (Pallant 134).

H1: Higher levels of religious commitment will lead to higher job satisfaction.

For significance values not less than .05, it can be concluded that no significant relationship was shown. (See Table 7.)

### Correlations

**Table 7- Significance between religious commitment and job satisfaction**

		RelCommScore	JobSatScore
Spearman's rho	Correlation Coefficient	1.000	.019
	RelCommScore Sig. (1-tailed)	.	.435
	N	76	76
	Correlation Coefficient	.019	1.000
	JobSatScore Sig. (1-tailed)	.435	.
	N	76	76

H2: Higher levels of social acceptability will lead to higher job satisfaction.

Significance values not less than .05, thus, it can be concluded that no significant relationship was seen in the current study's sample. There was no correlation between job satisfaction and social acceptability. (See Table 8.)

### Correlations

**Table 8-Correlation between Job Satisfaction and Social Acceptability**

		JobSatScore	SocAcceptScore
Spearman's rho	Correlation Coefficient	1.000	-.152
	JobSatScore Sig. (1-tailed)	.	.095
	N	76	76
	Correlation Coefficient	-.152	1.000
	SocAcceptScore Sig. (1-tailed)	.095	.
	N	76	76

Although not included in the original hypotheses, the relationship between religious commitment and social acceptability was tested. There was a significant correlation between religious commitment and social acceptability. The relationship between perceived social acceptability and religious commitment was investigated using Spearman's Rank Order Correlation. There was a positive relationship between the two variables,  $r=.224$ ,  $n=76$ ,  $p < .05$ , with high levels of perceived social acceptability associated with high levels of religious commitment. (See Table 9.)

### Correlations

**Table 9-** Correlation between Religious Commitment and Social Acceptance

		<u>RelCommScore</u>	<u>SocAcceptScore</u>
Spearman's rho	Correlation Coefficient	1.000	.224*
	<u>RelCommScore</u> Sig. (1-tailed)	.	.026
	N	76	76
	Correlation Coefficient	.224*	1.000
	<u>SocAcceptScore</u> Sig. (1-tailed)	.026	.
	N	76	76

H3: Higher levels of religious commitment and social acceptability will lead to higher job satisfaction.

When job satisfaction was added to the correlation matrix, the previously seen relationship between social acceptability and religious commitment remained; however, no relationship to job satisfaction was shown. (See Table 10.)



### Correlations

**Table 10 – Correlation between Religious Commitment, Social Support & Job Satisfaction**

		<u>SocAcceptScore</u>	<u>RelCommScore</u>	<u>JobSatScore</u>
Spearman's rho	Correlation Coefficient	1.000	.224 <sup>*</sup>	-.152
	<u>SocAcceptScore</u> Sig. (1-tailed)	.	.026	.095
	N	76	76	76
	Correlation Coefficient	.224 <sup>*</sup>	1.000	.019
	<u>RelCommScore</u> Sig. (1-tailed)	.026	.	.435
	N	76	76	76
	Correlation Coefficient	-.152	.019	1.000
	<u>JobSatScore</u> Sig. (1-tailed)	.095	.435	.
	N	76	76	76

## Chapter 5: Discussion

This research yielded some interesting results. Of the three hypotheses originally stated, none of them showed significant correlations; however, a significant difference between religious commitment scores among Christians versus other respondents was found. Though the statistical result was significant, a careful review of participant's religious identities revealed important information. For example, of the 76 respondents, 65 identified as Christian. Of the remaining 11, three identified as Atheists and four identified as non-religious. It would be expected that participants identifying either as Atheist or non-religious would have low scores for religious commitment. This may explain the difference seen between these two groups.

Although the results did not support the hypotheses in the study, there are potential problems that could explain this outcome. One potential problem could have been the limited amount of work experience among respondents. In addition, the majority of respondents were working 25 hours or less per week (63%). The average hours worked for the total sample was 26 hours per week. The combination of inexperienced and part-time workers in the sample could have impacted the results. A survey sample with more work experience could have altered the results.

Human error is also a potential problem. As participants filled out the pen-and-paper survey, they could have accidentally misrepresented their responses by circling the wrong number on the Likert scales.

