



JOB STRESS, WORK MOTIVATION AND SPIRITUALITY AS PREDICTORS OF PSYCHOLOGICAL WELLBEING AMONG THE PASTORS AND TEACHERS IN ONDO STATE, NIGERIA

By

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Abstract

Psychologists and other social scientists uphold the importance of psychological wellbeing in sustaining productivity in workers, especially among pastors and teachers. Therefore, the study examined job stress, work motivation and spirituality as predictors of psychological wellbeing among pastors and teachers in Ondo State, Nigeria using a cross-sectional research design. A total of 79 pastors and 171 teachers participated in this study but only 239 returned the questionnaire, Male =141 (59.0%) and Female =98 (41.0%). Their ages ranged from 25 to 65 (Mean = 44.70; SD = 8.94). Purposive and simple random sampling techniques were adopted. Ryff's Psychological Wellbeing Scale, Job stress scale, work motivation scale and Spirituality Scale were adopted in this study. Five hypotheses were tested. The findings revealed that job stress did not predict psychological wellbeing ($\beta = -.00$, $t = -0.05$, $p > .05$), work motivation was observed to significantly predict psychological wellbeing ($\beta = .42$, $t = 7.07$, $p < .01$), spirituality significantly predicted psychological wellbeing ($\beta = .28$, $t = 4.63$, $p < .01$). All the variables significantly jointly predicted psychological wellbeing $F(4,245)=21.24$; $p < .01$ and yielded 51% ($R=0.51$). Based on these findings, it was recommended that pastors and teachers should be highly motivated in order to maintain/enhance their psychological wellbeing.

Keywords: Job stress, work motivation, spirituality, psychological wellbeing, pastors and teachers.

Introduction

Over the years, pastors and teachers like other category of professionals, experience life in different ways. The experiences subsequently, impact their psychological wellbeing either negatively or positively. Pastors are Christian men and women ordained as religious ministers like reverend, ministers, apostles, prophets and moderators while teachers are those that educate others, teaches or instructs and the role of teacher is often formal and it is carried out in school or other place where formal education is offered (Lee et al., 2013). These religious ministers engage in a myriad of duties, including spiritual nourishment of their members, psychological engagements, pastoral care and their family responsibilities (WHO, 2018). For instance, pastors do not only conduct worship services, prepare weekly sermons and teachings, but as well aid in counselling church members and assist in emergency situations. They are also required to officiate special services such as confirmations, baptisms, weddings, funerals and cater for their homes (Wang et al., 2003; Scott & Kimberly, 2015). Public and private school teachers, as workers, also feel the influences of stress. They feel burned-out, unhappy, dull, or unsatisfied because of factors such as high teacher-student ratio, inconvenient or inefficient physical school conditions, and low salaries (Marasli, 2005). Other research supports the statement that teachers feel burned-out at various levels (Basol & Altay, 2009), also argued that teachers experienced more burn-out syndrome when compared to workers in other occupations.

The irregular and unplanned nature of the work of the pastors and teachers predisposes them to a number of physical, social and psychological challenges (Wang et al., 2003) such as battling with anxiety, burnout, job stress, competition, conflicts, intrusion from family members, frequent relocations, work-family conflicts and emotional labour.

Psychological wellbeing is an ultimate goal of every individual, and it is important for everyone to experience it (Amal et al., 2020). The psychological wellbeing of pastors and teachers will continued to attract serious concern and attention from psychologists (Saka, 2017; Rathi, 2009). This is because every churches and schools needs employees who are in a good psychological state to flourish and endure the ongoing changes in the world of work (Ferreira, 2012). Psychological wellbeing is the overall assessment of one's life regarding personal fulfilment, intellectual assessments or the feeling of positive emotions and negative emotions. (Chaturvedula & Joseph, 2007) and it is also the foundation of emotional wellness (Moe, 2012). It

