Study of Religious Beliefs and Social, Occupational, Emotional Adjustment among Employees of Payam Noor University

Mohammad Ehsan Taghizadeh
PhD of Educational Psychology, Psychology Department, University of Payam Noor, PO BOX 19395 - 3697, Tehran, Iran
Email: Metaghizadeh@yahoo.com

Abstract

Religion is referred to as an effective factor in humans' lives. Effects of religion in different areas of life such as personal, family, and social areas are understandable, observable; and they can be studied. Evading religions can have significant negative effects on social, family, and personal lives. The present study, which is in connection to religious beliefs and adjustment, focuses on clerks working in Tehran's Payam-e-Noor University. It consists of three main hypotheses:

1. There is a relationship between religious beliefs and social adjustment.
2. There is a relationship between religious beliefs and emotional adjustment.
3. There is a relationship between religious beliefs and occupational adjustment.

Research methodology was correlational; and it was done based on two scales: Bell's social adjustment and Seraj Zadeh's religiousness evaluation. The statistical population consisted of all female employees in Tehran's Payam-e-Noor University, including 60 individuals, who were selected using Simple Random Sampling method. In order to analyze data, SPSS software and descriptive statistics indexes such as mean, standard deviation, and parametric statistics indexes such as Pearson moment correlation were used. Results showed that there is a relationship between religious beliefs and social adjustment. There is a relationship between religious beliefs and emotional adjustment. There is a relationship between religious beliefs and occupational adjustment. Hence, research hypotheses were approved.

Keywords: religious belief, social adjustment, occupational adjustment, emotional adjustment.
Introduction

Religious Beliefs

Considering the increasing development of modern life and social, economic, and mental consequences, and the significant effect of civilization on lifestyles and physical-mental health, mental health can effectively make humans more dynamic, more developed, and more complete. The first step to gain mental health is to avoid any type of mental disorder (Maltby and Day, 2004).

Adelman and Tailor (1999) concluded that the number of mental disorders among young adults, compared to the past years, is increasing (Maddi, 2002). The main factor which helps to have a healthy life is health improvement. Health improvement is a process which enables people to enhance their skills in order to improve their health. Health improvement depends on the identification of factors affecting health. Identifying factors affecting mental health helps improve and develop health methods, leading to an increase in social and individual mental health (Nooney, 2005).

The present study pays attention to the role of families, social support, cultural status, and economic-social class as interpersonal and environmental factors affecting psychological health. Based on a cognitive-social theory, social environment and particular situations play an important role in individuals' mental health. Some economic, social conditions and situations, to which individuals cannot adapt, expose individuals to mental damages. Religious beliefs and social adjustment, which are important personal factors affecting mental health, have been studied in this research, hoping that identifying these components and their correlation with mental health is a positive step towards improvement in individual and social lives (Huguelet and Koenig, 2009).

Problem Statement

Self- adjustment or environmental- adjustment is a must for every human. Humans' daily efforts are normally based on adjustment (Hosseini, Elias, Krauss, Aishah, 2010). Social adjustment is a relying necessity, which makes a balance between individual needs and demands and social demands, helping to prevent intense damages to group benefits. The necessity to retain social life concepts naturally leads to limitations. Studies show that those with social health are those with similar religious beliefs (Taghizadeh, 2008). Over the last decades, there has been a parametric change in connection to the role of factors and elements of religious beliefs in individual lives. There are big intellectual and spiritual crises in modern world. Because of these changes, people have experienced a big gap in their lives; and lack of spiritual beliefs has led to psychological diseases and social inadaptability (King, 2008).

Hence, today, psychology and sociology theorists attempt to identify the effect of religious beliefs in order to express individual and social conducts and consider an illuminated position for such phenomena (King, 2008). Today's humans do not achieve their goals through religious instrumental roles, and they experience a variety of psychological damages (Santos, 2006). Considering the conducted studies, the present study aims to answer the question, "Is
there a significant relationship between religious beliefs and occupational, emotional, and social adjustment?"

