

The Relationship Between Spirituality and Identity of Objective (Case Study: Ilam Gas Refining Company Employees)

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Abstract: Spirituality has universal inclusiveness, though there are specific content from a variety of spiritual beliefs but all cultures, concept of force is the ultimate, transcendent, Holy and divine in themselves, identify the person, the nature of its existence is an individual's identity. This research aimed to test a model of the relationship between spirituality and identity of was objective. The research method is descriptive, correlational structural equations. Sample of this study includes 164 employees of ILAM gas refining company which uses a stratified sampling method were selected from among the official staff. Data collection tools include: to analyze the data descriptive statistics and structural equation modeling was used. The results of the structural model fit showed that spirituality variable successful relationship with identity of significance and with other aspects of visual identity of (identity of confusion, intrusive identity and identity of crisis) and a significant inverse relationship. According to the results obtained from this study it can be said with the increase in people's spirituality visual identity of (after successful identity of) increases.

Key words: Spirituality, objective identity, identity of successful, structural equation, spirituality

INTRODUCTION

The importance of spirituality and spiritual growth in the past few decades a growing way according to psychologists and mental health professionals has attracted a way that the World Health Organization in defining aspects of human existence, the dimensions physical, psychological, social and spiritual points out and the fourth dimension, spiritual dimension, growth and raises human evolution (Vest, 2004). Also in the fourth edition of A Guide to Diagnostic and Statistical of Mental Disorders DSM-IV in 1994 published by the American Psychiatric Association a new section, entitled 62/89 V to name of "religious or spiritual problems" there is. This process in its revised text also continues. James (1902) four properties for spiritual experiences including non-detention of witnesses, transient and considers taking action (James, 1902). Spirituality universal inclusiveness though there are specific content from a variety of spiritual beliefs but all cultures concept of force is the ultimate, transcendent, holy and divine in themselves as well as all religions in helping individuals to achieve the core communication and positive role and value the people to the relationship supports are, the better the people's efforts to cope with the pain of life (Peterson and Seligman, 2004). Elkins *et al.* (1988) believe spirituality from the Latin word *espirituous* meaning "of

life" or "way of being" and "experience" which is awareness of the spiritual dimension to there is and can be specified values it determines. These values for others, self, nature and life-related and to everything that one sees as the goal, to be applied (Elkins *et al.*, 1988). Yong (1991) original and internal stresses of these trends and these trends most authentic experience knows lies in the nature of every human being (Yong, 1991). But Freud claims, the spiritual experience adopted a different stance, saying: "I cannot this feeling of ocean species discover on your own" (Peterson and Seligman, 2004). Ken Wilber realm of spirituality is divided into three levels including psychological level, level of precision and elegance and causal. Beyond these levels final level it is called Atman and believes that of all human experience (Vest, 2004). Another definition owned by Peterson and Seligman (2004) which has spirituality, relationship private and intimate relationship between man and God know and believe a range of virtues is a sign of spirituality which represent life and be manifested in a good life (Peterson and Seligman, 2004). Spirituality, regardless of religion history is very short and this to confront materialism has been proposed (Koenig *et al.*, 2001). However, recent studies show that some people, the essential difference between spirituality and religiosity Yale's law.

Identify the person nature of its existence is an individual's identity. This recognition is the most basic and most important step is considered growth so knowing the identity in general and individual identity and identity styles in particular is an undeniable necessity. According to Erikson (1968) identity is differentiation and clean their persons and others affected. In his view identity of a psycho-social structures including thoughts, ideas, people and how he with others (Erikson, 1968). Personal identity as well as aspects of identity which helps of itself separate from the others and includes a set of values, beliefs and goals of the individual and not hidden from view of others. The issue becomes more complex when that individual differences in terms of dealing with conflicts of identity, in humans are also in this category consider. This means that human beings in dealing with issues of identity three styles of information, normative and confusion would be avoided. Therefore, people with style, intelligence dealing with issues of identity way they act action. In normative style person in dealing with the issues, the approach is reactive and those with diffuse light avoidance are negligent. Some of the research is that in this context present work, significant results achieved. Osko and Marcia after reviewing a number of differences that in relation to the identity of the men it emerged, different ways of socialization they knew (Marcia, 1994). Paterson in connection with the formation of the identity of men and women have pointed out identity of the business, the men between 18 and 22 years old obtained. Archer believes that the identity change for men for avoidance of domination and the rule of others occurs. Erickson (1950) subject of character development, life-wide, eight stages and outlines each stage of development in a conflict model described (Erikson, 1950). According to Erickson (1950) fifth stage of the evolution of the character which coincides with adolescence, identity task of adolescent development is considered. Failure on the identification at this stage, the adolescent is faced with identity confusion (Erikson, 1968). Erickson (1968) concept of an identity crisis, identity confusion and identity from the field of pathology, the field was a normal evolution. By understanding the concept of identity, personality development in adolescence can be the definition of operational, terms and concepts Ericsson perspective in the field of identity (Erikson, 1968). Marcia (1999) concept of identity in confusion using two criteria crisis experience and commitment to expanded four identity status. The four dignity, identity, respectively, growth orientation, identity, (crisis experience and commitment) oxidation crisis (crisis experience but not the

