

CHRISTIAN NURSES' CALLING AND CAREER COMMITMENT IN INDONESIA: A CROSS-SECTIONAL STUDY

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ABSTRACT

Calling is a strategy for discovering the purpose and significance of every individual, including the nurse. The awareness of a calling can motivate nurses to commit to a career. The greater nurses' awareness of their calling, the greater their devotion and sense of purpose in their work. The purpose of this study was to examine the relationship between calling and career commitment among Christian nurses in Indonesia. The study utilized a quantitative correlational method and cross-sectional approaches utilizing online survey technique. Accidental sampling was utilized, obtaining 96 Indonesian Christian nurses. The instruments were the Indonesian version of the Calling and Vocation Questionnaire (CVQ) (Alpha Cronbach = 0.873) and the Career Commitment Scale (CCS) questionnaire (Alpha Cronbach = 0.820). Data was analyzed using descriptive and bivariate analysis using Spearman rank correlation test. This study discovered a moderately positive correlation between a nurse's calling and career commitment ($p = 0.001$; $r = 0.362$). It is suggested that future research investigates other factors that may affect the nurse's career commitment. Understanding one's own calling as a nurse and acting on it is essential to increasing nurses' commitment to their profession.

Keywords: Calling, Career Commitment, Christian Nurse, Indonesia

INTRODUCTION

Nurses assume a vital and indispensable position within the realm of healthcare services. According to the Ministry of Health of Indonesia, in 2025, there is a projected need for 200 nurses per 100,000 people. However, an analysis of data from 2019 indicated the existence of ongoing nursing shortages in specific regions within the country (Anaya, 2022). Furthermore, based on the data from the Health Human Resources Information System in 2023, it is evident that there is a deficiency in the number of nurses in Indonesia. The ratio of nurses to the population is at just one nurse for every 800 to 1000 individuals, which falls short of the government's stipulated need (Novrizaldi, 2023; SISDMK, 2023). The

shortage of nurses may contribute to the increasing workload of nurses, which may raise burnout and job dissatisfaction levels and increase turnover rates (Aiken et al., 2014; Budiono et al., 2014). The aforementioned factors have the potential to exert an influence on an individual's level of career commitment, hence serving as motivators for nurses to discontinue their engagement in the nursing profession (Moloney et al., 2018). Nevertheless, an individual's commitment to their profession can be influenced by a variety of intrinsic and extrinsic factors (Ingarianti, 2017).

Christians hold the belief that the act of creation and the subsequent divine calling of people are integral to the fulfillment of God's

mission in the world, which encompasses the expression of God's love, justice, and truth (*English Standard Version*, 2016). Specifically, it can be asserted that people are designated by God as collaborative partners in His work (Ng et al., 2020). Vocation is frequently conceptualized as a profound inward inclination towards particular behaviors, coupled with a conviction in the presence of divine power (*Merriam-Webster Dictionary*, 2022). Hence, possessing a sense of calling for a profession is of utmost importance, particularly within sectors characterized by significant challenges, such as the field of nursing (Dik & Duffy, 2009). Nurses who possess a comprehensive understanding of their professional calling are more inclined to exhibit a higher level of commitment and ascribe greater significance to their work (Jung & Yoon, 2016; Puspita, 2012). Among the various internal factors at play, it can be argued that calling exerts a more significant influence on an individual's commitment to a career compared to other factors. This is mainly because when a person aligns their profession with their values, they are able to perceive their work as meaningful, which in turn fosters a higher level of dedication to their chosen professional path. (Puspita, 2012).

Career commitment refers to an individual's inclination to dedicate oneself to their selected profession or their attitude towards a career opportunity, regardless of their level of competence (Blau, 1985, 1988). Individuals who have a commitment to work may or may not have a career commitment. In contrast, individuals who have made career commitments prioritize their professional pursuits over considerations such as working conditions, colleagues, or their employer. Hence, in the event that an individual experiences discontentment within the organization, they may choose to persist in their employment by carefully evaluating the future of their career (Jones et al., 2006).

