Organizational Sustainability and its Relation to Workplace Spirituality and Self-esteem among Nursing Staff

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Abstract

Background: The decline of biodiversity, growing social inequality, and the irresponsible use of limited resources are putting pressure on organizations to adopt new, sustainable practices. But there is a gap and insufficient attention in the evidence on hospitality for the significance of workplace spirituality and how it helps encourage employees to behave sustainably. **The research** aimed to investigate organizational sustainability and its relation to workplace spirituality and self-esteem among nursing staff. **Research design**: research design was a descriptive correlation. **Setting**: The study was applied on two hospitals at the Minia governorate. **Subjects**: convenience sample (no.= 277). **Data collection** Three tools were used, 1st tool was organizational sustainability, 2nd tool was workplace spirituality, and the 3rd tool was self-esteem. **Results**: clarifies that (65.7%) of nursing staff have high level responses for total organizational sustainability, and (56.0%) of them have high level responses for total workplace spirituality, in addition (75.5%) of them have normal self-esteem. **Conclusion:** There was a strongly positive correlation between organizational sustainability and workplace spirituality as well as self-esteem among nursing staff.. **Recommendation:** Conduct a training program by Hospital administration for various levels of nurse managers to enhance work spirituality.

Keywords: Nursing Staff, Organizational Sustainability, Relation, Self-esteem, Workplace Spirituality

Introduction:

Nursing staff are regarded as playing a crucial part in providing essential and necessary health care services because they are the most common professional group in healthcare facilities. In addition to promoting patients' health, well-being, and remediation, they serve a variety of functions as caregivers, nurturers, advisors, and counselors on their physical and psychological requirements. Health care professionals, especially nurses, were seen to be among the most stressful jobs and were more likely to suffer from burnout, depersonalization, and emotional weariness, which ultimately resulted in despair and a decline in their qualifications **(Brickner et al., 2024)**.

Also, the goal of sustainability is to strike a balance between the requirements of the present and those of the future so that the latter can eventually meet their own needs. Due to the potential for long-term growth, financial stability, and competitive advantage, sustainability has emerged as a major concern for many healthcare organizations worldwide. Sustainability performance has emerged as the top global issue, offering long-term prospects for financial viability, competitive benefits, and growth and development **(Bilderback, 2024)**.

Sustainability entails persistence. It indicates that an organization has the resources needed to continue and improve its operations in pursuit of a specific goal. Rather than being a perfect state, organizational sustainability is a continuous process. It is like to a plant: if given water and care, it will grow and thrive; if not, it will wither rapidly. Additionally, organizations are like a body; if one portion is sick, the others won't work well. The body dies if too many parts fail simultaneously or quickly after one another. Therefore, maintaining an organization's sustainability calls both

consistent work and a shared goal **(Joshi et al., 2023).**

According to the International Council of Nursing, sustainable development aims to give communities, organizations, and individuals a framework that allows them to access opportunities and resources and to exercise their rights to build infrastructure that supports healthy communities **(Assoratgoon & Kantabutra, 2023)**.

Nurses who practice workplace spirituality may experience feelings of support, understanding, connection, or inner wholeness in addition to purpose or direction. It indicates that nurses have an inner life that is supported by fulfilling job and allows them to fully embody their principles while working. Employees must have a sense of camaraderie and connection with their coworkers in addition to understanding the significance and purpose of their work in order to develop workplace spirituality. Employees' shared values must also coincide with those of the organization **(Helaly & El-Sayed, 2024)**.

One of the most important aspects of a person's professional life is their sense of self-worth, or self-esteem. In contrast to nurses with low self-esteem, those with healthy self-esteem perform better at work, have a more positive attitude toward their role, are able to provide higher quality care, are satisfied with their jobs, are fully motivated to pursue their careers, think morally and ethically to project a successful professional image, and are better able to handle stressful situations **(Gómez-Jorge & Díaz-Garrido, 2024)**.

Last but not least, workers who practice spirituality at work are more likely to be engaged in organizational sustainability and to be happier in their positions. Furthermore, people with a spiritual bent are more likely to act morally in the workplace. This is due to the fact that they typically exhibit qualities like honesty, trust, and self-worth, as well as working better in groups and being more considerate and fairer **(Moez et al., 2024)**.

