

## **Abstract**

**Background:** Quality of work life (QWL), spiritual health (SH), and professional ethics (PE) for hospital staff have important role to improve productivity and quality. This study aimed to explore PE and SH with (QWL) of employees in Kerman teaching hospitals.

**Methods:** The present study is a combination of consecutive explanatory type that was conducted in two phases, quantitative and qualitative. In the quantitative phase, 385 people were selected as a statistical sample of administrative and medical staff working in educational hospitals in Kerman in 2021 and 15 people active in the field of professional ethics and spiritual health In Kerman University of Medical Sciences and teaching hospitals. The quantitative data collection tools included collected using three standard questionnaires, including QWL (developed by Walton), PE (developed by Kadozir), and SH (developed by Ellison and Palushin). To analyze the data in quantitative phase was performed using Pearson correlation coefficient and ordinal logistic regression tests. Data were analyzed using SPSS software version 26.0 and in qualitative phase, content analysis method was used.

**Results:** In the quantitative phase, the average total score of the quality of work life was 72.77 in the studied hospitals and was moderate, while the mean of professional ethics and spiritual health were 63.51 and 62.51 were good in the studied hospitals, respectively. In demographic variables, the level of education (postgraduate subgroup) and work experience were related and significant to the quality of work life variable. It was found that there is a significant relationship between spiritual health and quality of working life ( $p = 0.026$  and the effect rate was 0.11). but no relationship was found between professional ethics and quality of work life ( $p > 0.05$ ). In the

qualitative phase, 17 challenges were expressed regarding the quality of work life variable and most of them were related to the dimension of safe and hygienic working conditions, and 32 solutions were expressed, and the most were related to the general dimension of working life. Regarding the professional ethics variable, 10 challenges were expressed and the most were related to the dimension of honesty and 11 solutions were stated and the most were related to the dimension of loyalty. Regarding the spiritual health variable, the challenges in the dimension of existential health and the most solutions were expressed in this dimension.

**Conclusion :** Employees' quality of working life was moderate, while employees' spiritual health and professional ethics were very good in the studied hospitals. There was a significant relationship between spiritual health and quality of working life, but no relationship was found between professional ethics and quality of working life. It is necessary to be conducted further research with a focus on other potential variables influencing the studied variables. Emphasis on the development of human abilities promoted professional ethics. Improving measures to promote existential health can increase the quality of the working life of employees. In addition, the development of human competencies can lead to the promotion of professional ethics.

**Keywords :** Professional Ethics, Spiritual Health, Quality of work life, Hospital



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