



**Worker Engagement
In Faith-Based Nonprofit Organizations**
**The Roles of Spirituality, Resilience, and
Perceived Organizational Support for Engaging the Workforce**

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Introduction

- Background of the Study
- The Problem Statement
- Purpose of the Study
- Research Questions & Hypotheses
- Overview of the Methodology
- Results
- Discussion of the Findings
- Future Directions



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Background of the Study

- Introducing the Study
- Faith-based nonprofit organizations
- Worker Engagement
- Predictor Variables
- Biblical Support
- Theoretical Framework



The Problem Statement

- Influence of Predictor Variables
- Critical need for nonprofit sector research
- Mitigate losses for non-engaged workers



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Purpose of the Study

The purpose of this quantitative correlational non-experimental study was to examine the moderating effects of resilience and perceived organizational support on the relationship between spirituality and worker engagement in Christian faith-based nonprofit organizations to engage the workforce.



Research Questions & Hypotheses

Research Questions

- Two research questions were posed:
 - Moderating effect of resilience
 - Moderating effect of perceived organizational support

Hypotheses

- Resulting in three hypotheses:
 - Relationship between spirituality and worker engagement
 - Resilience as a moderator of the relationship
 - Perceived organizational support as a moderator of the relationship

Research Methodology

Research Design

- Participant Eligibility
- Participant Recruitment

Operationalization of Variables

- Worker Engagement
- Predictor Variables
 - Spirituality
 - Resilience
 - Perceived organizational support

Data Analysis

- Descriptive
- Multiple Regression

Overview of the Results

Model regression analysis

- A positive significant relationship was found
- 13% explained/87% unexplained
- Spirituality and worker engagement
- Resilience failed to moderate
- Perceived organizational support moderated the relationship
- 87% left unexplained

Discussion of the Findings



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- Implications
 - Contribution to nonprofit sector lacking research
 - Support for further research
 - Help in filling contextual gaps
- Assumptions
 - Spirituality as a personal core resource
 - Job demands and resources in all job contexts
- Limitations
 - Self-report measures
 - Sampling convenience
 - Common method variance

Future Directions

- Mediating effects of the predictor variables in nonprofit environment
- Moderating effects of the predictor variables in the public and for-profit sectors
- Larger sample size for improved generalizability
- Fill the 87% unexplained variation gap in work engagement





Thank you

For additional inquiries,
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Conclusion

- Background of the Study
- Problem Statement
- Purpose of the Study
- Research Questions & Hypotheses
- Methodology and Results
- Discussion of the Findings

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