is no wonder that psychological wellbeing is often linked to individual satisfaction, feeling good, living safely and healthily (Moe, 2012). Psychological wellbeing has the following multiple facets; they are self-acceptance, quality relations with others, autonomy in thought and purpose in life, and continuing personal growth and development (Ryff & Keyes, 1995). It covers different factors like meaningfulness, wellness and satisfaction, positive and negative feelings. This implies that psychological wellbeing involves many aspects of life (Keyes, 1995). Psychological wellbeing is important to how pastor's and teachers feel and function but also how they are relating well with members of the public in discharging their duties (Saka, 2017). The teachers like any other individual experience various psychosocial stressors in their line of work (Seema & Jotika, 2018; Joseph et al., 2017). Pastors and teachers are faced with a lot of job stress emanating from the demands of their jobs. These challenges has tendency to hamper their psychological wellbeing, as they struggle to cope with pressure from each angle (Saidu, 2013).

Job stress may also influence psychological wellbeing because it is a critical factor in determining workers health and psychological wellbeing. It is a phenomenon that has generated interest of researchers due to its negative perception and bio-medical effects on human behavioural manifestation (Joseph, 2015). Stress has been described as a bio-chemical and behaviour reactions associated with fight or flight response (Joseph, 2015). Stress is scientifically used as a psychological precursor of illness and serves as a source for anxiety, discomfort, and the likes. It has been identified that, being a minister of God is a stressful job (Christopher, 2015). They experiences high levels of job stress, report a high incidence of physical syndrome and psychological problems that could affect their psychological wellbeing (Joseph, 2015). Pastoral work and teaching as a profession are considered one of the most stressful occupations, exposing staff to occupational, organizational, and personal stressors (Paton & Violanti, 1999; Anshel, 2000). It has been documented that prolonged job stress has negative effects on individual health and psychological wellbeing as well as employees' attitudes towards the organization (Cropanzano et al., 2003). Among many professional adverse effects of job stress are job dissatisfaction, poor public relations, reduced productivity, absenteeism, and high staff turnover; adverse personal effects, anxiety, depression, and burnout (Gershon, 2002). Kahn and Byosiere (1992) have identified three areas of consensus about job stress. First, job stress results from the influence of external stimuli (stressor). Second, it involves the personal evaluation of external stimuli

(appraisal). And third, job stress negatively impacts mental, emotional, physical, and/or behavioural functioning (strain). Job stress is a dynamic process in which subjective cognitive appraisals of job-related stressors produce negative health and/or behavioural strain outcomes. Studies demonstrated the positive impact of spirituality on physical and mental health as well as on other positive health outcomes such as subjective wellbeing, health-related quality of life, coping skills, recovering from mental illness, or less addictive or suicidal behaviours (Mueller et al., 2001; Miller & Thoresen, 2003; Kharitonov, 2012; Unterrainer et al., 2014).

According to Olowodunoye (2021), work motivation is identified as energizing, directing and sustaining force and it is believed that individual has certain self-centered needs that govern his/her behaviour. The organization can satisfy these needs, motivate the individual to contribute towards the achievement of organizational goals (Wasserman & Wasserman, 2020). Work motivation comprises of two important types of motivators, which could be classified as intrinsic or extrinsic. Intrinsic motivators include achievement, recognition, challenging work, increased responsibility, advancement and enjoyment (Belkic & Ugljestic, 2000; Muchinsky, 1993). Intrinsic motivation is itself the outcome, the result of a work situation that people enjoy, because they are in charge, because they have the opportunity to acquire new skills and abilities to match a different challenge, or because they are part of a successful team. Whereas, extrinsic motivators include pay; fringe benefits, promotion, housing allowance, medical allowance, and status are the factors extrinsic to the job.

