



## The Effect of Religiosity and Self Awareness on Professionalism Approach in the Church Leaders

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### Abstract

The present study focused on the professionalism approach in the church leader's perspectives regarding the integration of religion and spirituality in therapy. Understanding these components will expand the knowledge of the professionalism approach in the church leaders and it will enhance the effect of religiosity and self awareness among professionalism in the church leaders. It also allows the professionalism in the church leaders to provide a comprehensive service to a multicultural and diverse population. In order to provide a holistic approach, the professionalism in the church leaders need to address the issues of the effect of religiosity and self-awareness through a bio psychosocial perspective that includes religion and spirituality. For the most part, religious and spiritual people use these components in their daily lives to cope with unanswerable questions of life. This study aims to find out if there is an influence of religiosity and self-awareness on professionalism in the church leaders. The methodology used is quantitative with correlation analysis and multiple linier regression analysis. The population in this study was leaders, professionals in the church. Respondents were selected by purposive random sampling. The instruments used are Religiosity scale, Self-awareness scale and Professionalism scale. Data analysis uses partial correlation tests. The results showed that there was a significant effect between religiosity and self-awareness with professionalism respectively and simultaneously. This study provided participants with the opportunity for them to share their unique experiences and bring forth their professional approaches.

**Keywords:** Addiction; Addiction research; Addiction therapy; Religiosity; Self-awareness; Professionalism

**Research Contribution:** This research is an intra-disciplinary to contribution as a reference for improving one's professionalism, which can be built through aspects of religiosity, spirituality and aspects of self-awareness. Professional development trainings can use the dimensions of religiosity and self-awareness in one's professional development

### Introduction

Professionalism is essential in all occupations of work, including both private and public service. Professional bodies usually have strict rules and regulations that form the basis of the definition of professionalism and its meaning, and these rules must be adhered to. Professionalism strives for the best in all areas of the workplace, while it is additionally important to maintain a high level of personal integrity in all actions. According to Bryan-brown, professionalism refers to mental attitude in the form of commitment from the members of a profession in order to realize and improve the quality of individuals [1]. The members are encouraged to achieve what has been defined as professional excellence as well as emphasizing the importance of a respectable life. The meaning of professionalism in the field of business is an attitude that leads to success, as well as for a doctor, accountant, lawyer and other professions. The similarity of professional meaning for each field is excellence in their respective fields. Adkoli et al. argued that the essence of professionalism is to have unique or specialized knowledge and an obligation that is imposed on oneself to serve the community [2]. Swick added that one of the main attributes of professionalism is a willingness to work in teams and respect team members [3]. George said that one must be knowledgeable and at the same time have the right attitude, behave ethically, demonstrate altruistic actions, believe and apply professional codes, have integrity and honesty, respect others and yourself, organize and nurture oneself, and have a high level of competence [4]. Professionalism is under increased scrutiny

in all professions. According to De Rosa, occupations whose subjects have direct service to others, such as health, law, service or teaching, are those which are more affected. He also added that professionalism can be described as "the practice of doing the right thing, not because of one's feelings, but regardless of how he or she feels." Professions in general are greater than merely being jobs. The profession of the service provider is the activity and commitment of a person to serve others without forgetting the need to serve oneself. A true professional must be dedicated to the chosen profession, just as health professionals are bound by their vows to serve their patients ethically [1]. For this study, a scale of professionalism measurements developed by Richard Hall is used [5].