The importance of commitment in sustaining a nursing profession and cultivating a strong sense of vocation is critical for all healthcare providers to actively engage in the sphere of healthcare. Christians, on the other hand, believe that nursing is a vocation from God to care for others, and hence highlight the commitment required to fulfill the calling (Shelly et al., 2021). The comprehension of one's personal calling might lead to the interpretation of the work one is engaged in, subsequently influencing their level of commitment to a profession in nursing. The level of commitment demonstrated by nurses

tends to rise in tandem with their accumulated years of working experience (Sasaki et al., 2019). Nevertheless, it is worth noting that the responsibilities and duties associated with nursing positions may undergo changes over the course of a nurse's professional trajectory. These transitions have been known to inspire nurses to engage in introspection, leading them to contemplate their chosen profession with a heightened sense of meaning and significance (Kallio et al., 2022). The objective of this study was to provide a description of the correlation between calling and career commitment among Christian nurses.

METHOD

This study used a correlational quantitative method with a cross-sectional approach, using an accidental sampling technique. This study obtained an ethical clearance by the Institutional Review Board (IRB) no 018/KEPFON/2023. The instruments are demographic questionnaire, the Indonesian version of Calling and Vocation Questionnaire (CVQ), and the Career Commitment Scale (CCS). The demographic questionnaire consists of gender, age, province, work unit, work experience, educational background. The CVQ questionnaire has 24 statements,

which are divided into 6 dimensions: transcendent summons-present (items 1, 8, 11, 23), transcendent summons-search (items 2, 13, 18, 19), purposeful work-present (items 3, 15, 20, 24), purposeful work-search (items 4, 6, 14, 21), prosocial orientation-present (items 9, 12, 17, 22), and prosocial orientation-search (items 5, 7, 10, 16). Assessment of the questionnaire using a Likert scale from 1 to 4: with 1: doesn't fit me at all 2: somewhat in line with the real me, 3: mostly in accordance with the real me, 4: Really fit me. The reverse score was applied for item 8. To determine the category, the score is calculated using total score and the results are categorized into score <55.5: not living up to the calling, score 55.5-69: less living up to the calling, score 69.1-82.5: most are living the calling, score ≥ 82.6 : really living the calling. The CVQ has been translated into Indonesian (Yuliawati & Ardyan, 2022).

The CCS questionnaire has 26 questions, which are divided into three dimensions: career commitment (items 1–8), work involvement (items 9–17), and organizational commitment (items 18–26). The measurement is using a Likert scale from one to six (1: strongly disagree, 2: disagree, 3: somewhat disagree, 4: somewhat agree, 5: agree, 6: strongly agree).

Reverse score was applied for items 1,3,7, and 10. Mean total score was calculated and the results are categorized into: score <108: low career commitment, score \geq 108: high career commitment. The original CCS was written in English but with permission, it was translated into Indonesian. The translation process continued with a certified translator did the backward translation of the questionnaire.

The two questionnaires were tested for their validity and reliability on a group of 39 nurses. The CVQ questionnaires had 21 valid statements (r-table: 0.3160; r-count range of -0.102 to 0.756). The 3 statements were not valid. However, due to the importance of the statements to answer the research questions, the invalid statements were modified. The CVQ questionnaire was reliable (Alpha Cronbach: 0.863). The CCS questionnaire were tested valid (r-table=0.3160; r-count range: -0.046 to 0.773). There were 20 valid statements, with 6 invalid statements. The 6 statements were then modified. The CCS questionnaire was reliable (Alpha cronbach= 0.820).

The research was conducted online using Survey Monkey[®] from January to May 2023. The questionnaire link was distributed

through social media such as WhatsApp, Instagram, Twitter, and Facebook. A total of 132 Christian nurses accessed the link shared, but only 96 people completed the questionnaire. The data was analyzed using descriptive univariate analysis to determine the demographic characteristics of the respondents. A bivariate analysis using the Spearman rank test was conducted to determine the relationship between the calling variable and the career commitment variable and the strength of the relationship between the two variables.

RESULT

Based on the data shown in Table 1, it is evident that a substantial percentage of the participants were classified as female (85%), while a noteworthy proportion of the respondents were under the age of 25 (38.5%). Approximately 40.6% of the participants were engaged in specialised units, including the Emergency Department (ED), Intensive Care Unit/Intensive Coronary Care Unit (ICU/ICCU), Pediatric Intensive Care (PIC), and Operating Theatre (OT). Furthermore, nearly half of the participants indicated having less than three years of professional experience, but the majority (82.3%) held a bachelor's degree.

