

The effect of corona virus (COVID-19) pandemic on spirituality at workplace from the vision of nursing staff at hakim sadden hospital –Biskra-

- Telli Mariem¹: PHD Student, University of Biskra, Algeria
- Hedjazi Ismail²:Pr, University of Biskra, Algeria

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Abstract :

This research aims to determine the impact of coronavirus pandemic (COVID-19) on Spirituality at workplace from the vision of nursing staff in hakim sadden hospital-Biskra-, the study tried to give more understanding to the coronavirus(COVID-19) pandemic by testing the effects of the COVID-19 virus dimensions on the spirituality at workplace , also testing the correlation between these variables. the Data were collected from 40 nursing staff. regression analysis linear was used as the statistical technique. The study has concluded there are effect of coronavirus pandemic (COVID-19) on spirituality at workplace The results also proved the source of that is dimension modernity of virus , and The rest of the dimensions have no effect on spirituality of workplace.

Key words: pandemic, corona virus, covid-19, spirituality at workplace, nursing staff.

Jel Codes Classification : I19, M12, M19.

1 - **Telli Mariem**, Finance, Banking and Management, mariem.telli@univ-biskra.dz

2 - Economics and Management Sciences, smail.hedjazi@univ-biskra.dz

تأثير جائحة فيروس كورونا (كوفيد-19) على روحانية مكان العمل من وجهة نظر طاقم التمريض بمستشفى حكيم سعدان بسكرة

- مريم تلي¹ : طالبة دكتوراه، جامعة بسكرة، الجزائر .

- اسماعيل حجازي² : استاذ د ، جامعة بسكرة، الجزائر .

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ملخص:

يهدف هذا البحث إلى تحديد تأثير جائحة فيروس كورونا (كوفيد -19) على الروحانيات في مكان العمل من وجهة نظر طاقم التمريض في مستشفى حكيم حزن - بسكرة. حاولت الدراسة إعطاء مزيد من الفهم لجائحة فيروس كورونا (كوفيد-19) من خلال اختبار آثار أبعاد فيروس كوفيد -19 على الروحانية في مكان العمل ، وكذلك اختبار الارتباط بين هذه المتغيرات. تم جمع البيانات من قبل 40 فرد من طاقم التمريض، تم استخدام تحليل الانحدار الخطي كأسلوب إحصائي. و خلصت الدراسة إلى وجود تأثير لجائحة فيروس كورونا (كوفيد-19) على الروحانية في مكان العمل ، كما أثبتت النتائج أن مصدر هذا التأثير هو بُعد الحداثة للفيروس ، وأن باقي الأبعاد بلم يكن لها أي تأثير على روحانية في مكان العمل. الكلمات المفتاحية: جائحة، فيروس كورونا، كوفيد -19، روحانية مكان العمل ، طاقم التمريض.

تصنيفات JEL : I19 ، M12 ، M19.

¹-تلي مريم ، مخبر مالية، بنوك وإدارة أعمال، mariem.telli@univ-biskra.dz

²- مخبر العلوم الاقتصادية وعلوم التسيير، smail.hedjazi@univ-biskra.dz

Introduction:

The COVID-19 pandemic is an epic public health threat and the most stressful medical crisis within months; it dramatically changed nursing staff's life and pushed them to the limits of their resilience. Frontline workers put themselves and their cohabitating family members at risk for infection in the service of caring for the desperately ill. They worked long, exhausting hours in rapidly changing healthcare settings; filling unfamiliar roles; making demoralizing life-and-death decisions, and battling a poorly understood new virus. Workers had limited treatment options for patients and available options had limited validation During this pandemic. As a highly infectious and fatal disease, COVID-19 not only impairs physical health but also has an impact on the mental health of nursing workers and the general public we see the high prevalence of depression and anxiety may be detected in the nursing staff due to stressful situations, and that makes getting more and more concerned about the workplace spirituality. because she Make the nursing staff feeling meaning and delight, and pride concerning their jobs, to discover hope and meaning through their work; where nursing staff improve their abilities to provide better care and fully commit to nursing and experience a state of transcendence during work; many Studies point to a major impact positive impact of spirituality To improve working conditions by reducing stress, psychological problems.. etc. that nursing staff face during this pandemic Inside Hakim Sadden Hospital as the main center for treating coronavirus patients .

✓ Research questions:

Main question the paper tries to answer the following problem:

Is there an effect of Coronavirus pandemic on spirituality at workplace From the view of the nursing staff at Hakim Sadden Hospital-Biskra- ?