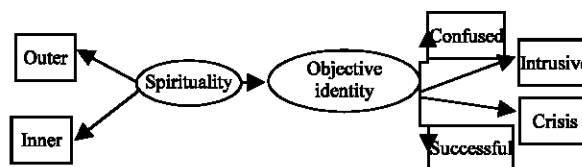


Fig. 1: The relationship between spirituality, objective identity

obligation) followed (not crisis but is commitment) and confusion (experiencing a crisis and not the obligation) (Marcia, 1994). Measure identity status, the semi-structured clinical interview conducted by psychologists (Marcia, 1994). The need to use objective measures, the possibility of scoring and the ability to run a team for the purposes of the research, psychologists to move the clinical evaluation to objective measure pushed my identity (Hejazi and Berjalilou, 2009).

The conceptual model of research: In view of the above it can be deduced that with increasing spirituality among the employees, identity can be successful they increased. Therefore, conceptual model will design as follows in Fig. 1.

The aim of this study was to investigate the relationship between spirituality, objective identity (Case Study: ILAM gas Refining Company employees) is.

MATERIALS AND METHODS

Research method in terms of purpose and nature cross-correlation of structural equation modeling. The population of the investigation including all government employees working in ILAM Gas Refining Company to collect data, stratified random sampling method was used so that first of all employees based on the units, working, classified and then according to the ratio of employees per unit to all employees population under study sampling was done. In order to determine the sample size sample for community use is limited according to this formula sample size of 164 was set. Data collection tools include:

Questionnaire allport spirituality: The questionnaire has 21 items which items 1-12 for measuring the external orientation and the statements of 13 and 21 were used to measure the inner orientation. In the present study, Cronbach's alpha spirituality obtained equal to 0/994.

Questionnaire objective identity: The questionnaire was related to Adams to assess the objective identity in four dimensions, disoriented, intrusive identity, identity crisis

and successful identity (64 items) was used. In the present study Cronbach's alpha objective identity achieved at 0/793.

Evaluation of the proposed model fit through structural equation modeling was performed to estimate the required analysis and the impact of independent variables on the dependent variable, statistical software structural equation (Amos) was used.

RESULTS AND DISCUSSION

The results can be seen in Table 1-4 (Fig. 2 and 6). According to the survey questionnaires 164 questionnaires were completed descriptive statistics based on the Table 1. For testing hypotheses analyzing structural equation by Amos software is used more basic model and it is fitting indicators is shown. How to judge the goodness of fit so that the model should be utility expected the index provided in table obtain otherwise should be the optimal model and the necessary amendments on to be made. According to indicators of goodness of fit in Table 2 to reach this result model is designed to fit is not good and all the indicators of goodness of fit are lower than desirable and should, secondary reform, on it there to optimize the model. In order to fit the final model proposed amendments software we can apply the basic model estimated parameters in the table to limit its utility. As the Table 3 is visible structural model fit is acceptable. Therefore results of the estimation model, reliable and can test their hypothesis based on the make. The beta coefficient obtained for a spiritual path and successful identity (0/980) stating that between spirituality, identity and successful a direct relationship with the intensity (0/980) is established which is a significant it also is approved because statistically significant level (p-value) obtained for this relationship is smaller of (0/05). Thus, the first hypothesis is confirmed.

The beta coefficient obtained, for the spirituality and identity confusion (-0/820) stating that between spirituality and identity confusion an inverse relationship with the intensity of (-0/820) as in their significance too is approved because statistically significant level (p-value) obtained for this relationship is smaller of (0/05). Therefore second hypothesis is approved. The beta coefficient obtained for the spirituality and early identity (-0/811) suggest that between spirituality and early identity an inverse relationship with the intensity of (-0/811). Make use means do it too is approved because

Table 1: Demographic information employees

Variables	Levels	Frequency
Age	<25	1
	25-35	84
	36-45	62
	45 and above	17
Education	Diploma	8
	Resource	13
	BS	117
	Master degree	26
Marriage	Single	13
	Married	151
Record of service	14 years and under	149
	Older than 14 years	15

Table 2: Indicators of initial structural model

Fitness index	Optimal value	Results
χ^2/df	<3/00	47
GFI (Goodness of Fit Index)	>0/90	0/748
RMSEA (Root Means Square Error of Approximation)	>0/08	0/531
NFI (Normed Fit Index)	>0/90	0/829
AGFI	>0/90	0/338

Table 3: Indicators of final structural model

Fitness index	Optimal value	Result
χ^2/df	<00/3	1/30
GFI (Goodness of Fit Index)	>0/90	0/987
RMSEA (Root Means Square Error of Approximation)	>0/08	0/04
NFI (Normed Fit Index)	>0/90	0/997
AGFI	>0/90	0/945