Table 1. Demographic Characteristics (n=96)

Variable	Category	N	%	
Gender	Man	14	14.6	
	Woman	82	85.4	
Age	≤ 25	37	38,5	
	26-30	15	15,6	
	31-35	17	17,8	
	36-40	11	11,4	
	41-45	8	8,3	
	>45	8	8,1	
	Province	North Sumatra	6	6.3
West Kalimantan		1	1.0	
South Kalimantan		1	1.0	
Banten		5	5.2	
DKI Jakarta		12	12.5	
West Java		17	17.7	
Special Region of Yogyakarta		1	1.0	
East Java		5	5.2	
Bali		1	1.0	
East Nusa Tenggara		7	7.3	
North Sulawesi		31	32.3	
South East Sulawesi		2	2.1	
South Sulawesi		5	5.2	
Maluku		2	2.1	
Work Unit		Health Center/Clinic	11	11.5
		Special units (ED, ICU/ICCU, PICU, OT)	39	40.6
	Outpatient unit	7	7.3	
	Pediatric unit	6	6.3	
	Adult inpatient unit	32.4	33.3	
	Work Experience	≤ 3 years	44	45.8
4-6 years		11	11.5	
7-9 years		9	9.4	
10-12 years		7	7.3	
13-15 years		8	8.3	
>15 years		17	17.7	
Educational Background	Diploma	14	14.6	
	Undergraduate	79	82.3	
	Postgraduate	3	3.1	

The findings shown in Table 2 indicate that the transcendent summons-presence sub-variable exhibits the highest response rate among nurses. Specifically, 52 respondents (54.2%) reported experiencing this phenomenon. This implies that nurses derive motivation in their professional endeavors from extrinsic factors. In the context of

purposeful work-presence sub-variable, it was observed that the majority of nurses (60.4%) were in the low category. This observation suggests that nurses continue to experience a deficiency in finding significance and perceive their profession as the primary source of purpose in their lives.

Table 2. Calling Christian Nurses in Indonesia (n=96)

Sub variable	Category	N	%
Transcendent summons-Presence	High	52	54.2
	Low	44	45.8
Transcendent summons-Search	High	50	52.1
	Low	46	47.9
Purposeful work-Presence	High	38	39.6
	Low	58	60.4
Purposeful work-Search	High	39	40.6
	Low	57	59.4
Orientation Prosocial-Present	High	47	49.0
	Low	49	51.0
Orientation Prosocial-Search	High	41	42.7
	Low	55	57.3

Moreover, the results displayed in Table 3 indicate that a substantial percentage of Christian nurses (41.7%) exhibit a profound dedication to their vocational calling. In

contrast, a small proportion of nurses, namely 9.4% or 9 individuals, seem to be inadequate in meeting the requirements of their chosen profession.

Table 3. Christian Nurses' Calling in Indonesia (n = 96)

Calling Category	N	%
Not living up to the calling	9	9.4
Less living up to the calling	24	25
Most are living the calling	40	41.7
Really living the calling	23	24

Table 4 reveals that Christian nurses demonstrate a significant level of job

commitment, as evidenced by a considerable percentage of respondents (52.1%). These

findings indicate that nurses exhibit a profound dedication to their job and firmly believe that their role as a nurse carries substantial significance. Notably, 52.1% had

a poor level of job dedication. The research indicates a decline in nurses' professional behaviour, which hampers their job retention.

Table 4. Christian nurses' career commitment in Indonesia (n=96)

Sub variable	Category	N	%
Career Commitment	High	46	47.9
	Low	50	52.1
Job Involvement	High	50	52.1
	Low	46	47.9
Organizational Commitment	High	48	50.0
	Low	48	50.0

According to the findings presented in Table 5, the acquired data indicate a p-value of 0.001 (< 0.05). Therefore, it can be inferred that the research hypothesis was accepted, suggesting a significant correlation between calling and career dedication among Christian nurses in Indonesia. According to

the data presented in the table, the calculated value of the correlation coefficient (r) is 0.362. This indicates a significant level of association between the act of calling and the level of professional commitment among Christian nurses in Indonesia.

