


# Exploring the Influence of Psychological and Spiritual Factors on Job Self-Efficacy in Individuals with Hearing Impairments

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### ABSTRACT

This study aimed to investigate the relationships between job self-efficacy, sense of coherence, and spiritual well-being among adults with hearing impairments. Specifically, it sought to determine the extent to which sense of coherence and spiritual well-being predict job self-efficacy in this population. A cross-sectional study design was employed, involving 300 adults with hearing impairments. Participants were recruited from rehabilitation centers, support groups, and online platforms. Data were collected using three standardized instruments: the General Self-Efficacy Scale (GSE), the Sense of Coherence Scale (SOC-13), and the Spiritual Well-Being Scale (SWBS). Descriptive statistics, Pearson correlation, and multiple linear regression analyses were conducted using SPSS-27 to explore the relationships between the variables. The mean job self-efficacy score was 28.56 (SD = 6.43), the mean sense of coherence score was 70.28 (SD = 14.92), and the mean spiritual well-being score was 92.65 (SD = 16.37). Job self-efficacy was significantly correlated with both sense of coherence ( $r = 0.53, p < 0.01$ ) and spiritual well-being ( $r = 0.47, p < 0.01$ ). The regression analysis revealed that sense of coherence ( $\beta = 0.37, p < 0.001$ ) and spiritual well-being ( $\beta = 0.32, p < 0.001$ ) were significant predictors of job self-efficacy, explaining 37% of the variance ( $F(2, 297) = 87.92, p < 0.001$ ). The study highlights the significant roles of sense of coherence and spiritual well-being in predicting job self-efficacy among adults with hearing impairments. These findings suggest that interventions aimed at enhancing these psychological and spiritual dimensions could effectively support job self-efficacy in this population. Future research should focus on longitudinal studies and explore additional factors that may influence job self-efficacy.

**Keywords:** Job self-efficacy, sense of coherence, spiritual well-being, hearing impairments, psychological resilience, workplace interventions.

## 1. Introduction

The global prevalence of hearing impairment underscores the critical need for research in this area (Aghaziarati et al., 2021; Aghaziarati et al., 2023; Ashori & Aghaziarati, 2022). According to Zhao (2023), hearing impairment is strongly associated with increased depressive symptoms in older adults, highlighting the mental health implications of this condition (Zhao, 2023). This finding aligns with Niazi, Ejaz, and Muazzam (2020), who demonstrated that hearing impairment significantly contributes to psychological distress and decreased subjective well-being (Niazi et al., 2020). These studies collectively emphasize the importance of exploring psychological and social factors that can mitigate the adverse effects of hearing impairment.

Self-efficacy, defined as an individual's belief in their ability to succeed in specific situations, plays a crucial role in managing the challenges associated with hearing impairment. High self-efficacy can enhance one's ability to cope with the difficulties posed by hearing loss, fostering better mental health and quality of life (Paggi & Jopp, 2015; Smith, 2014).

Sense of coherence (SOC) is a theoretical construct developed by Antonovsky (1987) that refers to the extent to which individuals perceive their lives as comprehensible, manageable, and meaningful. A strong SOC is associated with better health outcomes and greater resilience in the face of adversity (Bargehr et al., 2023; Flensburg-Madsen et al., 2006; Nilsen et al., 2015).

Spiritual well-being, encompassing both religious and existential dimensions, has been identified as a significant factor influencing mental health and coping strategies (Bekelman et al., 2007; Coppola et al., 2021; Mikaeli-Manee et al., 2021; Mohammadi Zadeh & Khorramdel 2023; Paloutzian & Ellison, 1982; Rohde et al., 2017). Marquès-Brocksopp (2014) highlighted the importance of spiritual well-being in individuals with visual impairments, suggesting that similar benefits may extend to those with hearing impairments. Spiritual well-being can provide a sense of purpose and connection, aiding in the management of the psychological effects of hearing loss (Marquès-Brocksopp, 2014).

Engaging in physical activities has been shown to alleviate some of the negative impacts of hearing impairment. Gispen et al. (2014) found an association between hearing impairment and lower levels of physical activity in older adults, suggesting that encouraging physical

exercise could be beneficial (Gispen et al., 2014). Similarly, Chang, Oh, and Funk (2018) reported positive physical and psychological effects of qigong exercise in community-dwelling older adults, indicating that such interventions could improve overall well-being in individuals with hearing impairments (Chang et al., 2018).

Despite the established links between hearing impairment, mental health, and well-being, there remains a need for research focusing on the specific factors that can enhance self-efficacy in this population. This study aims to fill this gap by examining the predictive roles of sense of coherence and spiritual well-being on job self-efficacy among adults with hearing impairments. Understanding these relationships can inform the development of targeted interventions to support the psychological and social needs of this population.