Psychological health is a challenging topic in psychological studies. Over the last decades, theorists and psychologists have tried to put together factors affecting, damaging and sustaining mental health in the framework of a comprehensive theoretical model in order to consider the expression of this phenomenon within the presented model (Atkins and Hawdon, 2007).

**Research Questions**

Is there a significant relationship between religious beliefs and occupational, emotional, and social adjustment?

**Research Hypotheses**

1. There is a significant relationship between religious beliefs and social adjustment.
2. There is a significant relationship between religious beliefs and emotional adjustment.
3. There is a significant relationship between religious beliefs and occupational adjustment.

**Research Importance**

As previously mentioned, the favorability of human life is rooted in mental health, and the realization of this depends on factors which determine it. In line with this, research efforts made by scholars and theorists make it possible to plan and organize phenomena which help to realize mental health, on the other hand, simple considerations of factors, which make it possible to clarify and sustain mental health, will not be able to assist those in health fields; because theories show that psychological health is realized in an interactive process between personal, environmental, and interpersonal factors. In this interactive process, there are various variables which depict various faces of health and disease in a new cover. Hence, identifying components affecting mental health requires novel studies, because these phenomena have experienced cultural Contraction and Expansion through urban-social-cultural evolutions; and the identification of challenges and component-based resolutions of this phenomenon in recent years makes this research necessary.

On the other hand, different institutions are responsible for social health today, and over time and with social-cultural evolutions, it is really necessary to equip institutions with helpful expressions; hence, doing constant research on factors affecting indexes such as mental health is necessitated.

**Research Goals**

Expressing the relationship between religious beliefs and occupational, social, emotional adjustment.

Based on the mentioned purpose, the following minor goals receive attention in this research.
1. Expressing the relationship between religious beliefs and social adjustment.
2. Expressing the relationship between religious beliefs and occupational adjustment.
3. Expressing the relationship between religious beliefs and emotional adjustment.

Based on this expression, researcher is to study the effect of religious beliefs on social, occupational, and emotional adjustment; and when hypotheses are approved, he must inform academics and employees of the role, effect and importance of religious beliefs in emotional life, especially social and occupational life.

Research Variables

1. Independent variable: In the present study, independent variable is: religious beliefs which are evaluated using religiousness evaluation questionnaire.
2. Dependent variable: In this research, dependent variable is social, occupational, and emotional adjustment which is evaluated using Bell's adjustment evaluation questionnaire.

Conceptual and operational definitions of variables

Religious beliefs

Conceptual definition:

Young defines religion: Religion is the relationship between human and the highest value, whether it is positive or negative; this relationship can be both intentional and unintentional (Huguelet and Koenig, 2009).

Operational Definition

Religious beliefs refer to the score which respondents obtain in a religion evaluation questionnaire.

Occupational, emotional, and social adjustment

Conceptual Definition:

Adjustment is a constant process in which individuals' social learning experiences lead to mental needs; and in this process, it is possible to learn certain skills with which we can fulfill needs (Engelberg and Sjoberg, 2004).

Operational Definition

It is the score of respondents for social, occupational, and emotional adjustment in Bell's adjustment evaluation questionnaire.
Methodology

The research was correlational and of a descriptive type. The desired research was a bivariate correlational study in terms of objective, which studies a pairwise relationship between variables off the research.

In such researches, the aim is to determine the coordination of changes in variables; hence, based on scales of evaluating variables, proper indexes are considered (Delavar, 2016).

Statistical Test

According to a distance scale or the pre-hypothesis of bivariate normal distribution, Pearson moment correlation coefficient was used; and to analyze data, percentage mean statistical indexes were used.

Statistical Population

In this research, the statistical population consisted of all employees of Tehran's Payam-e-Noor University.

Statistical Sample and Sampling Method

The statistical sample consisted of 60 female individuals from Tehran's Payam-e-Noor University, who were selected using simple random sampling method.