Significance of the Study

Since organizational sustainability gives businesses a competitive edge and adds value for themselves, their stakeholders, and society at large, it has been earning the respect and significance it deserves. Additionally, take into account the needs of future generations while meeting the demands of present clients. The secret to managing, fostering, and ensuring sustainable development in today's demanding and constantly changing environments is workplace spirituality and organizational sensitivity **(Elkholy, 2024)**.

According the national research conducted by **A Khalaaf et al., (2022)** they summarized that overall workplace spirituality and staff nurses' motivation levels were positively correlated, and there was also a highly statistically significant positive correlation between overall workplace spirituality and overall teamwork effectiveness. On the other hand, the international research performed by **Moez et al., (2024)** they summarized that promoting organizational self-esteem and workplace spirituality must be a top priority for organizations in order to maintain a positive work atmosphere and stop deviant behavior.

These days, nurses aim to accomplish a number of important goals at work, including a sense of belonging, a sense that their work has purpose, and positive interpersonal interactions. In this sense, workplace spirituality satisfies the needs of the nurses, fosters connections between them and the workplace, and helps the company flourish sustainably. As a result, nurses interact with people more positively and contribute more positively to the workplace. Nonetheless, little is known about how nurses' workplace spirituality affects organizational sustainability **(Hafeez et al., 2022).** Spirituality at work boosts employees' self-esteem. It's critical to draw attention to the organizational sustainability component that isn't often examined in relation to workplace spirituality and self-esteem **(Jung, 2023)**.

Aim of the Study:

The aim of this study was to investigate organizational sustainability and its relation to

workplace spirituality and self-esteem among nursing staff

Research questions:

1. What are the levels of organizational sustainability as perceived by nurses?
2. What are the levels of workplace spirituality among nurses?
3. What are the levels of nurses' self-esteem?
4. Is there a correlation between organizational sustainability, and workplace spirituality as well as nurses' self-esteem?

Operational definition:

Organizational sustainability: a multifaceted approach frequently employed to tackle issues like industrial waste, social well-being, and climate change

Workplace spirituality: sense of nurses about oneness and togetherness in a hospital as a whole.

Self-esteem: ability of nurses regards to their belief as well as confidence.

Subjects and Methods:

Research design:

A descriptive correlation design utilized to achieve this research aim.

Setting:

The current research was conducted at (Minia psychiatric health and addiction treatment hospital as well as Liver Minia University Hospital), Minia city, Egypt.

Liver Minia University Hospital is located in Madent El-minia. Minia Governorate. This hospital composed of one building that contained five floors; the total number of beds was 280 beds.

Minia psychiatric health and addiction treatment hospital consists of two floors a female inpatient psychiatric department, outpatient clinics, and a pharmacy on the first floor, and male inpatient psychiatric units, hospital administrative offices, nursing offices, and an addiction management department on the second floor. 53 beds are available in the

hospital's psychiatric units for males and female's patient. The Minia Governorate and its areas are served by this hospital.

Subjects:

A convenience sample included nurses who working at two selected hospitals. Their total numbers will be 277 nurses as following

Hospital name	no.
Liver Minia University Hospital	212
Psychiatric Mental Health and Addiction Hospital	65

Data collection tools

To reach the aim of the current research, data gathered by three tools:

Tool (I): Organizational Sustainability: This tool composed of two parts as

First part: Nurses personal data, this part will develop by the researchers to collect data such as: age, gender, marital condition, residence, hospital name, and years of experience.

Second part: Organizational Sustainability

Self-administered tool, it developed by **Balasubramanian & Balaji (2022)** to measure nurses' perception of organizational sustainability. It includes 26 items grouped under six dimensions as follows:

Dimensions	No of Items
Financial sustainability	4
Governance sustainability	4
Environmental management sustainability	5
Pollution control Measures	4
Employee related sustainability	5
Public related sustainability	4
Total no. items of the tools	**26**

Every item was assessed on a three Point Likert Scale ranging from always (2), sometimes (1) and never (0).