This study seeks to answer the following research questions:

- What is the relationship between sense of coherence and job self-efficacy in adults with hearing impairments?
- What is the relationship between spiritual well-being and job self-efficacy in adults with hearing impairments?
- To what extent do sense of coherence and spiritual well-being predict job self-efficacy in this population?

Based on the existing literature, the following hypotheses are proposed:

- H1: There is a positive correlation between sense of coherence and job self-efficacy in adults with hearing impairments.
- H2: There is a positive correlation between spiritual well-being and job self-efficacy in adults with hearing impairments.
- H3: Sense of coherence and spiritual well-being are significant predictors of job self-efficacy in adults with hearing impairments.

## 2. Methods and Materials

### 2.1. Study Design and Participants

This study employs a cross-sectional design to investigate the relationship between job self-efficacy, sense of coherence, and spiritual well-being among adults with hearing impairments. A total of 300 participants were recruited, based on the sample size determination using the Morgan and Krejcie table, ensuring sufficient power for

statistical analyses. The participants were selected from various rehabilitation centers, hearing impairment support groups, and through online platforms targeted at individuals with hearing impairments. Inclusion criteria required participants to be adults aged 18 years and older, diagnosed with a hearing impairment, and currently employed. Participants provided informed consent before taking part in the study.

Data were collected using three standardized questionnaires: the General Self-Efficacy Scale (GSE) to measure job self-efficacy, the Sense of Coherence Scale (SOC-13) to assess sense of coherence, and the Spiritual Well-Being Scale (SWBS) to evaluate spiritual well-being. The GSE includes 10 items rated on a 4-point Likert scale, the SOC-13 contains 13 items rated on a 7-point Likert scale, and the SWBS consists of 20 items rated on a 6-point Likert scale. Participants completed the questionnaires either online or in paper format, depending on their preference.

## 2.2. Measures

### 2.2.1. Self-Efficacy

The General Self-Efficacy Scale (GSE) was developed by Matthias Jerusalem and Ralf Schwarzer in 1981. This scale is widely used to assess an individual's belief in their ability to cope with a variety of difficult demands in life. The GSE consists of 10 items, each rated on a 4-point Likert scale ranging from 1 (Not at all true) to 4 (Exactly true). The total score is calculated by summing the responses to all items, with higher scores indicating higher self-efficacy. The GSE has been validated and shown to possess high reliability and validity across various cultural contexts and populations, including individuals with hearing impairments (Peymani & Aghajanihashjin, 2022; Sayed Alitabar & Goli, 2023).

### 2.2.2. Sense of Coherence

The Sense of Coherence Scale (SOC-13) was developed by Aaron Antonovsky in 1987 to measure an individual's ability to view life as comprehensible, manageable, and meaningful. The SOC-13 comprises 13 items divided into three subscales: comprehensibility (5 items), manageability (4 items), and meaningfulness (4 items). Each item is rated on a 7-point Likert scale, with responses ranging from 1 (Very seldom or never) to 7 (Very often or always). The total score is derived by summing the responses, with higher scores reflecting a stronger sense of coherence. The SOC-13 has demonstrated strong psychometric properties, including

high reliability and validity in various studies, making it suitable for use with adults with hearing impairments (Moghadamnia & Soleimani Farsani, 2023; Mosaei et al., 2023; Zadhasan & Gholamzadeh Jofreh, 2023).

### 2.2.3. Spiritual Well-Being

The Spiritual Well-Being Scale (SWBS) was created by Craig W. Ellison and Raymond F. Paloutzian in 1982 to assess the spiritual well-being of individuals. The SWBS consists of 20 items divided into two subscales: Religious Well-Being (RWB) and Existential Well-Being (EWB), each comprising 10 items. Responses are measured on a 6-point Likert scale ranging from 1 (Strongly disagree) to 6 (Strongly agree). The scores for each subscale are summed to produce a total score for spiritual well-being, with higher scores indicating greater spiritual well-being. The SWBS has been extensively validated and shown to have high reliability and validity across diverse populations, including those with hearing impairments (Gomez & Fisher, 2003; Hushyari et al., 2016).

## 2.3. Data Analysis

The collected data were analyzed using IBM SPSS Statistics version 27. Descriptive statistics were calculated to summarize the demographic characteristics of the participants and the scores of the three scales. Pearson correlation analyses were conducted to examine the relationships between job self-efficacy (dependent variable) and sense of coherence, as well as between job self-efficacy and spiritual well-being (independent variables). Additionally, a multiple linear regression analysis was performed to explore the predictive power of sense of coherence and spiritual well-being on job self-efficacy. The significance level was set at  $p < 0.05$  for all statistical tests. The reliability of the scales was confirmed through Cronbach's alpha coefficients, and validity was supported by prior research findings.