It has also been reported that spirituality may influence psychological wellbeing (Alexie, 2019). Spirituality is a more general, unstructured, personalized, and naturally occurring phenomenon, where a person seeks closeness and/or connectedness between him/herself and a higher power or purpose (Joseph et al., 2017). It can be seen in terms of search for universal truth and as an activity enabling people to discover meaning and significance in the surrounding world (Woods & Ironson, 1999). According to Hart (1994), spirituality is a way in which an individual experiences his or her faith in everyday life and style in which the individual refers to the final conditions of individual existence. Therefore, this study attempts to assuage this gap in literature by investigating how job stress, work motivation and spirituality are connected with psychological wellbeing among the pastors and teachers in Ondo state. The specific objectives are to:

1. examine the prediction of psychological wellbeing by job stress among pastors and teachers in Ondo State.
2. find out the role of work motivation in the prediction of psychological wellbeing among pastors and teachers in Ondo State.
3. investigate whether spirituality will predict psychological wellbeing among pastors and teachers in Ondo State.
4. examine the extent to which job stress, work motivation and spirituality will jointly significantly predict psychological wellbeing among pastors and teachers in Ondo State.
5. find out whether there be a significant difference between the pastor and teachers level of psychology wellbeing.

Hypotheses

1. Job stress will significantly predict psychological wellbeing among pastors and teachers in Ondo State.
2. Work motivation will significantly predict psychological wellbeing among pastors and teachers in Ondo State.
3. Spirituality will significantly predict psychological wellbeing among pastors and teachers in Ondo State.
4. Job stress, work motivation and spirituality will significantly and jointly predict psychological wellbeing among pastors and teachers in Ondo State.
5. There will be a significant difference between pastors and teachers level of psychological wellbeing

Methods

Research Design

This study employed a cross-sectional survey design to elicit information from respondents on the predictions of job stress, work motivation and spirituality on psychological wellbeing among pastors and teachers. The independent variables in this study were job stress, work motivation and spirituality while the dependent variable was psychological wellbeing.

Research Setting

The study was conducted in selected schools and churches located at the three senatorial zones in Ondo State. Teachers and pastors in the three senatorial districts of Ondo State, Nigeria (North, Central and South) constitute the population of this study.

Participants

A total of 79 pastors and 171 teachers participated in this study but only 239 returned the questionnaire, Male =141 (59.0%) and Female =98 (41.0%). They were selected from the three senatorial districts of Ondo State, Nigeria (North, Central and South). Their ages ranged from 25 to 65 (Mean = 44.70; SD = 8.94). The participants indicated their highest academic qualification as follow: 42(18.8%) of them had up to, but not higher than, ND/NCE, HND/First degree were 129(57.6%), 23 (10.3%) had O'Level and 30 (13.4%) had Postgraduate Degree. In terms of marital status, single, 24 (10.0%), married, 207 (85.9%), separated, 2 (8%), divorced 3(1.2 %), and participants who were widowed were, 5 (2.1%).

Sample and Sampling Techniques

The researchers employed a combination of purposive and simple random sampling techniques. Purposive sampling technique was used to select churches and secondary schools across each senatorial district in the state. This was done to make the sample size more representative while simple random sampling technique was adopted in giving questionnaire to the participants through balloting for YES or NO. Therefore the researcher recruited only pastors and teachers who picked YES within the study area.

Instrument

Relevant data were gathered through the use of questionnaire. This contained socio-demographic information (such as: age, gender, marital status etc.), measures of psychological wellbeing, job stress, work motivation and spirituality.

Socio-Demographic Information

The socio-demographic information of the participants included age, gender and marital status of participants.

Psychological Wellbeing Scale

In order to measure psychological wellbeing, Psychological Wellbeing Scale (PWBS) developed by Ryff (1989) was used. The scale is composed of self-reported 42 items and includes six domains i.e., autonomy, environmental mastery, personal growth, positive relations with others, purpose of life, and self-acceptance. Each domain has seven items and the responses were documented on a 6-point Likert scale ranging from 1= strongly disagree, 2= somewhat agree; 3= a little agree; 4= neither agree or disagree; 5= a little disagree, 6= strongly agree. The higher scores indicate greater experience of psychological wellbeing and positive effects. Cronbach's Alpha was used to calculate the reliability of Ryff's Psychological Wellbeing Scale (PWB). The overall internal consistency reliability (Cronbach's Alpha) of PWB was found 0.78 which confirms that PWB is highly reliable research instrument for measuring psychological wellbeing (Ryff, 1989).