Holdcroft explained that religion can be described as a person's spiritual expression related to their belief system, values and applicable laws, which encourages people to behave according to their level of obedience to it [6]. Hassan said that religiosity can be generally defined as related to an individual's conviction and devotion with one's religion. Religiosity is a difficult concept to define for at least two reasons. The first reason is uncertainty and the improper nature of English [7], with the second reason being that current interest in the concept of religiosity

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crosses several academic disciplines and each approaches religiosity from a different point of view while consulting one another a little. Glock and Stark, arguing that religiosity is the level of one's conception of religion and one's level of commitment to his or her religion, [8] found many positive impacts of high religiosity in the realm of social life and education. Researchers have tested many different dimensions of religiosity in everyday life. According to Huber et al., results of studies that examined religiosity and life satisfaction in general, it was shown that people who expressed stronger religious beliefs and engagements reported experiencing less life pressures and negative events, while experiencing greater overall life satisfaction [9]. The study used The Centrality of Religiosity Scale (CRS) which is a measurement of religiosity developed by Huber et al. [9] it contains a measure of centrality, importance or significance of religious significance in personality that has been applied in more than 100 studies of religious sociology, along with religious psychology and religious studies in 25 countries with a total of more than 100,000 participants. Ultimately, religious education provides a context where the components of a caring society, emotional competence, and the development of pro social behavior can be developed freely and associated with cognitive foundations[5].

A person's perception of oneself, and perceiving that perception objectively, is known as self-awareness. This theory postulates that self-awareness is an inherent process of self-evaluation with implications for affective reactions[11]. Self-awareness is the foundation of all elements of emotional intelligence as a first step to understanding yourself and to change. It is also considered to be the ability to focus on oneself as an object. Self-awareness represents the capacity to be the object of one's attention. In these circumstances a person actively identifies, processes, and stores information about themselves [12]. There are two types of self-awareness. The first, referred to as internal self-awareness, represents how clearly a person sees his or her own values, desires, aspirations, fitting into his or her environment, reactions (including thoughts, feelings, behaviors, strengths and weaknesses) and their impact on others. The second type, external self-awareness, relates to understanding how others view it in relation to the same factors mentioned above [13]. The importance of self-awareness goes beyond well-being and mental health to include a substantial impact on daily functioning. It has an important effect on performance, with reflection and attention encouraging perseverance with tasks despite performance-related stress [14]. But on the other hand, enhanced self-awareness is not a 'miracle cure' that will solve interpersonal problems or

result in any behavior changes that may be desired from the client [15]. The purpose of this study is to find out if there is an influence, and how much influence religiosity and self-awareness have on professionalism.

### Method

The research approach used in this study is a quantitative approach with correlation analysis and regression analysis. The instruments used are religiosity scale, Self-awareness scale and Professionalism scale. Data analysis uses partial correlation tests. Respondents in this study were selected by purposive random sampling with as many as 145 people consisting of church leaders in the city of Surabaya. Respondents' criteria are (1) aged around 21-50 years, (2) have a permanent job in their respective fields, (3) registered at least 3 years as a member of a church congregation, (3) education at least high school. Samples were taken in April-May 2021 in the city of Surabaya. The analysis of this research begins with testing the validity and reliability of the questionnaire consisting of 30 questions. Test the validity by using Pearson Correlation matrix. Reliability test using Cronbach's alpha analysis. The next test is multiple linear regression test. Regression parameters were tested simultaneously using Analysis of Variance (Anova). In the Anova table the F test inductor is used to see whether the two independent variables have a simultaneous effect on the dependent variable. The next test is to test independent variable's effect on the dependent variable respectively. The test used is the parameter test or t-test. The last test is a test of classical assumptions, namely multi-collinearity, hetero scedasticity, auto-correlation and normal distribution (Figure 1).

### Finding and Discussion

Researchers found that the influence of religiosity and self-awareness, when considered together regarding professionalism, had a positive value with an R of 0.761 or 76.1%, with an R square value of 0.579 or 57.9%, indicating that the 2 independent variables in this study contributed 57.9% to professionalism, and 42.1% were influenced by other variables outside the study as seen in table 1 below (Table 1).

From each independent variable, it was found that religiosity has a more dominant influence on professionalism with an R value of 0.648 or 64.8%, compared to self-awareness with an R value of 0.531 or 53.1%.