✓ Hypotheses of the study:

To guide the research and remove it from dispersion and generalities, the following main hypothesis was formulated:

-There is no statistically significant relationship between Coronavirus pandemic (COVID-19) and spirituality at workplace

A number of sub-hypotheses fall within this main hypothesis:

-There is no statistically significant relationship between Coronavirus modernity and spirituality at workplace.

-There is no statistically significant relationship between the Ways to prevent the spread of the Coronavirus and spirituality at workplace

-There is no statistically significant relationship between coronavirus speed spread and spirituality at work place

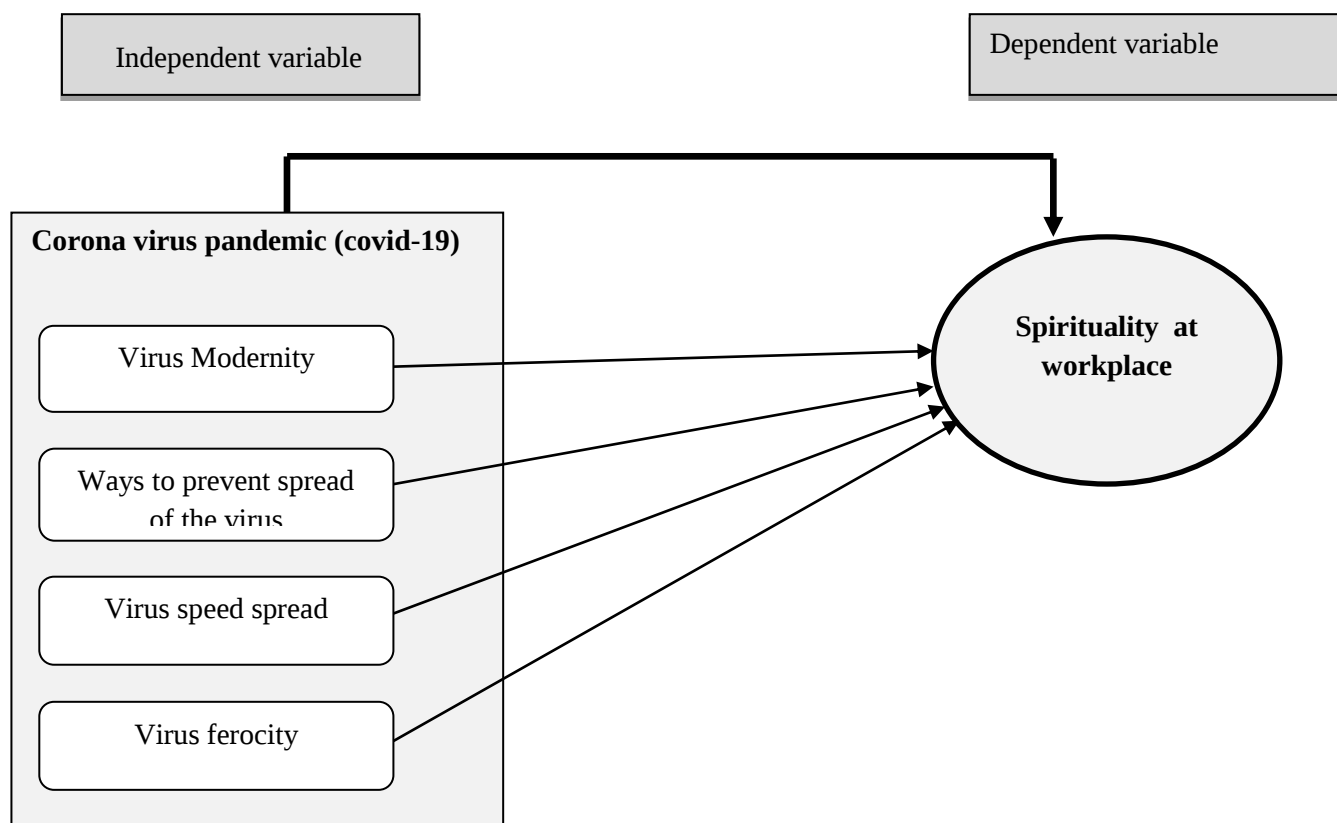
-There is no statistically significant relationship between corona virus ferocity and spirituality at work place

✓ The purpose of the study:

The main objective of this study is to determine the impact of corona virus pandemic on spirituality at work place of the organization under study. To serve this purpose, corona virus pandemic is taken into consideration as a multi-dimensions variable and the effect of corona virus pandemic on spirituality at work place was examined by considering all the dimensions as a whole and separately