Research Variables

- Independent variable: In the present study, independent variable is: religious beliefs
- Dependent variable: In this research, dependent variable is occupational, social, and emotional adjustment.

Research Tool

In order to collect necessary data and measure variables, the following tools were used.


According to Sharifi (2012), it consists of 70 questions, with Cronbach's alpha coefficient and reliability coefficient of 78 percent.

Bell's adjustment questionnaire

Bell's (psychology professor) adjustment questionnaire in 1961 was provided in 1961. In connection to adjustment, he has offered two questionnaires. One is related to students and the other is related to adults; the questionnaire used in this research was the one for adults and the main form consisted of 160 questions comprising 5 separate levels of personal and social
adjustment, the form used in this research evaluated questions connected to social, emotional, and occupational adjustment, including:

1. Social Adjustment: The above score refers to disengagement and avoiding social contacts, and individuals with low scores are aggressive in social contacts.
2. Emotional Adjustment: Individuals with high scores show inconsistency in terms of emotions, and those with low scores are emotionally consistent.
3. Occupational Adjustment: individuals who get low scores are happy with their jobs and those with high scores are not happy with their jobs (Bell, 1961).

The validity of social, emotional, and occupational adjustment is calculated using a correlation method of odd-even cases and Spearman-Braun prediction formula, and it is presented in the table below.

<table>
<thead>
<tr>
<th>adjustment</th>
<th>validity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social</td>
<td>0.88</td>
</tr>
<tr>
<td>Emotional</td>
<td>0.99</td>
</tr>
<tr>
<td>occupational</td>
<td>0.85</td>
</tr>
</tbody>
</table>

The validity of this questionnaire has been standardized by Doctor Ali Delavar for Iranian athletic veterans.

The validity of the questionnaire was calculated in two ways: first, the questions of each part of the questionnaire were in an area where their difference is observable between upper and lower 50 percent in the distribution of adults' scores; hence, in this questionnaire form, only those cases which refer to a clear difference between these two groups were mentioned. Secondly, the questionnaire was provided through the efforts of consultants and adults, based on the choice of groups of people who were adjustable in "very good" and "very weak" ranges as well as ranges where the questionnaire can make distinctions.

Data Analysis Method

The statistical method used in this research was covariance analysis and correlation coefficient. In order to analyze data, SPSS software was used. The reason why this statistical method is used is to consider group factor in the process of analysis. Hence, in addition to the ability to consider the effect of respondents or time (pre-test and post-test), we can also examine part off the result which is the effect between respondents.

In order to analyze data, percent and mean descriptive indexes and Pearson correlation coefficient parametric statistics indexes were used.

Hypothesis 1: There is a significant relationship between religious beliefs and social adjustment.
**Hypothesis 2**: There is a significant relationship between religious beliefs and occupational adjustment.

**Hypothesis 3**: There is a significant relationship between religious beliefs and emotional adjustment.

Examination of the relationship between religious belief and different dimensions of adjustment:

a) Relationship between religious belief and adjustment (total)

<table>
<thead>
<tr>
<th>Religious belief</th>
<th>Relationship between religious belief and total adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Correlation coefficient</td>
<td>0.710</td>
</tr>
<tr>
<td>p-value</td>
<td>Result</td>
</tr>
<tr>
<td>They are correlated</td>
<td>0.0001</td>
</tr>
</tbody>
</table>

Correlation coefficient between religiousness and different dimensions of positive adjustment and based on calculated P-value is significant. Hence, calculated correlation coefficient shows:

The more religious the individuals, the more adjustable they are.