The Scoring system:

The levels of organizational sustainability arranged as follows: ≥75% for high level, 50% to less than 75% for moderate level, and less than 50% for low level of organizational sustainability

Tool II: Workplace Spirituality: Self-administered tool, this tool developed by **Ashmos and Duchon, (2000)**. It designed to measure spirituality at the work place from the perspective of nurses. It composed of 61 items with seven dimensions as following.

Dimensions	No of Items
First dimension	
• Part 1: Conditions for Community	9
• Part 2: Work Unit Community	8
• Part 3: Organization Values	7
Total no. items of first dimension	**24**
Second dimension	
• Part 1: Meaning at Work	7
• Part 2: Positive Work Unit Values	6
• Part 3: Individual and the Organization	6
Total no. items of second dimension	**19**
Third dimension: Inner Life	5
Fourth dimension: Blocks to Spirituality	6
Fifth dimension: Personal Responsibility	2
Sixth dimension: Positive Connections with Other Individuals	3
Seventh dimension: Contemplation	2
Total no. items of the tools	**61**

The responses were using a three -point Likert scale ranging from always (2), sometimes (1) and never (0).

The Scoring system:

Level of the workplace spirituality classified as follows: 75% for high level, 50% to less than 75% for moderate level, and less than 50% for low level of workplace spirituality.

Tool III: Self-esteem: Self-administered tool, it was adopted by **Gnambs et al., (2018)**. It aims to assess nurses' self-esteem. Includes ten items. Items responded on three-point Likert scale ranged from (1) disagree to (3) agree.

The Scoring system:

The levels of nurses' self-esteem arranged as follows: ≥75% for high level, 50% to less than 75% for moderate level, and less than 50% for low level of self-esteem.

Tools' Validity :

The tools (I, II and III) were translated into Arabic, then a panel of five nursing administration specialists evaluated the tools' face validity and made the required revisions. A review of the tools' content coverage, clarity, phrasing, length, format, as well as overall appearance was requested from each member of the expert panel, and essential modifications were made.

Tools' Reliability :

The tools' dependability was examined in order to determine their consistency. The degree to which the tool's items measured the same concept and were correlated with one another was assessed using the Cronbach's alpha test. The findings demonstrated that the current study's instruments, which were dispersed as follows, had good internal reliability as: organizational sustainability was 0.879, workplace spirituality was 0.837and self-esteem was 0.885.

Pilot study:

Prior to beginning the data collection of nurses from two hospitals, a pilot study was conducted. The purpose of this pilot study was to determine how long it would take to complete the questionnaire and to test the tools' comprehensiveness, clarity, accessibility, and usefulness. The pilot study was conducted with 28 nurses, representing ten percent of the total number of nurses. The results of the pilot study

were incorporated into the final results without any modifications.

Fieldwork:

Tools were translated into Arabic before getting the go-ahead from the jury to use them to gather research data. Oral approval was taken from nurses who shared in the research, post explaining the nature as well as purpose of the research. After describing the goal and procedure of data gathering, the tools were given to all of the nurses. During their morning shift, the researcher dispersed the tools to the nurses and answered their questions. The researchers collected the data from eight to eleven nurse in the day, the researchers collected the data four days every week. Nurses took 34 minutes to respond to the tools as measured by the pilot study. Then collected the sheets from the nurses after completing the tools filling.   Also, between the 10th of September 2024 to the 10th November 2024, data collection from nurses was carried out.

Ethical Consideration:
- Official letter approval was taken from the Scientific Research Ethics Committee of Nursing's Faculty, Minia University with code " REC2024911"; this letter included a succinct description of the study's aims.
- Approval to conduct the study was obtained from the Dean of the Faculty of Nursing, at Minia University .
- An official letter was acquired from the director of two hospitals, before the conduction of the pilot study and the actual research.
- The nurses were informed that participation in the study was completely voluntary and that there would be no consequences if they chose not to participate.
- Consent was sought from nurses who were willing to participate in the study, following explaining the nature and objective of the investigation .
- The research participants were free to decline participation or to leave the

study at any moment and without explanation .
- The privacy of research participants was taken into account when gathering data. Participants were given the assurance that all of their information would be kept completely private, and their privacy was protected by giving each nurse a number rather than their names.

