

Effectiveness of Logotherapy on the Organization-Based Self-Esteem and Job Satisfaction of Employed Midwives

Abstract

Background: Midwives as one of the most effective members of the health systems play a key role in delivering health services to mothers and children who are vulnerable groups of the society. This research aimed to investigate the effect of Logotherapy on job satisfaction and Organization-Based Self-Esteem (OBSE) of employed midwives. **Materials and Methods:** This is a quasi-experimental study with the pretest and posttest design and a control group from all midwives employed in the public hospital of Rasht City in Iran. Fifty-six midwives fulfilling the inclusion criteria were selected and randomly divided into two groups of intervention and control. They filled job satisfaction, OBSE questionnaires, and demographic information checklist, and then, the intervention group attended Logotherapy for six sessions/90 minutes. Finally, both groups answered the instruments as posttest. **Results:** Results showed that the mean difference between OBSE ($F_{6,83} = 27, p < 0.05$) and job satisfaction ($t_{2,62} = 27, p < 0.01$) scores before and after the sessions in the intervention group was significantly more than the control group. **Conclusions:** Group Logotherapy increased job satisfaction and OBSE among midwives. It can be recommended for use in the clinical settings for healthcare providers.

Keywords: Iran, job satisfaction, logotherapy, midwifery, organizations, self-concept

Introduction

Midwives play an important role in the health of the family and society. They provide health and medical services during pregnancy, postpartum, puberty, and menopause.^[1] Therefore, increasing their job satisfaction will increase the quality of care. Job satisfaction increases occupational achievement and productivity.^[2] Job characteristics,^[3] environmental and individual factors such as personality, age, marital status,^[4] work context, and social and cultural factors^[5] affect satisfaction or dissatisfaction. Low job satisfaction leads to poor services and weak production, dissemination of malicious rumors, employees' absenteeism, and their recurrent turnover.^[6,7]

Self-esteem is a personal characteristic that influences behaviors in the workplace. If it is properly formed and satisfied, then it will have positive consequences such as a sense of worth, ability, power, competence, and adequacy in life. It is a basic element of mental health that affects job performance.^[8] Self-esteem

has different dimensions: (general, social, family, and educational)^[9] as well as organization-based self-esteem. Organization-Based Self-Esteem (OBSE) affects organizational commitment and job satisfaction.^[10] It means a sense of worth, importance, and capability about oneself in the organization^[11] creates a positive relationship between (organizational) self-esteem and job satisfaction.^[12]

Meaning salience increased the job satisfaction^[13] and self-esteem^[14] via the reframing of employees' internal perspectives regarding their work environment helping to psychological growth besides the unchangeable conditions.^[15,16] Logotherapy (meaning therapy) is a philosophical approach to people to deal with important themes and issues of life such as the meaning of suffering, existential emptiness, life and death, freedom and responsibility to oneself and others, discovery of meaning, and coping with meaninglessness. This approach makes people look beyond the problems and events of everyday life. With attention

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to the effects of meaning, life goals, and motivations on self-esteem and job satisfaction,^[17] the present study aimed to investigate the effect of Logotherapy on job satisfaction and Organization-Based Self-Esteem (OBSE) of the employed midwives.

Materials and Methods

The present study was a quasi-experimental intervention with a pretest and posttest design and a control group. This study was performed for three months, from January to March 2019, on the midwives working in Al-Zahra Hospital, Rasht, Iran. The sample size was obtained based on Cohen's table for quasi-experimental studies, the effect size of 0.4, the study power of 80%, and the significance level of 5%, as the minimum of 25 people in each group. Regarding a 10-percent dropout probability, the samples in each group were 28 people ($N = 56$ in total).^[18] Inclusion criteria included working in the mentioned hospital, having at least an associate degree (2 years) in midwifery, at least one year of experience in a midwifery job, and not taking any psychiatric medication. Exclusion criteria were unwillingness to continue the study and being absent in two sessions or more. With simple random sampling, the midwives working in Al-Zahra Hospital ($N = 56$) were divided into two groups of intervention and control according to even and odd numbers allocated to them.