A final limitation in this research is the concept of self-report. This self-report problem can create many potential problems for the research question stated. Although self-report is not the ideal way to collect data, it is necessary to collect pertinent data on

religious commitment, social support, and job satisfaction. Although there are problems associated with self-reported data, researchers must utilize this approach to examine some constructs (Podsakoff & Organ 531). Ideally, a sample population for which some additional and objective data were available (e.g., job performance ratings or productivity data) could be gathered in future research on this topic.

## **Chapter 6: Conclusion**

This research sought to gather information concerning religious commitment, social support, and job satisfaction. Initially, the literature revealed a positive correlation between religious commitment and social support, religious commitment and job satisfaction, and social support and job satisfaction. The hypotheses in the current study, expected to show similar results, were rejected. There was no correlation revealed between the three combinations of variables, nor was any statistical evidence shown to support the hypotheses stated. Although the hypotheses were rejected, a significant difference between Christians and all other respondents was seen in religious commitment scores.

The results of this study may not be generalizable because the current study's sample data were not normally distributed. It is not possible from this study to expect that another sample population would provide similar results. Therefore, the importance of gaining access to a suitable population is reinforced by this study's results.

Future researchers may be able to benefit from this thesis in a variety of ways. They may be able to relate these findings to future research or to build new research questions. Though the results of the current study were not as anticipated, the research process remained valuable. Much can be gained from knowledge, but experience provides the real lessons.

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## Appendix 1 – IRB Approval Letter



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### INSTITUTIONAL REVIEW BOARD

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### NOTICE OF COMMITTEE ACTION

The project has been reviewed by The University of Southern Mississippi Institutional Review Board in accordance with Federal Drug Administration regulations (21 CFR 26, 111), Department of Health and Human Services (45 CFR Part 46), and university guidelines to ensure adherence to the following criteria:

- The risks to subjects are minimized.
- The risks to subjects are reasonable in relation to the anticipated benefits.
- The selection of subjects is equitable.
- Informed consent is adequate and appropriately documented.
- Where appropriate, the research plan makes adequate provisions for monitoring the data collected to ensure the safety of the subjects.
- Where appropriate, there are adequate provisions to protect the privacy of subjects and to maintain the confidentiality of all data.
- Appropriate additional safeguards have been included to protect vulnerable subjects.
- Any unanticipated, serious, or continuing problems encountered regarding risks to subjects must be reported immediately, but not later than 10 days following the event. This should be reported to the IRB Office via the "Adverse Effect Report Form".
- If approved, the maximum period of approval is limited to twelve months. Projects that exceed this period must submit an application for renewal or continuation. PROTOCOL NUMBER: 17022101 PROJECT TITLE: The Relationship between Religious Commitment, Social Acceptability, and Job Satisfaction in the Workplace PROJECT TYPE: New Project RESEARCHER(S): Katie Dozier COLLEGE/DIVISION: College of Business DEPARTMENT: Management and International Business FUNDING AGENCY/SPONSOR: N/A IRB COMMITTEE ACTION: Expedited Review Approval PERIOD OF APPROVAL: 02/21/2017 to 02/20/2018 **Lawrence A. Hosman, Ph.D. Institutional Review Board**



## Appendix 2 – Recruitment Letter

Dear Participant:

This research project investigates the relationship between religious commitment, social acceptability, and job satisfaction in order to better understand any potential role they play in today's workforce.

The research is part of my Honors College thesis, a requirement of the Honors College at The University of Southern Mississippi.

You have been approached because you have some part-time and/or full-time work experience. I would be very grateful if you would agree to take part by completing this questionnaire. It will take approximately 15 minutes to complete. The study is voluntary and you are not required to participate. You may discontinue your participation at any point in the questionnaire if you are uncomfortable responding to the questions.

Responses are anonymous and confidential, and individual participants will not be identified by name in the final report.

This project has been reviewed by the Institutional Review board, which ensures that research projects involving human subjects follow federal regulations. Any questions or concerns about rights as a research participant should be directed to the Chair of the Institutional Review Board, The University of Southern Mississippi, 118 College Drive #5147, Hattiesburg, MS 39406-0001, 601.266.6820.