This proposition which is maybe the important result of this research has high power, considering the value of correlation coefficient and the value of P-value.

b) Relationship between religious belief and emotional adjustment

<table>
<thead>
<tr>
<th>Religious belief</th>
<th>Relationship between religious belief and emotional adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Correlation coefficient</td>
<td>0.466</td>
</tr>
<tr>
<td>p-value</td>
<td>Result</td>
</tr>
<tr>
<td>0.0005</td>
<td>They are correlated.</td>
</tr>
</tbody>
</table>

The above table shows that there is a significant correlation between religious belief and emotional adjustment with correlation coefficient of -0.466; and in this research, this means that:
There is a direct relationship between religious belief and linear correlation coefficient (0.466).

c) Relationship between religious belief and occupational adjustment

<table>
<thead>
<tr>
<th>Religious belief</th>
<th>Relationship between religious belief and occupational adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Correlation coefficient</td>
<td>0.679</td>
</tr>
<tr>
<td>p-value</td>
<td>Result</td>
</tr>
<tr>
<td>0001</td>
<td>They are correlated</td>
</tr>
</tbody>
</table>

The above table shows that there is a significant correlation between religious belief and occupational adjustment with correlation coefficient of – 0.679; considering the scale used in measurement of occupational adjustment, this means that:

There is a direct relationship between religious belief and occupational adjustment with linear correlation coefficient of 0.679.

d) Relationship between religious belief and social adjustment

<table>
<thead>
<tr>
<th>Religious belief</th>
<th>Relationship between religious belief and social adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Correlation coefficient</td>
<td>0.624</td>
</tr>
<tr>
<td>p-value</td>
<td>Result</td>
</tr>
<tr>
<td>0001</td>
<td>They are correlated.</td>
</tr>
</tbody>
</table>

The above table shows that there is a significant correlation between religious belief and social adjustment with correlation coefficient of – 0.624; considering the scale used in measurement of occupational adjustment, this means that:

There is a direct relationship between individuals' religious belief and social adjustment with linear correlation coefficient of 0.624.

Considering the obtained results, it can be concluded that there is a direct relationship between religiousness and all dimensions of adjustment. In addition, the relationship between religiousness and total adjustment with all dimensions of adjustment is a stronger relationship, and the relationship between religiousness and emotional adjustment with other dimensions of adjustment is weaker.
Question: Does religiousness have a significant effect on adjustment (social, occupational, and emotional)?

In order to examine this question, MANOVA statistical method is used.

<table>
<thead>
<tr>
<th>Source</th>
<th>Dependent Variable</th>
<th>Type III Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Religiousness</td>
<td>Emotional</td>
<td>1553.550</td>
<td>38</td>
<td>40.883</td>
<td>1.991</td>
<td>.045</td>
</tr>
<tr>
<td></td>
<td>Social</td>
<td>2328.300</td>
<td>38</td>
<td>61.271</td>
<td>1.532</td>
<td>.150</td>
</tr>
<tr>
<td></td>
<td>Occupational</td>
<td>1773.150</td>
<td>38</td>
<td>46.662</td>
<td>2.629</td>
<td>.010</td>
</tr>
<tr>
<td>Error</td>
<td>Emotional</td>
<td>444.633</td>
<td>21</td>
<td>21.173</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Social</td>
<td>839.883</td>
<td>21</td>
<td>39.994</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Occupational</td>
<td>372.783</td>
<td>21</td>
<td>17.752</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>Emotional</td>
<td>17907.000</td>
<td>60</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Social</td>
<td>22143.000</td>
<td>60</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Occupational</td>
<td>14994.000</td>
<td>60</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The data given in the above table are related to the examination of the effect of religiousness on adjustment components. The data show that religiousness has been able to have a negative effect on emotional adjustment in a 0.05 level. In other words, with %95 confidence, alternative hypothesis based on the effect of religiousness on emotional adjustment is approved; whereas religiousness has been able to have a significant effect on individuals' social adjustment. Therefore, based on the fact that religiousness as independent variable has no effect on dependent variable (social adjustment), hypothesis of zero is approved. As it can be seen from the table, religiousness, in a level of 0.01, has been able to have a significant effect on occupational adjustment. Therefore, with %99 confidence, we can claim that religiousness as an independent variable has been able to have a significant effect on individuals' occupational adjustment.

Question: Does religiousness have a significant effect on adjustment score?

In order to examine this research question, we use single-variant regression.