Job Stress Scale

The Job Stress Scale (JSS) was developed by Cohen et al. (1983) and it is a measure of the degree to which situations in one's life are appraised as stressful. Items were designed to tap how unpredictable, uncontrollable, and overloaded respondents find their lives. The scale also includes a number of direct queries about current levels of experienced stress. The responses were documented by means of a 5-point Likert scale ranging from 0 = Never 1 = Almost Never 2 = Sometimes 3 = Fairly Often 4 = Very Often. The samples item are: In the last month, how often have you been upset because of something that happened unexpectedly? In the last month, how often have you felt difficulties were piling up so high that you could not overcome them? Cohen et al. (1983) reported a Cronbach alpha of 0.70. Higher Job Stress Scale (JSS) scores were associated with greater vulnerability to stressful life-event-elicited depressive symptoms, more colds and vice visa.

The Assessment of Spirituality and Religious Sentiments (ASPIRES)

The Assessment of Spirituality and Religious Sentiments (ASPIRES) was developed by (Piedmont & Toscano, 2016). It is a 35-item scale contains two domains: RS and ST. The RS domain assesses two scales: RI which contains nine items that assess the extent to which an individual is involved in practicing the rituals and activities associated with their denomination

(e.g., “How often do you pray?”) and RC which contains four items that assess the extent to which an individual feels distress in their relationship to God (e.g., “I feel that God is punishing me”). The ST scale contains 23 items and the Items are balanced to control for acquiescence effects. The ST scale measures three correlated facets: PF, the ability to create personal space that enables one to feel a positive connection to some larger reality; UN, the belief in a larger meaning and purpose to life; and CN, feelings of belonging and responsibility to a larger human reality that cuts across generations and groups. The respondents respond to on a 5-point Likert-type scale ranging from 1 (strongly disagree) to 5 (strongly agree). The manual noted alpha reliabilities of .89 for RI scores and .78 for RC scores (Piedmont & Toscano, 2016). High scores indicates high Spirituality and Religious Sentiments (SPIRES) and vice visa.

Work Motivation Scale (Work Preference Inventory)

The Work Preference Inventory (WPI) was developed by Stuhlfaut (2010). It is a four-factor, 30-item measure that assesses work motivation. Used to help individuals choose appropriate career paths, its length contributes to response burden, especially when combined with other measures. The WPI consists of 30 items in two domains—intrinsic and extrinsic motivation. Each domain represents two subfactors: intrinsic motivation is composed of challenge (5 items) and enjoyment (10 items); extrinsic motivation is composed of compensation (5 items) and outward orientation (10 items). The instrument is scored on two primary scales, each subdivided into two secondary scales. The samples items are: "I am strongly motivated by the recognition I can earn from other people" "I enjoy tackling problems that are completely new to me" To me, success means doing better than other people". Cronbach's alpha for each of the four factors ranged from 0.68 to 0.76 (Stuhlfaut, 2010). High scores indicates high work motivation and vice visa.

Procedure

A letter of introduction asking the permission of the church(es) and school(s) authorities to grant access to obtain information and administer questionnaires to pastors and teachers in the sample locations was done. The researchers employed purposive sampling technique to select churches and secondary schools across each senatorial district in the state while simple random sampling technique was adopted in giving questionnaire to the participants through balloting for YES or NO. Those who picked YES participated in the study. Participants were made to understand that participation in the study is voluntary, their responses remained confidential. They

were also told that there was no right or wrong answer. Data were collected within two weeks. Two hundred and thirty nine (239) of the 250 questionnaires (response rate = 95.6%), were duly completed and thus analyzed.