By completing and returning the questionnaire it will be understood that you are aged 18 or over and that you give consent for your responses to be used for the purposes of this research project.

Many thanks for your support.

Sincerely,

Katie Dozier

(770-380-9890)

Kathryn.Dozier@usm.edu

## Appendix 3 – Research Survey

### Section I: Demographic Information

1. What is your age (in years)?

\_\_\_\_\_

2. What is your gender?

Male       Female

3. How many years of work experience do you have? (in years)

\_\_\_\_\_

4. On average, how many hours per week do you currently work?

\_\_\_\_\_

5. In terms of religions/spiritual identification, how would you describe yourself?

Buddhist

Christian

Hindu

Jew

Muslim

Other: \_\_\_\_\_

## Section II: Religious Commitment

The following section of questions measure religious commitment, which has been defined by Worthington (1988) as “the degree to which a person adheres to his or her religious values, beliefs, and practices and uses them in daily living.”

6. I often read books and magazines about my faith.

- Not at all true of me       Somewhat true of me       Moderately true of me       Mostly true of me       Totally true of me

7. I make financial contributions to my religious organization.

- Not at all true of me       Somewhat true of me       Moderately true of me       Mostly true of me       Totally true of me

8. I spend time trying to grow in understanding of my faith.

- Not at all true of me       Somewhat true of me       Moderately true of me       Mostly true of me       Totally true of me

9. Religion is especially important to me because it answers many questions about the meaning of life.

- Not at all true of me       Somewhat true of me       Moderately true of me       Mostly true of me       Totally true of me

10. My religious beliefs lie behind my whole approach to life.

- Not at all true of me       Somewhat true of me       Moderately true of me       Mostly true of me       Totally true of me

11. I enjoy spending time with others of my religious affiliation.

- Not at all true of me       Somewhat true of me       Moderately true of me       Mostly true of me       Totally true of me

12. Religious beliefs influence all my dealings in life.

- Not at all true of me       Somewhat true of me       Moderately true of me       Mostly true of me       Totally true of me

13. It is important to me to spend periods of time in private religious thought and reflection.

- Not at all true of me       Somewhat true of me       Moderately true of me       Mostly true of me       Totally true of me

14. I enjoy working in the activities of my religious organization.

- Not at all true of me       Somewhat true of me       Moderately true of me       Mostly true of me       Totally true of me

15. I keep well informed about my local religious group and have some influence in its decisions.

- Not at all true of me       Somewhat true of me       Moderately true of me       Mostly true of me       Totally true of me

### Section III: Social Support

In this section, we are looking for your perception of how acceptable you feel it is to share your religious views in the workplace. Consider each category of people for comparison: your close friends, your fellow students, your co-workers, and society generally.

16. To your close friends, how socially acceptable is your attitude towards sharing religious views in the workplace?

- Very Unacceptable       Unacceptable       Somewhat Acceptable       Acceptable       Very Acceptable

17. To your fellow students, how socially acceptable is your attitude towards sharing religious views in the workplace?

- Very Unacceptable       Unacceptable       Somewhat Acceptable       Acceptable       Very Acceptable

18. To your co-workers, how socially acceptable is your attitude towards sharing religious views in the workplace?

- Very Unacceptable       Unacceptable       Somewhat Acceptable       Acceptable       Very Acceptable

19. To U. S. society in general, how socially acceptable is your attitude towards sharing religious views in the workplace?

- Very Unacceptable       Unacceptable       Somewhat Acceptable       Acceptable       Very Acceptable

#### Section IV: Job Satisfaction

The final section of questions addresses your overall level of satisfaction with your current job, taking into account all facets of the job

20. All in all, I am satisfied with my job.

- Strongly Disagree       Disagree       Neither Agree or Disagree       Agree       Strongly Agree

21. In general, I don't like my job.

- Strongly Disagree       Disagree       Neither Agree or Disagree       Agree       Strongly Agree

22. In general, I like working in my current organization.

- Strongly Disagree       Disagree       Neither Agree or Disagree       Agree       Strongly Agree

The survey is complete. Thank you for your participation!