Statistical analysis:

Using the SPSS version (25), the gathered data was tallied, processed, examined, and condensed utilize descriptive statistical tests for testing the research items. Frequencies and percentages were used to express the qualitative data. The degree of significance is indicated by the probability (P-value); a value of < 0.05 was deemed significant, < 0.001 was regarded as highly significant (**), and the lesser the P-value, the more significant the result (*).

To ascertain the kind and strength of association among organizational sustainability and workplace spirituality as well as self-esteem among nursing staff, the statistical approach of correlation is employed. The co-sign efficient shows whether the association is positive or negative, and the value shows how strong it is. A weak correlation is indicated by a Rho value below 0.25, a reasonable connection by a value between 0.25 and 0.499, a moderate correlation by a value between 0.50 and 0.74, and a strong correlation by a value greater than 0.74. Also, use the "B" linear regression for analysis nursing staff's personal data predictors for organizational sustainability, workplace spirituality and self-esteem.

Results:

Table (1): mentions that (47.2%) of nursing staff are aged below thirty years old with mean 27.8233+3.826, (77.6%) of them are female, also (58.8%) of them are married, (49.8%) of them have below ten years of experience with average mean 6.8423+3.826, while (45.1%) of them have technical institute of nursing, and (74.7%) of them from urban area, finally (76.5%) of them are worked in Liver Minia University Hospital.

Table (2): indicates that nursing staff have high level responses for governance sustainability and public related sustainability dimension as (65.7%), also (51.6%) of them high level responses for pollution control measures dimension.

Figure (1): clarifies that nursing staff have high level responses for total organizational sustainability as (65.7%), then (25.9%) of them moderate level responses for total organizational sustainability.

Table (3) displays that nursing staff have high level responses for Organization community dimension as (65.7%), then (56.0% & 45.5%) of them high level responses for working in the organization and inner life dimension.

Figure (2): clarifies that nursing staff have high level responses for total workplace spirituality as (56.0%), then (33.2%) of them have moderate level responses for total workplace spirituality.

Figure (3): illustrates that (75.5%) of nursing staff have normal self-esteem, then (15.2%) of them have a high level of total self-esteem.

Table (4): clarifies that there is strongly positive correlation between organizational sustainability and workplace spirituality as well as self-esteem among nursing staff (p value <.005).

Table (5): justifies that the educational qualifications have strong predictor effect on organizational sustainability (-2.175) with p-value (.031*).

Table (1): Nursing staff personal data (no.=277)

Personal data	Nurses (no.=277)	
	no	%
Age		
<30	131	**47.2**
30-40	91	32.9
>40	55	19.9
Mean ± SD	**27.8233+3.826**	
Gender		
Male	62	22.4
Female	215	**77.6**
Marital status		
Single	100	36.1
Married	163	**58.8**
Divorce or widowed	14	5.1
Years of experience		
<10	138	**49.8**
10-20	101	36.5
21-30	38	13.7
Mean ± SD	**6.8423+3.826**	
Qualifications of the education		
Secondary school nursing science diploma	29	10.5
Technical institute of nursing science	125	**45.1**
Bachelor of nursing	107	38.6

Post graduate of nursing science (Master or PHD degree)	16	5.8
Residence		
Urban	207	**74.7**
Rural	70	25.3
Hospital name		
Liver Minia University Hospital	212	**76.5**
Psychiatric Mental Health and Addiction Hospital	65	23.5

Table (2): Nursing staff organizational sustainability dimensions (no.=277)