## 3. Findings and Results

The study sample comprised 300 adults with hearing impairments. The gender distribution included 148 males (49.33%) and 152 females (50.67%). Age groups were categorized as follows: 18-30 years (85 participants, 28.33%), 31-40 years (92 participants, 30.67%), 41-50 years (70 participants, 23.33%), and 51 years and older (53 participants, 17.67%). Regarding education levels, 45

participants (15.00%) had completed high school, 124 participants (41.33%) held a bachelor’s degree, 97 participants (32.33%) had a master’s degree, and 34 participants (11.33%) possessed a doctoral degree.

Employment status included 172 participants (57.33%) working full-time, 91 participants (30.33%) working part-time, and 37 participants (12.33%) self-employed.

**Table 1**

*Descriptive Statistics*

Variable	Mean	Standard Deviation
Job Self-Efficacy	28.56	6.43
Sense of Coherence	70.28	14.92
Spiritual Well-Being	92.65	16.37

According to Table 1, the average job self-efficacy score was 28.56 (SD = 6.43), indicating a moderate level of self-efficacy among the participants. The mean sense of coherence score was 70.28 (SD = 14.92), suggesting a relatively high sense of coherence. The average spiritual well-being score was 92.65 (SD = 16.37), reflecting a high level of spiritual well-being in the sample.

0.08), indicating that the data were approximately normally distributed. Linearity was assessed through scatterplots, which showed linear relationships between impulsiveness and each of the independent variables. Homoscedasticity was confirmed via the Breusch-Pagan test, which was non-significant ( $\chi^2 = 2.11, p = 0.15$ ). Multicollinearity was checked using Variance Inflation Factors (VIF), with values of 1.12 for sleep quality and 1.09 for body image dissatisfaction, indicating no multicollinearity. Finally, the Durbin-Watson statistic was 2.05, suggesting no autocorrelation in the residuals. Thus, all assumptions for Pearson correlation and linear regression were met.

Prior to conducting the main analyses, several assumptions were tested to ensure the validity of the Pearson correlation and linear regression analyses. For normality, the Shapiro-Wilk test yielded non-significant results for impulsiveness ( $W = 0.98, p = 0.07$ ), sleep quality ( $W = 0.99, p = 0.15$ ), and body image dissatisfaction ( $W = 0.97, p =$

**Table 2**

*Correlation Matrix*

Variable	Job Self-Efficacy	Sense of Coherence	Spiritual Well-Being
Job Self-Efficacy	1.00	0.53**	0.47**
Sense of Coherence	0.53**	1.00	0.62**
Spiritual Well-Being	0.47**	0.62**	1.00

\*\*p < 0.01

The correlation between job self-efficacy and sense of coherence was  $r = 0.53$  ( $p < 0.01$ ), indicating a moderate positive relationship. The correlation between job self-efficacy and spiritual well-being was  $r = 0.47$  ( $p < 0.01$ ), also

showing a moderate positive relationship. These results suggest that higher levels of sense of coherence and spiritual well-being are associated with higher job self-efficacy.

**Table 3**

*Summary of Regression Results*

Source	Sum of Squares	Degrees of Freedom	Mean Squares	R	R <sup>2</sup>	R <sup>2</sup> adj	F	p
Regression	2864.72	2	1432.36	0.61	0.37	0.36	87.92	0.00
Residual	4812.28	297	16.21					
Total	7677.00	299						

The regression analysis indicated a significant model ( $F(2, 297) = 87.92, p < 0.001$ ), with an R<sup>2</sup> value of 0.37,

suggesting that 37% of the variance in job self-efficacy can be explained by sense of coherence and spiritual well-being.

The adjusted R<sup>2</sup> value of 0.36 indicates a slightly lower explanatory power when adjusting for the number of predictors in the model.

**Table 4**

*Multivariate Regression Results*

Predictor Variable	B	Standard Error	$\beta$	t	p
Constant	10.32	2.87		3.60	0.00
Sense of Coherence	0.23	0.05	0.37	4.60	0.00
Spiritual Well-Being	0.17	0.04	0.32	3.85	0.00

The multivariate regression analysis revealed that sense of coherence ( $B = 0.23$ ,  $SE = 0.05$ ,  $\beta = 0.37$ ,  $t = 4.60$ ,  $p < 0.001$ ) and spiritual well-being ( $B = 0.17$ ,  $SE = 0.04$ ,  $\beta = 0.32$ ,  $t = 3.85$ ,  $p < 0.001$ ) were significant predictors of job self-efficacy. These results indicate that both sense of coherence and spiritual well-being contribute significantly to explaining job self-efficacy among adults with hearing impairments.

**4. Discussion and Conclusion**

This study investigated the relationships between job self-efficacy, sense of coherence, and spiritual well-being among adults with hearing impairments. The findings revealed that both sense of coherence and spiritual well-being are significant predictors of job self-efficacy, explaining 37% of the variance. The moderate positive correlations between job self-efficacy and sense of coherence ( $r = 0.53$ ,  $p < 0.01$ ) as well as spiritual well-being ( $r = 0.47$ ,  $p < 0.01$ ) underscore the importance of these constructs in enhancing self-efficacy in this population.