Data collection was conducted using three instruments: the demographic questionnaire, job descriptive index questionnaire (JDI), and OBSE scale. The demographic information checklist included age, educational level, marital status, and work experience. JDI with 70 items was developed by Smith, Kendall, and Hulin (1969) and is one of the most common and accurate tools for measuring job satisfaction.^[19] The Persian version's validity and reliability were 0.94 and 0.96, respectively.^[20] Its domains include coworkers, the work itself, pay, and opportunities for promotion, supervision, and working condition with five-point Likert scale. A score below 50% was considered low satisfaction, a score between 50% and 70% was considered moderate satisfaction, and a score above 70% was considered high satisfaction.^[21] The Organization-Based self-Esteem Scale (OBSE) was developed by Pierce *et al.* in 1989.^[22] The 10-item questionnaire measures employees' beliefs and their values in the organization. This questionnaire is based on a 5-point Likert. In the context of the Persian language, Sadeghian *et al.* (2010) adopted OBSE with alpha >0.8 .^[6]

The trained researcher (master of counseling in midwifery under the supervision of a faculty member who was Ph.D. in health psychology) was always available to answer any questions that might arise for the midwives. Midwives of the intervention group participated in six Logotherapy sessions, which lasted one hour and a half/week for one month. Logotherapy is a method in which members carry out a journey of self-discovery with the

aim of self-development to gain the ability to be with their true self, expand their view of themselves, and the world around them, and clarify what is related to their current and future lives. The content of the sessions was prepared based on the theoretical principles and techniques available in the meaning therapy method from the point of view of Dr. Victor Frankel and other Logotherapists.^[23] Before and after the last sessions, the midwives in both groups filled the pretest and posttest. IBM SPSS-21 (PASW) was used to analyze the results. The Shapiro-Wilk, Fisher's exact, and Chi-square tests were used for descriptive analysis and paired *t* test and Wilcoxon test were used for comparisons between groups.

Ethical considerations

This research project was approved by the Ethics Committee of Kerman University of Medical Sciences, Kerman, Iran (IR.KMU.REC.1397.282). After explaining the study objectives, informed consent was taken from the participants, and they were assured about the information confidentiality and anonymity. Participants could quit the study at any time that they wanted. Women in the control group could request to receive the same intervention after filling the posttest.

Results

Demographic factors can be seen in Table 1. The mean score of OBSE showed no statistically significant difference between the two groups *before* the intervention ($p = 0.59$). After the intervention, the *mean score* was nonsignificantly different between the two groups ($p = 0.29$) but the intervention group's pre- and postintervention *mean difference* was more than that in the control group $F_{6,83} = 27$ ($p = 0.01$) [Table 2].

The mean score of job satisfaction showed no statistically significant difference between the two groups before the intervention ($p = 0.53$). After the intervention, the mean score was different between the two groups, but it was not statistically significant ($p = 0.18$). However, a paired *t* test showed that the pre- and postintervention *mean difference* in the intervention group was more than that in the control group $t_{2,62} = 27$ ($p = 0.01$) [Table 3].

Discussion

Job satisfaction and OBSE are two valuable factors for motivating midwives toward the betterment of health services.^[24] The present study aimed to address the effect of Logotherapy on the self-esteem and job satisfaction of midwives. Results showed the positive effectiveness of Logotherapy in promoting OBSE. Consistent with this study, group Logotherapy could be an effective treatment in increasing the self-esteem and psychological well-being of female students with love trauma syndrome.^[16] Forgiveness and hope played a mediating role between the meaningfulness of life and mental well-being.^[25]