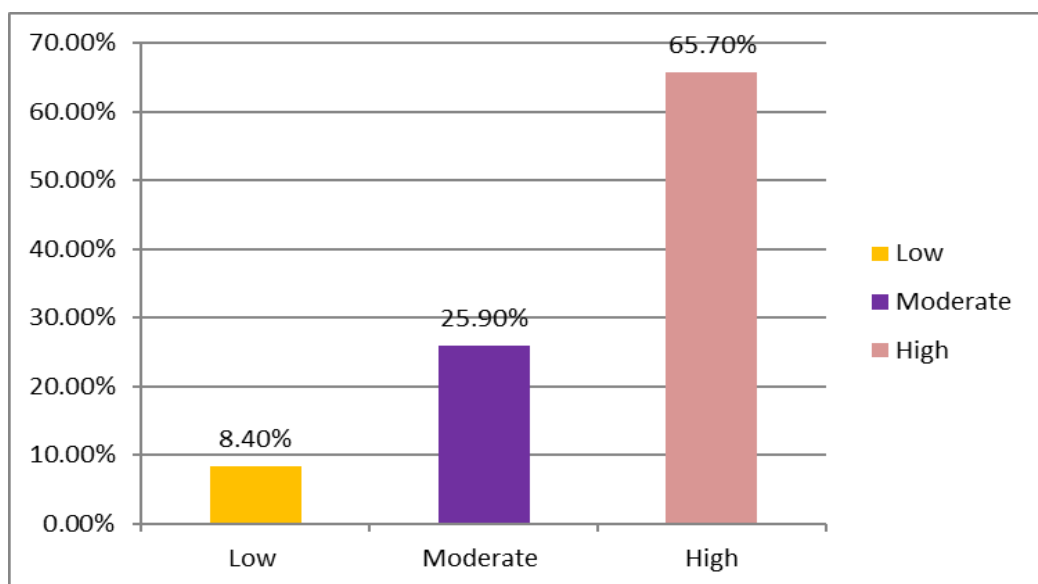| Organizational sustainability dimensions	Low		Moderate		High	
	no.	%	no.	%	no.	%
Financial sustainability	52	18.8	169	61.0	56	20.2
Governance sustainability	42	15.2	53	19.1	182	**65.7**
Environmental management sustainability	26	9.4	135	48.7	116	41.9
Pollution control Measures	26	9.4	108	39.0	143	**51.6**
Employee related sustainability	42	15.2	109	39.4	126	45.5
Public related sustainability	26	9.4	69	24.9	182	**65.7**

Figure (1): Nursing staff total organizational sustainability (no.=277)

Table (3): Nursing staff workplace spirituality dimensions (no.=277)

| Workplace spirituality dimensions	Low		Moderate		High	
	no.	%	no.	%	no.	%
First dimension: Organization community	26	9.4	69	24.9	182	**65.7**
Second dimension: working in the organization	26	9.4	96	34.7	155	**56.0**
Third dimension: Inner Life	69	24.9	82	29.6	126	**45.5**
Fourth dimension: Blocks to Spirituality	122	44.0	97	35.0	58	20.9
Fifth dimension: Personal Responsibility	122	44.0	39	14.1	116	41.9
Sixth dimension: Positive Connections with Other Individuals	58	20.9	124	44.8	95	34.3
Seventh dimension: Contemplation	80	28.9	81	29.2	116	41.9
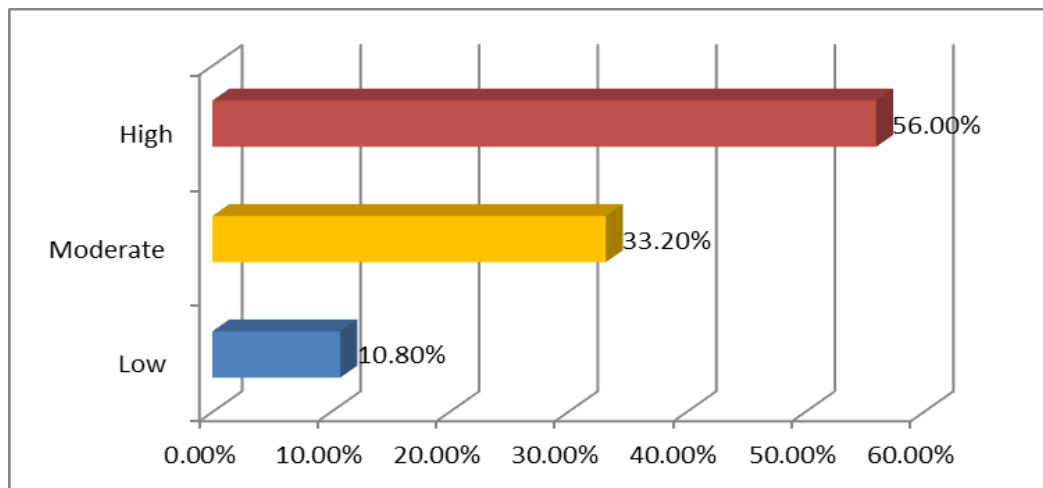
Figure (2): Nursing staff total workplace spirituality (no.=277)
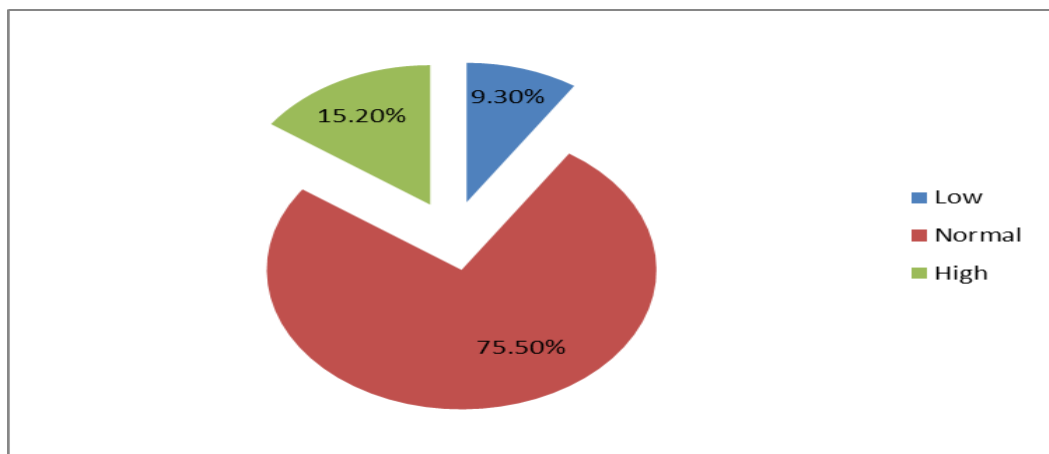
Figure (3): Nursing staff total self-esteem (no.=277)