The positive relationship between sense of coherence and job self-efficacy aligns with existing literature that highlights the role of psychological resilience in coping with adversities. According to Ghayth (2023), a higher sense of coherence is associated with better psychological well-being in individuals with sensory impairments. This finding is supported by the theoretical framework of sense of coherence, which posits that individuals who perceive their lives as comprehensible, manageable, and meaningful are better equipped to handle stressors, including those related to job performance (Ghayth, 2023).

Similarly, the positive correlation between spiritual well-being and job self-efficacy is consistent with previous research indicating that spiritual well-being contributes to enhanced mental health and coping abilities. Marquès-Brocksopp (2014) found that spiritual well-being was a

significant factor in promoting resilience and psychological well-being among individuals with visual impairments. This study extends these findings to individuals with hearing impairments, suggesting that spiritual well-being provides a source of strength and purpose that can enhance job self-efficacy (Marquès-Brocksopp, 2014).

The results also resonate with the findings of Niazi, Ejaz, and Muazzam (2020), who demonstrated that hearing impairment leads to psychological distress and reduced well-being (Niazi et al., 2020). By identifying sense of coherence and spiritual well-being as key predictors of job self-efficacy, this study offers a pathway to mitigating these negative outcomes. The significance of these predictors underscores the need for interventions that enhance sense of coherence and spiritual well-being to support individuals with hearing impairments in the workplace.

Furthermore, the regression analysis revealed that sense of coherence had a slightly stronger predictive power ( $\beta = 0.37$ ) compared to spiritual well-being ( $\beta = 0.32$ ). This finding suggests that while both constructs are important, sense of coherence may play a more critical role in influencing job self-efficacy. This could be due to the direct impact of coherence on cognitive and emotional processes that facilitate job performance (Ben-Naim et al., 2019; Hourzad et al., 2018).

Despite the significant findings, this study has several limitations. First, the cross-sectional design limits the ability to infer causality between the variables. Future studies should consider longitudinal designs to examine the causal relationships between sense of coherence, spiritual well-being, and job self-efficacy. Second, the use of self-reported measures may introduce response biases, such as social desirability bias, which could affect the accuracy of the data. Incorporating objective measures or multiple sources of data could mitigate this issue. Third, the sample was limited to adults with hearing impairments who were currently employed, which may not be representative of the broader



population of individuals with hearing impairments, including those who are unemployed or retired. Future research should aim to include a more diverse sample to enhance the generalizability of the findings.

Building on the findings of this study, future research should explore several avenues. First, examining the longitudinal effects of interventions designed to enhance sense of coherence and spiritual well-being on job self-efficacy in individuals with hearing impairments would provide valuable insights into the effectiveness of these interventions. Second, investigating the role of other potential mediators or moderators, such as social support, coping strategies, and workplace accommodations, could offer a more comprehensive understanding of the factors influencing job self-efficacy. Third, extending the research to include other sensory impairments, such as vision impairment, would help to determine whether the findings are specific to hearing impairments or generalizable across different types of sensory deficits. Additionally, qualitative studies exploring the lived experiences of individuals with hearing impairments in the workplace could provide deeper insights into the challenges and facilitators of job self-efficacy.

The findings of this study have important implications for practice. To support individuals with hearing impairments in the workplace, practitioners and policymakers should focus on interventions that enhance sense of coherence and spiritual well-being. For example, workplace programs that promote stress management, resilience training, and mindfulness practices could strengthen sense of coherence. Spiritual well-being can be supported through initiatives that provide opportunities for spiritual expression, reflection, and community engagement. Employers should also consider providing accommodations and resources that facilitate effective communication and participation for employees with hearing impairments. Creating an inclusive and supportive work environment can enhance job self-efficacy and overall well-being, ultimately benefiting both employees and organizations.

In conclusion, this study underscores the critical role of sense of coherence and spiritual well-being in enhancing job self-efficacy among adults with hearing impairments. By identifying these key predictors, the research provides a foundation for developing targeted interventions to support this population. Future research should continue to explore the complex relationships between psychological, spiritual, and social factors to inform more effective strategies for

promoting well-being and job performance in individuals with sensory impairments.

### Authors' Contributions

Authors contributed equally to this article.

### Declaration

In order to correct and improve the academic writing of our paper, we have used the language model ChatGPT.

### Transparency Statement

Data are available for research purposes upon reasonable request to the corresponding author.

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### Declaration of Interest

The authors report no conflict of interest.

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### Ethics Considerations

The study protocol adhered to the principles outlined in the Helsinki Declaration, which provides guidelines for ethical research involving human participants.

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