Table 1: Frequency distribution of demographic variables in two groups

Variables	Intervention (n=28) n (%)	Control (n=28) n (%)	Total (n=56) n (%)	p
Variables				
<30	11 (39.30)	8 (28.60)	19 (33.90)	0.28*
30–40	8 (28.60)	14 (50)	22 (39.30)	
40–50	8 (28.60)	4 (14.30)	12 (21.40)	
>50	1 (3.60)	2 (7.10)	3 (5.40)	
Marital status				
Single	7 (25)	4 (14.30)	11 (19.60)	0.50**
Married	21 (75)	24 (85.70)	45 (80.40)	
The age of the last children				
0	15 (53.60)	8 (28.60)	23 (41.10)	0.14*
2–7	6 (21.40)	11 (39.30)	17 (30.40)	
>7	7 (25)	9 (32.10)	16 (28.60)	
Education				
Associate	1 (3.60)	0	1 (1.80)	0.60*
Bachelor's	25 (89.30)	26 (92.90)	51 (91.10)	
Master's	2 (7.10)	2 (7.10)	4 (7.10)	
Work experience				
<10	13 (46.40)	14 (50.00)	27 (48.20)	0.61*
10–20	7 (25.00)	9 (32.10)	16 (28.60)	
>20	8 (28.60)	5 (17.90)	13 (23.20)	
Spouse job				
Others	9 (32.1)	6 (14.42)	18 (24.72)	0.29*
Self-employed	6 (21.40)	9 (32.10)	15 (26.80)	
Employed	13 (46.40)	10 (35.70)	23 (41.40)	
Retired	0	3 (10.70)	3 (5.40)	
Employment type				
Committed***	10 (35.70)	8 (28.60)	18 (32.10)	0.84*
Contract****	1 (3.60)	1 (3.60)	2 (3.60)	
Hired	17 (60.70)	19 (67.90)	36 (64.30)	
Shift work				
Fixed morning	9 (32.10)	7 (25.00)	16 (28.60)	0.47*
Fixed night	1 (3.60)	0	1 (1.80)	
Rotating	18 (64.30)	21 (75.00)	39 (69.60)	
Chronic physical disorder				
Yes	3 (10.70)	7 (25.00)	10 (17.90)	0.29**
No	25 (89.30)	21 (75.00)	46 (82.10)	
Working ward				
Infirmary	5 (17.90)	4 (14.30)	9 (16.10)	0.48*
Delivery	6 (21.40)	12 (42.90)	18 (32.10)	
Postpartum	5 (17.90)	5 (17.90)	10 (17.90)	
Gynecology	10 (35.70)	6 (21.40)	16 (28.60)	
Clerical	2 (7.10)	1 (3.60)	3 (5.40)	

*Chi-square test. **Fisher's exact test. ***It is obligatory to work for the government for the first two years at a lower rate of pay.

****Annually contracted with payment less than hired nurses

Logotherapy creates a more stable experience of existential satisfaction and provides a deeper sense of mental health.^[26] Therefore, self-esteem can be improved. Low self-esteem is associated with negative emotions such as depression, anxiety, anger, and aggressive behaviors.^[27] Depression also reduces happiness.^[28]

Job satisfaction of midwives working in the hospital was improved in this study. Logotherapy calls people

for effort and activity by considering the existence of human beings instead of pessimism and isolation. In this school, each human being ultimately takes control of their destiny.^[29] Seligman well-being education as a positive psychology approach to improve well-being and happiness could improve midwives' job satisfaction working in hospitals.^[30] Cognitive-behavioral intervention increased nurses' job satisfaction.^[31] But, CBT is a long-duration therapy, and because hospital staff work in

Table 2: Comparison of the mean scores of Organization-Based self-Esteem Scale (OBSE) between the two groups before and after the intervention

Organization-based self-esteem	Before Mean (SD)	After Mean (SD)	Statistical test Z or t	p, t test
Intervention	39.64 (5.74)	43.46 (4.71)	-6.83 (df=27****)	0.001*
Control	41.11 (7.20)	41.36 (7.07)	-2.11	0.014**
Statistical test (Z)	-0.535	-1.128		
p	0.593***	0.259***		

*Paired-sample *t*-test. **Wilcoxon. ***Mann-Whitney. ****df=Degree of Freedom

Table 3: Comparison of the mean scores of job satisfaction between the two groups before and after the intervention

Job satisfaction	Before Mean (SD)	After Mean (SD)	Statistical test t (df)	p, t-test
Intervention	3.00 (0.40)	3.26 (0.43)	-2.62 (27)	0.01*
Control	3.07 (0.49)	3.09 (0.49)	-2.62 (27)	0.014*
Statistical test (df)	-0.62 (54)	1.34 (54)		
p	0.53**	0.18**		

*Paired-sample *t*-test. **Independent-sample *t*-test

different shifts, it will be very difficult to coordinate and conduct long-term interventions. Therefore, short-term methods such as what we used are more acceptable. Consistent with other studies, significant relationships were found between some sub-dimensions of meaningful work and job satisfaction.^[32] The experience of job-related meaningfulness through meaning-centered Logotherapy and counseling could be a resource to prevent emotional exhaustion.^[33]

The limitation of this study was the finite number of permitted midwives and the limited number of counseling sessions. In addition, in this study only the mean difference between the two groups was significant and not the mean of the total scores of the two variables.

It is proposed that more research be performed in this field to investigate the long-term effect of education or counseling on different populations to promote their OBSE and job satisfaction.

Conclusion

The present study results showed that group Logotherapy-based counseling sessions with the aid of subjects could increase their self-esteem and job satisfaction by discovering their true selves, choosing personal values, and finding the meaning of their lives. Regarding the importance of OBSE and job satisfaction in clinical settings for the improvement of health services, Logotherapy can be recommended to hold for medical staff.

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Conflicts of interest

Nothing to declare.

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