Indexes and statistics of regression analysis

<table>
<thead>
<tr>
<th>Correlation coefficient</th>
<th>Correlation coefficient square</th>
<th>Modified correlation coefficient square</th>
<th>Criterion error</th>
</tr>
</thead>
</table>
The data presented in the table above show that the correlation between religiousness and adjustment is 0.71. In addition, 50 percent of adjustment variance is expressed through religiousness cooperation.

Table 4-26: Regression variance analysis

<table>
<thead>
<tr>
<th>Statistical index</th>
<th>Sum of squares</th>
<th>Degree of freedom</th>
<th>Mean off squares</th>
<th>F</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression effect</td>
<td>7648/07</td>
<td>1</td>
<td>7648.07</td>
<td>58/99</td>
<td>0/000</td>
</tr>
<tr>
<td>Residual</td>
<td>7518/52</td>
<td>58</td>
<td>129/63</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>sum</td>
<td>15166/6</td>
<td>59</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Considering the data connected to calculated variance analysis, it can be inferred that the effect of religiousness on the expression of adjustment is significant.

Table of regression results

<table>
<thead>
<tr>
<th>Statistical index</th>
<th>Regression coefficient</th>
<th>Criterion error</th>
<th>Standard coefficient of denotative regression</th>
<th>T</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>constant</td>
<td>72</td>
<td>3/73</td>
<td>-</td>
<td>21/34</td>
<td>0.000</td>
</tr>
<tr>
<td>religiousness</td>
<td>-0.4</td>
<td>0.05</td>
<td>-0.7</td>
<td>-7/68</td>
<td>0.000</td>
</tr>
</tbody>
</table>

The data given in the above table show that religiousness as a prediction variable can predict individuals' adjustment as criterion variable. As it can be seen in the table, religiousness, in a level of 0.01, can express individuals' adjustment. Regression equation is expressed in this way, according to the above table.

(It is clear that the "-" symbol has been considered because of the style of adjustment questionnaire; and it refers to a reverse relationship between religiousness and adjustment). Adjustment (72 – 0.4 = religiousness)

Inferential findings obtained from the examining and testing hypotheses show that:

**Hypothesis 1:**
Findings obtained from examination of hypothesis 1, which states that religiousness elevates individuals' social adjustment level, refers to the fact that religiousness has not been able to have a significant effect on individuals' social adjustment. Therefore, hypothesis of zero,
which shows that religiousness (independent variable) has no effect on dependent variable (social adjustment), was approved.

**Hypothesis 2:**
Findings obtained from examination of hypothesis 2, which states that religiousness increases the individuals' emotional adjustment level, refers to the fact that religiousness has been able to have a significant effect on emotional adjustment, in a 0.05 level. In other words, with %95 confidence, alternative hypothesis of the effect of religiousness on emotional adjustment was approved.

**Hypothesis 3:**
Findings obtained from examination of hypothesis 3, which states that religiousness increases individuals' occupational adjustment, refers to the fact that religiousness has been able to have a significant effect on occupational adjustment in a 0.01 level. Thus, with %99 confidence, we can claim that religiousness (independent variable) has been able to have a significant effect on occupational adjustment.


**Research Constraints**
The present research has constraints, some of which are as follows:

- This research is limited to employees of Payam-e-Noor University, and we must be careful when making generalizations to other employees and occupations.
- This research is limited to women, and generalizations to men have constraints.

**Research suggestions**

- Short-form questionnaires must be used.
- The relationship between religious beliefs and social, occupational, and emotional adjustment in men must be studied.
- Samples which are of smaller sizes must be used.
- The relationship between religious beliefs and other variables must be studied.

**Practical suggestions**

- Religious lessons with more social orientations must receive attention.
- The role of religion in occupational, emotional, and social adjustment must receive more attention.
✓ Employees must be informed of such a big, effective social, occupational, and emotional source.

✓ Life skills with religious approaches must receive attention.

✓ Employees and other individuals must be informed of this highly effective factor which helps enhance mental, spiritual, and social health.
References