Table (4): Correlation between organizational sustainability and workplace spirituality as well as self-esteem among nursing staff(no.=277).

Variable		Organizational sustainability	Workplace spirituality	Self-esteem
		r P- value	r P- value	r P- value
Organizational sustainability	r P-value		.899** .000	.189** .002
Workplace spirituality	r P-value	.899** .000		. 206** .001
Self-esteem	r P-value	.189** .002	. 206 ** .001	

**. Correlation is significant at the 0.01 level (2-tailed).

Table (5): Linear regression analysis of nursing staff's personal data predictors of organizational sustainability, workplace spirituality and self-esteem (no. = 277)

	B	SE	*B*	T	*P*-value
Organizational sustainability					
Age	.031	.088	.036	.351	.726
Gender	.147	.104	.093	1.421	.156
Marital status	.039	.089	.033	.435	.664
Years of experience	-.024	.101	-.026	-.236	.814
Educational qualifications	-.123	.057	-.140	-2.175	**.031***
Residence	-.048	.092	-.032	-.526	.599
Hospital name	.121	.102	.078	1.189	.236
Workplace spirituality					
Age	-.014	.088	-.017	-.164	.870
Gender	.151	.104	.095	1.452	.148
Marital status	.087	.089	.074	.977	.329

Years of experience	.012	.101	.013	.116	.908
Educational qualifications	-.099	.057	-.112	-1.739	.083
Residence	-.032	.092	-.021	-.348	.728
Hospital name	.115	.102	.074	1.125	.262
Self-esteem					
Age	-.005	.066	-.009	-.083	.934
Gender	-.058	.078	-.049	-.743	.458
Marital status	.046	.067	.053	.689	.491
Years of experience	-.044	.076	-.064	-.582	.561
Educational qualifications	-.004	.043	-.006	-.098	.922
Residence	-.001	.069	-.001	-.013	.989
Hospital name	-.058	.077	-.050	-.755	.451

Discussion

The most urgent issue facing organizations is how to involve all employees in organizational sustainability practices and processes, which is essential for a team effort to achieve organizational sustainability. This problem is particularly problematic in the health industries, which rely significantly on natural facilities while also being a labor-intensive industry with a large workforce **(Rezapouraghdam et al., 2019)**.

