

Work Ethics-Religiosity Relationship in Iranian Students

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The purpose of the present study was to examine the relationship of religiosity and work ethics in Iranian university students. The participants consisted of 694 students (582 female and 112 male) who voluntarily participated in the study, and completed the religiosity subscale of the Social Axioms Survey, the Multidimensional Protestant Work Ethic Profile, and Ali's Islamic Work Ethics Questionnaire. Principal component analyses on both PWE and IWE items separately for students with high and low religiosity scores revealed that the factor structures and loadings were very similar; indicating that regardless of the level of religiosity, there probably is a common work ethic (CWE) construct instead of two separate, religiously based constructs: PWE and IWE. To test this probability an exploratory factor analysis was conducted on all items of PWE and IWE (CWE) with all participants. An examination of the variance accounted for by a six factor solution explained approximately 41.89% of variance. Using t-tests the mean differences between low and high religiosity groups regarding to CWE factors were examined, indicating that although the means were very close to each other, the differences remained statistically significant. Finally, several regression analyses were conducted to examine the role of two sets of demographic (age, gender, father's and mother's education, family social, and economic statuses) and belief (religiosity, affiliating with a particular religion, attending to religious social activities, and denoting money to religious causes) variables in prediction of each of the six CWE factors. Results showed that in all regression analyses the religiosity (as a belief variable) constantly was emerged as a significant positive predictor.

Keywords: Work Ethics, Religiosity