Data Analysis

Relationships among the study variables was tested using the Pearson Product Moment Correlation (PPMC). To test the study hypotheses, 1, 2, 3 and 4, a three-step Hierarchical Multiple Regression was conducted. Job stress was entered into the model in step 1. In step 2 of the model, work motivation was added and in step 3, job stress, work motivation and spirituality were added and regressed on the dependent variable (psychological wellbeing). Hypothesis 5 was tested using t-test for independent sample. All analysis was conducted using Statistical Package for Social Scientist (SPSS) version 20.0.

Results

The analyses of the research data were done using the various required statistical techniques. Pearson Product Moment Correlation was used to test the extent and direction of relationship among the study variables. The results are presented in Table 1.

Table 1
Mean, SD, and Inter-variable Correlations

Variables	1	2	3	4	5	6	7	8	9	10
1. Age	1									
2. Gender	-.20**	1								
3. Educational Qualification	.14*	-.01	1							
4. Marital Status	.15*	.16*	-.05	1						
5. Type of Occupation	-.22**	.34**	-.01	.07	1					
6. Work Duration	.66**	-.07	.35**	.22**	-.14	1				
7. Job Stress	-.11	.02	-.04	.03	.11	-.10	1			
8. Spirituality	.02	-.09	.23**	-.10	-.20**	.10	-.17**	1		
9. Work Motivation	.07	-.04	.10	.03	-.05	.18*	-.03	.40**	1	
10. Psychological Wellbeing	.18**	-.05	.05	-.17**	-.17**	.08	-.02	.43**	.40**	1
Mean	44.70	-	-	-	-	15.71	33.53	58.46	80.45	77.05
SD	8.94	-	-	-	-	8.89	7.51	13.36	20.94	19.71

Note: ** p < 0.01, * p < 0.05, N= 250; Gender was coded: Male=1, Female=2.

The result in Table 1 indicated that job stress had no significant relationship with psychological wellbeing [$r(250) = -.02, p > .05$]. This means that job stress has no relationship with the quality of psychological wellbeing among pastors and teachers. Spirituality was seen to have a significant positive relationship with psychological wellbeing [$r(250) = .43, p < .01$]. This indicates that one's quality of being dedicated to God or religion has a positive relationship with psychological wellbeing. This implies that as spirituality increases, psychological wellbeing increases.

In a similar trend, work motivation was significantly positively related with psychological wellbeing [$r(250) = .40, p < .01$], this implies that as work motivation increases, the level of psychological wellbeing also increases. The relationship between personal factors and psychological wellbeing was such that; age is significantly related with psychological wellbeing [$r(250) = .18, p < .01$]. This is an indication that being old or young is associated to one's quality of psychological wellbeing. Gender [$r(250) = -.05, p > .05$], educational qualification [$r(250) = -.05, p > .05$], and work duration [$r(250) = .08, p > .05$], have no significant relationship with psychological wellbeing. This shows that being male or female, individual level of literacy and time spent hourly on the job is not affiliated to psychological wellbeing. It was further reported in this results that marital status [$r(250) = -.17, p < .01$] and occupation [$r(250) = -.17, p < .01$], were significantly related with psychological wellbeing, though negative. This means that type of occupation and marital status are determinants of psychological wellbeing.

The test for the formulated hypotheses were carried out using a 3-step Hierarchical Multiple Regression Analysis and independent sample T-Test. The results are presented in Table 2 and Table 3.

The result of the three step Hierarchical Multiple Regression Analysis in the first step, revealed that job stress did not significantly predict psychological wellbeing ($\beta = -.00; t = -0.05, p > .05$). This indicates that individual's perceived psychological and emotional responses to demands of the job that seems to overhaul personal resource does not determine their psychological wellbeing. Therefore, hypothesis 1 which states that job stress would significantly predict psychological wellbeing was rejected.

In the step two of the analysis, it was observed that work motivation significantly predicted psychological wellbeing ($\beta = .42, t = 7.07, p < .01$). This shows that the desire to make effort in

one's work that is reward driving is a determinant of an individual's quality of psychological wellbeing, meanwhile work motivation contributed 16% change ($\Delta R^2=0.16$; $\Delta F=49.94$, $p<.01$) to variance in psychological wellbeing. This affirmed the formulated hypothesis 3 and it was accepted.