Also, the same researchers added that, the role of workplace spirituality, creating an environment that is welcoming to employees and boosts their morale, and encouraging sustainable behavior among employees are all underemphasized in the literature on hospitality. However, other research contends that workplace spirituality fosters empathy and compassion, improves social capital, fosters a feeling of community, and develops other-centeredness value orientation. So, the research aimed to investigate organizational sustainability and its relation to workplace spirituality and self-esteem among nursing staff.

Concerning nurses' personal data, the actual study revealed that the highest percentage of the nurses' age was (<30yrs). Regarding their gender, the study results noted that above three-quarters of them were female. Concerning their marital status, nearly sixty percent of them were married. Regarding nurses' Years of experience in nursing, the study findings illustrated that nearly half of them were <10 yrs. Concerning their educational qualifications, the actual study revealed that the highest percentage had attended a technical institute of nursing. For their residence, nearly three-quarters of them were living in Urban areas. For the hospital name, above three-quarters of them were in the Liver Minia University Hospital.

Concerning the nursing staff organizational sustainability dimensions, the present study results reported that nearly sixty-six of the nursing staff have high-level responses for governance sustainability and the public-related sustainability dimension. Also, above half of them had a high-level response to the pollution control measures dimension.

From the researchers' point of view, likely reflects a strong institutional commitment to sustainable practices. This may be due to clear policies, effective leadership, and awareness programs that align nursing responsibilities with organizational goals for environmental and societal impact. Additionally, the emphasis on sustainability in healthcare may have fostered a culture where nurses actively engage in governance and public welfare initiatives, while adhering to pollution control measures as part of their professional practice.

This is supported by **Issa et al. (2024)** highlighted that the highest percentage of NHS staff supported the ambition for the healthcare service to reach net zero, indicating strong support for sustainability initiatives. Also, A study published in Environmental Science and Pollution Research by **Ali et al. (2023)** found that over sixty percent of organizations reported high engagement in pollution control measures,

indicating a strong commitment to environmental sustainability.

Conversely, another study published by **Farahani et al. (2024)** noted that only fifty-five percent of organizations reported consistent sustainability practices, indicating challenges in maintaining high-level responses for governance sustainability. Also, **Awewomom et al. (2024)** mentioned that around forty percent of organizations struggled with consistent reporting and measurement of pollution control efforts, indicating gaps in sustainability practices.

Regarding Nursing staff total organizational sustainability, the actual study revealed that nearly two-thirds of the nursing staff have a high-level response for total organizational sustainability. This could be due to effective leadership, clear communication of sustainability goals, and active staff involvement in practices that promote environmental, social, and governance initiatives, fostering a collective commitment to sustainable healthcare delivery.

This finding is aligned with **Atalla et al. (2024)** A study published in BMC Nursing found that above sixty nurses reported high perceptions of sustainability consciousness, indicating strong engagement in organizational sustainability efforts. Also, **Algabar et al. (2023)** revealed that around half of nurses had a high degree of sustainability consciousness, and just more than sixty percent of nurse managers had a high level of sustainable management behaviors.

However, **Luque-Alcaraz et al. (2024)** study in BMC Nursing revealed that above two-thirds of nurses exhibited a moderate environmental awareness regarding organizational sustainability, but their workplace activities were limited.

For nursing staff workplace spirituality dimensions, the present study reported that nearly two-thirds of the nursing staff had high-level responses for the Organization community dimension, then above half followed by forty-five of them had high-level responses for

working in the organization and inner life dimension.

This indicates that the nursing staff perceive a strong sense of community and support within their organization, suggesting a positive organizational culture. The high-level responses for working in the organization and inner life dimensions reflect staff alignment with organizational values, personal fulfillment, and well-being, likely contributing to their overall job satisfaction and engagement.

This finding is attributed to **A Khalaaf et al. (2022)** highlighted that nearly two-thirds of nurses had a high level of community-related sustainability initiatives, and felt that organizational support significantly improved their involvement in community activities.

Regarding the nursing staff's total workplace spirituality, the actual study noted that above half of the participants had high-level responses for total workplace spirituality.

This could be attributed to the increasing emphasis on meaningful work and holistic employee well-being in modern organizations. Workplace spirituality resonates with individuals' intrinsic need for purpose, alignment with core values, and a sense of belonging, especially in environments that promote ethical practices, collaboration, and personal growth. Organizations that successfully integrate these elements often foster higher levels of engagement, satisfaction, and motivation.