✓ The model of the study:

Based on the above, in the light of the issue of research and the questions of the study and its objectives, and after reviewing the literature of the study and related research, we developed the study model, which consisted of two variables as shown in the figure below:

Figure n°1 : The Research Model

Source: Prepared by the researchers

✓ Methodology of study

Depending on a statistical descriptive approach which is considered the dominant and most widely used in the science of the company to present the basic concepts of corona virus pandemic (COVID-19) and spirituality at workplace. In addition to the analyses based on questionnaire data, to know the effect of corona virus pandemic on spirituality at workplace from the vision of nursing staff, we chose Hakim Sadden Hospital because it is the center to treat corona virus diseases in Biskra city.

I. Literature Review

I.1 Coronavirus(covid-19) pandemic

COVID-19 (Coronavirus) is a new viral disease that is spreading worldwide. Very contagious respiratory disease. People of all ages can get sick. People at high risk of contracting the virus are those with: Cardiovascular disease, People 60 years of age and older (Sofyane Kheloufi, Kamel Cherayett, 2021, p. 91).

COVID-19 is the disease caused by a new corona virus called SARS-CoV-2. WHO first learned of this new virus on 31 December 2019, following a report of a cluster of cases of 'viral pneumonia' in Wuhan, China. Some people who get infected with the Corona virus may have complications leading to death, which may include respiratory failure, acute respiratory distress syndrome, sepsis and septic shock, thromboembolism, and/or multiorgan failure, including injury of the heart, liver or kidneys (World Health Organization, 2021). Its origin is linked to a large sea food and live animal market in Wuhan, China, suggesting animal-to-person spread. However, the rapid contagion and many patients reporting no exposure to animal markets, indicates an ongoing person-to-person transmission. The situation triggered an outbreak of the virus beyond China to all countries in the world (Roberto Mora, Wesley J,

2020, p. 125). The Algerian Ministry of Health confirmed the first coronavirus (COVID-19) case in the country on Tuesday, February 25. The patient, who has since been placed in isolation in Algiers, is an Italian national who traveled to Algeria on Monday, February 17. after that , the virus spread from one state to another until it touched all states by July 2020(garda, 2020)

based on many researchers studies The dimensions that used to express of coronavirus(covid-19) pandemic has varied and varied , In our study we will draw on the most important dimensions agreed by studies of the researchers:

- **Virus Modernity:** At the first period of the epidemic, healthcare worker were exposed to high level of unfamiliarity and uncontrollability about the virus, and how they can treatment the patients (José mauricio, 2020), the hospital nursing staff are playing a critical role throughout the world in combating, preventing and managing patients affected by COVID-19, and the As reports indicate at the beginning of the pandemic of not supplying adequate person protective equipment for nurses working with patients who have COVID-19(high proporation of health care worker with COVID-19 in italy is stark waning to the world protection nurses and their colleagues, 2020). it was hypothesized that the knowledge and practice of nursing staff related to COVID-19 will be deficient. To prevent COVID -19,the primary steps should involve establishing an estimate of their knowledge, awareness and practice towards the COVID-19 infections, in addition to an awareness and education program with updated evidence(Naseer Ahmed, Maria Shakoor, and all, 2020, p. 50)
- **Ways to prevent spread of the virus :**corona virus COVID -19 is mainly transmitted via respiratory droplets and aerosols from an infected person when they sneeze, cough, speak or breathe and are in close proximity to other people. . .as we know that the virus can be transmitted when people who are infected show symptoms such as coughing. A person who is infected can also transmit the virus up to two days before they show symptoms (European Centre for Disease Prevention and Control, 2020).
- **Virus speed spread :**In just a few weeks, corona virus covid-19 has become a global crisis and there is no longer any question of it being a major pandemic. Faced with the speed spread of the virus and its impact on public health security each country However, the COVID-19 is rapidly spreading worldwide disease and the speed of transmission It poses a great danger to people's lives(Jeanne Ludovic, Sebastien Bourdin, and all, 2020)
- **Virus ferocity:** The Chief of the World Health Organization (WHO) has declared the coronavirus disease 2019 (COVID-19) pandemic the most severe pandemic in recent human history . To protect the people including hospital worker it is necessary to assess the infection status of potential contacts to patients with COVID-19 rapidly but also to approve employees to work with at-risk individuals in the hospital . The current standard for corona virus covid-19 detection is a SARS-COVID –19 specific, quantitative real-time polymerase chain reaction (RT-PCR) testing from a nasal or pharyngeal swab, sputum. but the result of the infection status may take up to 24 h. This bears the risk of a potential further spread of virus in the meantime (Döhla M., Boesecke C, and all, 2020, p. 170).