Table 2

Summary of the 3-step Hierarchical Multiple Regression Showing Job Stress, Work Motivation and Spirituality Predicting Psychological Wellbeing

Predictors	β	t	R	R ²	ΔR^2	df	F	ΔF
<i>Step 1</i>			.17	.03	.00	1,247	3.63*	0.00
Job Stress	-.00	-.05						
<i>Step 2</i>			.44	.19	.16	2,246	19.55**	49.94**
Job Stress	.06	1.05						
Work Motivation	.42	7.07**						
<i>Step 3</i>			.51	.26	.07	3,245	21.24**	21.44**
Job Stress	.05	.88						
Work Motivation	.30	4.91**						
Spirituality	.28	4.63**						

** $p < 0.01$, * $p < 0.05$, N= 250

In the step two of the analysis, it was observed that work motivation significantly predicted psychological wellbeing ($\beta = .42$, $t = 7.07$, $p < .01$). This shows that the desire to make effort in one's work that is reward driving is a determinant of an individual's quality of psychological wellbeing, meanwhile work motivation contributed 16% change ($\Delta R^2=0.16$; $\Delta F=49.94$, $p < .01$) to variance in psychological wellbeing. This affirmed the formulated hypothesis 3 and it was accepted.

In the third step of this analysis, where spirituality was added, it was reported that spirituality significantly predicted psychological wellbeing ($\beta = .28$, $t = 4.63$, $p < .01$). This means that the rate of been dedicated to God or being religious is a determinant of one's quality of psychological wellbeing, and spirituality had contributed 7% change ($\Delta R^2=0.07$; $\Delta F=21.44$, $p < .01$) to variation in psychological wellbeing.

Furthermore, it was reported in this result that all the tested factors significantly jointly predicted psychological wellbeing [$F(4,245)=21.24, p < .01$]. This result shows that all the tested factors in step 4 yielded 51% ($R=0.51$), variance in the measure of psychological wellbeing, this means there are other variables which contributed to variation of individual psychological wellbeing. This result confirmed the formulated hypothesis 4 and was accepted.

Table 3

Independent T-test showing the Difference between the Pastors and Teachers Level of Psychological Wellbeing

Variables	Type of Occupation	N	Mean	SD	df	t	p
Psychological Wellbeing	Priest	79	81.94	17.01	248	2.70	< .01
	Teachers	171	74.79	20.50			

Note: ** $p < 0.01$, * $p < 0.05$, N= 250

The results in the Table 3 indicated that occupational type had significant influence on psychological wellbeing [$t(248)=2.70, p < .01$]. This was in a way that teachers reported lower level of psychological wellbeing ($M=74.79$; $SD= 20.50$) compared to teachers ($M=81.94$; $SD= 17.01$).

Discussion

This study examined job stress, work motivation and spirituality as predictors of psychological wellbeing among the pastors and teachers in Ondo State, Nigeria. The results in Table 2 negated hypothesis 1 which rejected the hypothesis which stated that job stress will significantly predict psychological wellbeing in such a way that job stress will be related to an increased level of psychological wellbeing among pastors and teachers. This result corroborated the findings of (Terry et al., 2021) who found that work stress did not have a significant main effect on psychological wellbeing. However, the present study was not in line with the findings of Nur and Nurul (2016) who found a significant correlations between job stress and psychological wellbeing, Adegoke (2014) who found a significant effects of work-stress, frustration and depression on psychological wellbeing and (Basinska, 2008) who found that job stress had a strong impact on wellbeing.