This finding is supported by **Mohamed et al. (2021)** who revealed that the highest percentage of nurses had moderate to high levels of workplace spirituality, particularly in the inner life and sense of community dimensions.

However, the finding is not congruent with **A Khalaaf et al. (2022)** A study published in BMC Nursing found that above two-thirds of nursing staff reported high levels of workplace spirituality, particularly in the inner life dimension, positively influencing their motivation and teamwork effectiveness. Also, **Lee and Yu, (2023)** reported that above half of nurses felt highly engaged in teamwork, suggesting that not all aspects of workplace spirituality translate to high engagement.

Regarding the nursing staff's total self-esteem, the actual research noted that above three-quarters of the nurses had normal self-esteem. This result likely reflects the intrinsic nature of nursing, which is centered on providing care, building relationships, and making meaningful contributions to patient well-being. These experiences can enhance a nurse's sense of competence, purpose, and worth. Additionally, normal self-esteem may be supported by factors such as professional training, opportunities for skill application, and positive feedback from patients and colleagues. However, the prevalence of normal self-esteem also suggests that while nurses generally feel confident, external factors like workplace stress or lack of recognition could prevent higher self-esteem levels.

This study finding is supported by **Miao et al. (2024)** qualitative study on nurses' professional self-concept found that three-quarters of nurses reported high levels of professional self-concept, which positively influenced their work engagement and patient care quality and led to normal self-esteem levels.

However, **Joy et al. (2024)** study titled "Nurses' Self-Esteem, Self-Compassion, and Psychological Resilience During COVID-19" found that above eighty percent of nurses reported high levels of self-esteem, self-compassion, and psychological resilience during the COVID-19 pandemic. Moreover, **Molero et al. (2018)** found that nearly two-thirds of nurses reported high levels of self-efficacy and self-esteem, which acted as buffers against burnout

Concerning the correlation between organizational sustainability and workplace spirituality and self-esteem among nursing staff, the actual research revealed a strongly positive correlation between organizational sustainability and workplace spirituality as well as self-esteem among nursing staff. This could be attributed to the mutually reinforcing nature of these factors. Organizational sustainability fosters a supportive environment, emphasizing ethical practices, long-term goals, and employee well-being. This aligns closely with the principles of workplace spirituality, such as a sense of purpose, connection, and alignment with organizational values. When nurses feel valued and their spiritual and professional needs are met, their self-esteem increases, enhancing job satisfaction and commitment. Together, these elements create a cohesive work culture where individuals and the organization thrive symbiotically.

This finding is aligned with **Moez et al. (2024)** study involving 236 Iranian nurses found a positive statistically significant correlation between workplace spirituality as well as organization-based self-esteem. The study highlighted that meaningful work as well as a sense of community significantly contributed to higher self-esteem among nurses.

Also, **Helaly and El Sayed, (2024)** revealed that at both study hospitals, a statistically significant positive correlation between organizational sustainability and workplace spirituality was found. Furthermore, the findings of **Iqbal et al. (2021)** show that workplace spirituality is significantly positively impacted by perceived job features. It is determined that the association between perceived job features and organizational sustainability is also considerably mediated by workplace spirituality.

Conclusion

This research concluded that, about two thirds of nursing staff had high level responses for total organizational sustainability, and above fifty percent of them had high level responses for total workplace spirituality, in addition approximately three quarters of them had normal self-esteem.

Furthermore**,** there was strongly positive correlation between organizational sustainability and workplace spirituality as well as self-esteem among nursing staff.

Recommendations

- Conduct optimal plans by the hospital administrator for steady income production for a predetermined length of years.

- Encourage nurses to use a suitable water recycling system and to walk, cycle, or take public transportation to maintain clean air .
- Encourages nurses to develop new skills and abilities
- Conduct a training program by Hospital administration for various levels of nurse managers to enhance work spirituality.
- Maintain workplace spirituality (supportive circumstance), nurses' effectiveness by motivating staff nurses.
- Assess staff nurses needs periodically and active listening to nurses from their supervisors.
- Replication of the research on larger probability participants in order to achieve generalization of findings.

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