Table 4: Impact of standardized coefficient (β) different routes

Direction	Standard estimate (β)	p-values	Results
Spirituality <--- identity crisis	-0/803	0/000	Hypothesis confirmation
Spirituality <--- disoriented	-0/820	0/000	Hypothesis confirmation
Spirituality <--- Early identity	-0/811	0/000	Hypothesis confirmation
Spirituality <--- successful identity	0/980	0/000	Hypothesis confirmation

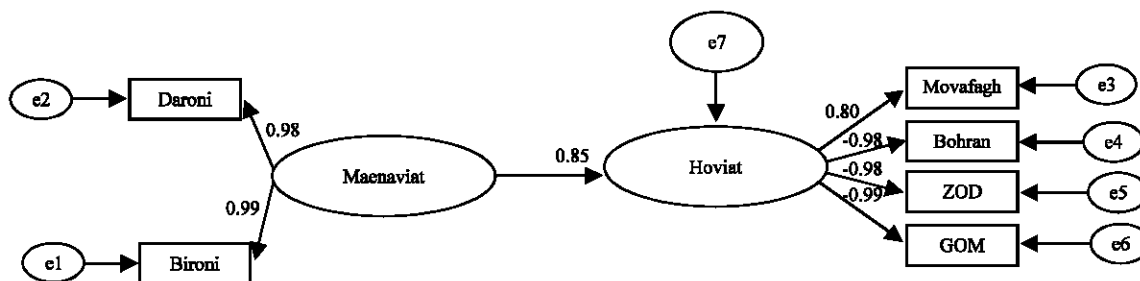


Fig. 2: Modeling (prototype) structural equation (standard estimate β)

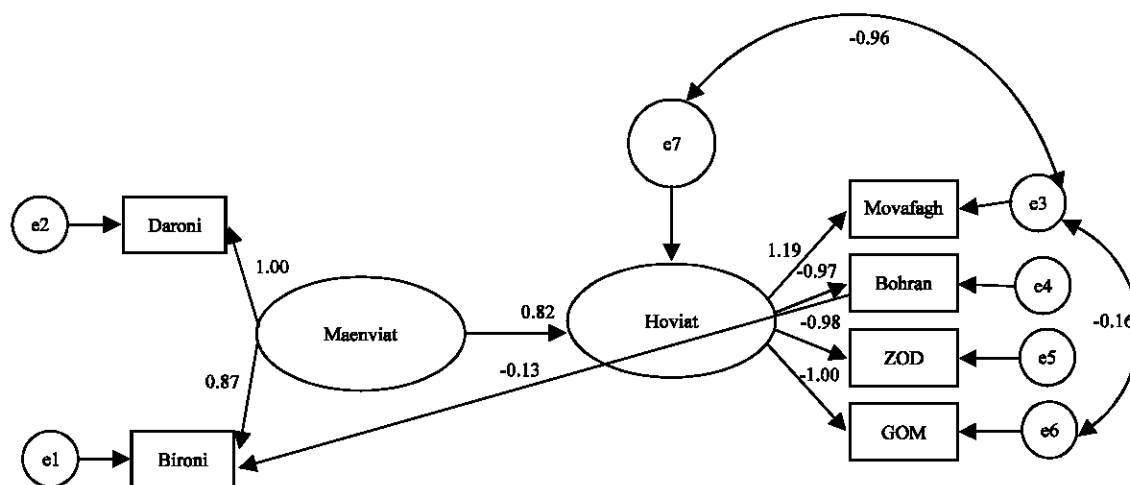


Fig. 3: Modeling (final version) structural equation (standard estimate β)

statistically significant level (p-value) to this relationship is smaller of (0/05). Thus, third hypothesis is approved. The beta coefficient obtained for the spirituality and identity crisis (-0/803) suggest that between spirituality and identity crisis an inverse relationship with the intensity of (-0/803) is established it is significant that too is approved because statistically significant level (p-value) obtained for this relationship is smaller of (0/05). Therefore, the fourth hypothesis is approved.

CONCLUSION

This study aimed to investigate the relationship between use of spirituality (spirituality) with identification (objective identity) in ILAM gas Refining Company took place. The findings indicate that the person higher the degree of faith is in fact a complete understanding of their find. In other words, the relationship between the private and the intimate between man and God as defined by Peterson and Seligman (2004) there have been innocent confusion or crisis according to Marcia is experience and commitment (Peterson and Seligman, 2004). In fact meaning espirotous which “the life” or “way of being” and “experience” has been translated so that with the awareness of a spiritual dimension a person’s true identity is discovered and it is nothing but consciousness, to his role in life or the way to how experience and crisis and its result achieved to a real identity. In other words by raising the desire of employees to spirituality both outer and inner spirituality can be conditions as provided achievement of an identity managed, facilitated and on the other hand they confused identities, early identity and identity crisis, the inappropriate nature of human beings saved.

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