In Test F, where the value of F was 99,863 with a significance of 0.000, the hypothesis that there is an influence between religiosity and self-awareness on professionalism is proven. The regression line equation

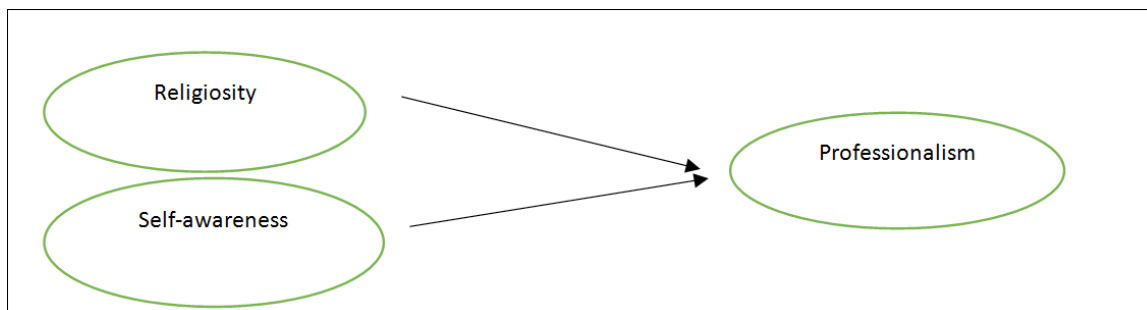


Figure 1: The last test is a test of classical assumptions, namely multi-collinearity, hetero scedasticity, auto-correlation and normal distribution.

Table 1: Correlation Test Result.

Variable X	Variable Y	N	r	R Square	P
Self-awareness	Professionalism	145	0.531	0.282	0.000
Religiosity	Professionalism	145	0.648	0.420	0.000
Self-awareness and Religiosity	Professionalism	145	0,761	0.579	0.000

for this study is  $Y' = 11,366 + 0.867 X1 + 0.654 X2$ , meaning that where each religiosity is increased once, professionalism increases 0.867 times, and where each self-awareness is increased once, professionalism increases 0.654 times. The result of this study was that the influence of religiosity and self-Awareness by 57.9% on professionalism, and 42.1% influenced by other variables outside of research. Whereas religiosity has a more dominant influence on professionalism with a value of R of 0.648 or 64.8%, compared to self-awareness with a value of R of 0.531 or 53.1%.

Based on the results of the study, it is known that there is a significant relationship between religiosity and professionalism with strong correlation criteria. This condition indicates that professionalism can be influenced by religiosity and self-awareness. The strength of the relationship shows a positive linearity, meaning the higher the religiosity the higher the professionalism. This shows that a person's level of religiosity determines how strong his professional attitude is. Professionals with a high level of religiosity will have an advantage over their rival professionals who demonstrate a low level of religiosity. The results of this study support, and are in line with previous research conducted by Lontoh, which revealed a significant relationship between self-awareness and professionalism, with a very strong finding[16]. Similarly, research conducted by Akbar shows that there is a link between religiosity and self-awareness. Yunus also supports through his research that professionalism can be developed through several factors, including internal factors, namely personal competence[17].

## Conclusion

The results of the study found that there was a relationship between religiosity and self-awareness with professionalism approach in the church leaders. The strength of the relationship shows a positive linear, meaning that the higher the religiosity and self-awareness, the higher the professionalism. It was also found that there was a strong relationship between spirituality and professionalism compared to self-awareness on professionalism in the church leaders. Simultaneously, religiosity and self-awareness have a strong relationship with professionalism.

## Research Contribution

The research contribution is an intra-disciplinary study as a reference for improving one's professionalism in the church leaders in the city of Surabaya, which can be built through aspects of religiosity and aspects of self-awareness. Professional development trainings can use the dimensions of spirituality, religiosity and self-awareness in one's professional development in the church leaders in the city of Surabaya.

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