In the analysis, work motivation was observed to significantly predict psychological wellbeing. This affirmed the formulated hypothesis 2 and it was accepted. The results of the present findings confirmed the findings of Olowodunoye (2021) who reported that work-family conflict significantly predicted psychological wellbeing, job motivation too significantly predicted psychological wellbeing and as well moderated the effect of work-family conflict on psychological wellbeing and (Sunday, Terzungwe, Okhakhume & Daudu, 2017) found that work-family conflict and work stress had significant negative joint influence on psychological wellbeing among pastors and teachers. Amal et al. (2020) reported that there is a significant correlation between psychological wellbeing and work motivation, this corroborated the present findings. The present study confirmed the findings of (Ghazala et al., 2006) who found that psychological wellbeing had a significant inverse co-relation with extrinsic motivation, there is a significant positive relationships work and wellbeing. The present study also corroborated the findings of (Stockkamp et al., 2022) showed that intrinsic motivation had a positive direct effect on changes in wellbeing, and an adverse indirect effect on changes in wellbeing via reduced detachment.

Kaur (2013) found psychological wellbeing of the employee have significant impact on the motivation level. The present findings also corroborated the study of (Nwankwo et al., 2018) found that motivation predicted psychological wellbeing. Haworth and Hill (1992) who revealed that intrinsic motivation in daily life is correlated with happiness but that, not previously reported, when motivation at work is examined both extrinsic motivation and instances where a person had to do the activity but did not wish to be doing something else, i.e. 'positive motivational change', are correlated with positive aspects of psychological wellbeing, while instances where a person wanted to do the activity but wished to be doing something else, i.e. 'negative motivational change', correlated with negative aspects. The results also shown that enjoyment in both work and leisure correlates with aspects of psychological wellbeing. The results also revealed that spirituality significantly predicted psychological wellbeing. This confirmed hypothesis 3 which stated that spirituality would significantly predict psychological wellbeing. The present study supported the findings of Alexie (2019) who found that spirituality acted as a significant positive predictor of psychological wellbeing. This also corroborated the findings of (Sana & Muhammad, 2020) who found that spirituality has a positive and significant effect on psychological wellbeing. They confirmed the ability of spiritual means to moderate the relationship between spiritual goals

and wellbeing. Morteza et al. (2022) found that psychological wellbeing and spiritual health had positive and significant relationship with teachers' organizational commitment. (Villain et al., 2019) found spirituality and religiosity to be positive predictors of subjective wellbeing. Spirituality had a positive impact on subjective wellbeing (except for the dimension of interconnection) and that this relation is unaffected by the individual's religious status.

Furthermore, it was reported in this results that all the tested factors in the analysis significantly jointly predicted psychological wellbeing. This results confirmed the formulated hypothesis 4 and was accepted. The present study confirmed the findings of Soumya (2022) who found that psychological wellbeing have a positive relationship with motivation and stress.

The result indicated that teachers reported significantly the highest level of psychological wellbeing than priest. This confirmed the formulated hypothesis 5 which stated that there will be a significant difference between the pastors and teachers level of psychological wellbeing, thus this result was accepted. This corroborated the findings of (Saka et al., 2018; Olowodunoye & Job, 2021) who found that type of occupation had a statistically significant influence on the psychological wellbeing.

Conclusion

Based on the findings of this study, it was concluded that job stress does not significantly predict psychological wellbeing, work motivation was observed to significantly predict psychological wellbeing, spirituality significantly predicted psychological wellbeing. It was also reported that all the tested factors in the analysis significantly jointly predicted psychological wellbeing among pastors and teachers. Finally, the result shows that teachers reported significantly the highest level of psychological wellbeing than pastors.

Recommendation

Based on these findings, it was recommended that pastors and teachers should be highly motivated in order to maintain/enhance their level of psychological wellbeing as well as their productivity. The religious mentors, leaders and other religious members need to help, care, develop cooperative and supportive relationship with them to reduce their level of job stress in order to enhance their psychological wellbeing.

Church organizations and school authorities should find ways of managing psychological attributes such as psychological wellbeing, job stress of their employers. Finally, church and school authorities should design a training programmes to enhance psychological wellbeing and stress coping strategies of pastors and teachers.

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