Table 5. Calling and Career Commitment of Christian Nurses in Indonesia (n=96)

		Career Commitment	
Spearman's rho	Calling	R count	.362**
		P Value	<.001
		N	96

DISCUSSION

The findings of this study suggest a significant association between one's *calling* and their level of job dedication ($p = 0.001$), with a moderate strength of correlation ($r \text{ count} = 0.362$). The current study found that while the majority of nurses have successfully embraced their profession. The amount of career commitment among nurses, as evaluated by organizational commitment, is equivalent among persons

with high and low levels of commitment.

There is a positive correlation between the extent to which an individual engages in a vocation and their level of organizational commitment. This relationship is influenced by various elements, one of which is career commitment (Afsar et al., 2019). The level of motivation towards a career tends to surpass the level of commitment towards the organization (Ingarianti, 2017). This

phenomenon can manifest even in cases where an individual has dissatisfaction with their company; nonetheless, they may choose to persist in their work if they carefully evaluate the career opportunities available to them (Jones et al., 2006).

In contrast, the results of this study suggest that nurses' career commitment has a little smaller magnitude compared to their organizational commitment dimensions. This phenomenon can be attributed to the fact that nurses are more inclined to stay within organizations that provide opportunities for career advancement, as a means of fulfilling their professional aspirations (Adi et al., 2020; Ingarianti, 2017). Therefore, someone will try to involve himself in his work for the development of career paths in his organization. This is akin to a research study that proposes the influence of career commitment stemming from one's feeling of calling on their degree of involvement with the nursing profession (Jung & Yoon, 2016). This research provides further evidence in line with the findings of the aforementioned study, indicating that among the several dimensions of career commitment, Christian nurses in Indonesia exhibit the highest level of career commitment specifically in the dimension of job engagement.

The present study also revealed that a significant number of Christian nurses in Indonesia showed a strong inclination towards the transcendent summons dimension. In contrast, Kallio et al. (2022) suggests that even when personal beliefs and worldviews might exert an influence on an individual's career choice, their research indicates that the transcendent summons dimension ranks lowest among the various dimensions of summons. This phenomenon may be attributed to the fact that within the context of Christianity, the act of calling is often regarded as being synonymous with an individual's connection to God, which is considered to be transcendent in nature, and is reflected in their approach towards their work. Nevertheless, the trajectory of nursing careers may exhibit fluctuations throughout time, with occupations experiencing periods of growth, followed by potential decline and eventual obsolescence (Kallio et al., 2022). Specifically, Christian values and perspectives are often regarded as being closely associated with a calling to pursue a career in nursing.

Multiple studies have indicated that the motivation to pursue a career in nursing and remain in the profession is frequently attributed to a sense of calling (Eley et al., 2012; Xu et al., 2020). Historically, nursing

has frequently been characterized as a "vocation profession" or "a calling profession" due to the resultant profound aspiration to pursue a nursing career and provide care to individuals (Emerson, 2017).

The study conducted by Kallio et al. (2022) revealed that the dimension of prosocial orientation yielded the highest outcomes. Similarly, in the present study, the dimension of prosocial orientation ranked second highest, behind the transcendent summons dimension. Within the framework of Christian principles, the concept of calling pertains to the divine mission of God's labor, which mandates His followers to engage in productive endeavors. By means of their work, Christians exhibit affection, fairness, and veracity towards their fellow individuals (English Standard Version, 2016; Ng et al., 2020; Yeniretnowati & Perangin Angin, 2021). Consequently, nurses fulfill their duties in accordance with divine directives, placing a paramount emphasis on the welfare of others (orientation summons).

This survey additionally discovered that most Christian nurses have embraced their job, indicating that they had an inherent sense of purpose (presence). The existence of vocational calling offers individuals a feeling of self-identity that facilitates their commitment to their chosen career paths (Li

et al., 2021). This, in turn, leads to heightened levels of nurse job satisfaction and increased engagement in their work (Afsar et al., 2019; Xu et al., 2020; Ziedelis, 2019). According to a recent study conducted by Kallio et al. (2022), it was observed that nurses who possess a sense of calling exhibit a greater capacity to accept commonly complained-about situations and are more adept at managing work-related challenges.

Additionally, the present study revealed that a significant proportion of participants possessed a vocational inclination, indicating their potential to experience similar favorable outcomes associated with having a calling. Specifically, these individuals exhibited enhanced work motivation, heightened job satisfaction, increased job involvement, and notably, greater resilience in addressing work-related challenges within the nursing profession (Dik & Duffy, 2009). In the context of nursing, individuals who do not possess an inherent sense of calling must actively seek their professional calling, as failing to align with one's calling as a nurse can lead to diminished morale and adversely affect career commitment (Dik & Duffy, 2009).

Most participants in the present study showed a notable level of career commitment. This finding aligns with the research conducted by Afsar et al. (2019), which suggests that a high degree of career commitment plays a mediating role in the association between vocation and the intention to switch employment, as well as between commitment and behavior. According to the current study, over 50% of nurses still show low levels of commitment to their careers. This tendency is concerning since it may have unfavorable effects, as a decreased level of career commitment may increase people's desire to leave the nursing field (Moloney et al., 2018). According to a study conducted by Sasaki et al. (2019), it was observed that nurses with work experience ranging from 3 to 4 years had a pattern of commitment ratings that initially fell, followed by a stabilization, and ultimately an increase. For this reason, it is essential to provide enough support to nurses during their initial and subsequent years of employment to ensure a seamless transition from education to employment. This is because the provision of adequate support significantly influences the level of career commitment exhibited by nurses.

Furthermore, a study conducted by Choi et al. (2020) suggested that unregulated calling

can potentially yield adverse consequences. Individuals who possess a strong sense of calling may exhibit workaholic tendencies, rendering them more susceptible to the heightened likelihood of experiencing burnout due to their inclination to prioritize work over their personal time and well-being. According to this study, there is a substantial degree of relationship strength between calling and career commitment, as indicated by the correlation value of 0.362. The level of an individual's sense of purpose can significantly influence the development of high levels of morale. Hence, nurses with a profound calling to their profession must demonstrate self-control to avoid compromising their well-being due to overwhelming employment requirements. Experiencing a calling is linked to increased self-confidence and job contentment (Lee et al., 2020). This implies that those who perceive their work as a calling tend to exhibit higher levels of self-assurance in their abilities and greater contentment in their professional roles. According to Duffy et al. (2014), Individuals who exhibit a profound dedication to their chosen profession receive a strong sense of meaning from their work, experience fulfillment in their employment, and are more likely to view their occupation as a vocation in life.

The adherence to one's professional vocation is of utmost significance for nurses, as several aspects such as compensation, workload, and the overall work environment significantly impact their professional lives (Fité-Serra et al., 2019; Halcomb et al., 2018; McDermid et al., 2020; McHugh & Ma, 2014). It might be challenging for nurses who fail to fulfill their career commitment to thrive in their demanding nursing roles. Moreover, the presence of calling may serve as a contributing factor in facilitating the reduction of deviant behavior among nurses and decreasing the likelihood of displaying negative emotions in their professional duties (Afsar et al., 2019).

This study is expected to serve as a fundamental reference for future inquiries into a comparable topic. Potential researchers have the opportunity to investigate several other factors that could impact the level of dedication nurses have towards their careers. The research findings have substantial ramifications for both practicing nurses and aspiring nursing students. Christian nursing educators are tasked with aiding their students in uncovering their occupational purpose. Christian nurses necessitate a supportive community that fosters their professional and spiritual growth. Engaging in a

community of Christian nurses, such as the Nurse's Christian Fellowship, on a national or worldwide scale, can strengthen and reaffirm the sacred calling given to us by God.

CONCLUSION

The outcomes of the study on Christian nurses in Indonesia were consistent with the research goals. A notable percentage of nurses who profess Christianity exhibit a profound feeling of vocation in connection with their selected occupation. The findings indicate that nurses who possess the highest level of vocational commitment are mostly associated with the transcendent summons-presence component. In contrast, nurses with a diminished sense of calling are situated within the purposeful work-presence dimension. A significant proportion of nurses who identify as Christians have a significant degree of dedication to their professions. When examining the career commitment sub-variable among Christian nurses, the findings indicate that the job involvement sub-variable falls within the high group, however, the career commitment sub-variable for Christian nurses falls within the low category. There is a significant association between one's job and the process of summoning or recognising a certain purpose or occupation.

Dedication to the Christian faith among nurses in Indonesia.

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