I.2 Spirituality at workplace:

Mitroff and Denton (1999), in *A Spiritual Audit of Corporate America*, offered the first large-scale empirical study of the spirituality at workplace phenomenon. Concluding that most organizations suffer from spiritual impoverishment, , Mitroff and Denton separated spirituality from religion, advocating for spirituality in the workplace and arguing against religious expression in that sphere. As the concept of spirituality in the workplace gained strength and interest, the Academy of Management created a new special interest group for its members in 2000. The Management, Spirituality, and Religion interest group currently works to legit- imize the study of spirituality at workplace in the workplace while simultaneously paving the way to integrate this emerging concept into the leadership arena. Although spirituality at work place has been an ambiguous term, scholars have brought increasing clarity to the definition (Margaret Benefiel Louis ,et al, 2014, p. 177), Ashoms and duchon

defined Workplace spirituality “the recognition that employees have an inner life that nourishes and is nourished by meaning work that takes place in the context of community” (Donde Ashmos , dennis duchon, 2002, p. 137)

Workplace spirituality refers to the sharing to find ultimate purpose of life, to develop strong connection with coworkers, and also alignment with organizational values(junaidh yusof, hashim fauzy, and all, 2018, p. 32).

Overall the spirituality at workplace indicate as the feeling about meaning and aim of work, and the Connect with others , also Alignment with organizational values

in our study is Based on dimensions that used on studies of many researchers it's :

- **meaningful work** : mean that The application of workplace spirituality in the provides individuals with a deep sense of the meaning and purpose of the work that they do it . This dimension reflects the individual's feeling that his work is important and how saves him with opportunities to discover his skills and creativity in work, (Manu Gupta and all, 2013, p. 84).
- **sense of community** :The second dimension of the workplace spirituality means that the value of people at work is reflected in the ability to feel that they are part of a big community are be interconnected having a common goal, and supporting individuals for each other (Junaldah yusof, and all, 2018, p. 32)
- **Organizational values** :This dimension assumes This dimension requires organizations to Building a spiritual organizational culture that is concerned with the values and beliefs that individuals have and ensures that they are expressed freely and without restrictions (Rupali Pardasani,and all, 2014, p. 852)

1.3 Corona virus pandemic (covid-19) and Spirituality at workplace

the hospitals live the big stress , and this an effect all employee's especially nursing staff , and this of cause corona virus pandemic (covid-19), so practices of spirituality at workplace is the solution to facing this disease, it is make the work environment more positive and healthy to work for nursing staff, to feeling the necessary and the aim the work ,the confirmation of ethical values such as (love, patient, altruism..) and also The importance of teamwork and cooperation. Accordingly they sense their role to save people live , all of this rules motivate' positive emotions for nursing staff, during this pandemic the level of anxiety is exacerbated and this is perfectly understandable The world has changed overnight . imposes other ways of behaving and interacting with each other. Such changes bring, demand the adaptation as well In this new world we have more work to do, we have to perform tasks that require technological skills that we did not have before, (Mary Rute Gomes, 2020, p. 2) , so COVID-19 have both short- and long-term psychiatric implications on of them , with an increasing prevalence of depression, fatigue, . Cer- tain categories of workers, such as nursing staff have suffered disproportional- tely during the pandemic as many became infected and sick and reported high work burdens and huge emotional loads resulting from watching people die without the sup- port of their loved ones. This led to increased levels of anxiety depression, insomnia the spirituality at work place have a represented the main street- gy to face fear of this virus with positive mental and this mean crated with higher levels of hopefulness and lower levels of fear, worry and sadness (Francesco Chirico, 2021, pp. 153-154).

II METHODOLOGY.

II-1 Research Sample:

Research sample consists of nursing staff, for the difficulty of studying the entire research community, we have selected a random sample of 50 employees where we distributed the questionnaires in hakim sadden hospital -Biskra- . Then all the questionnaires were collected, and after examining them 35 of them were valid to study.

II-2 The Reliability of the Study Instrument:

To measure and analyze the validity and stability of the study instrument, the researchers adopted the Alpha Cronach's was found to be over all reliable , and through the results shown in the table above demonstrating that the value of the Cronbach coefficient all more than the critical value 0.60,a which means that the measurement tool is stable and capable to measure the studied phenomenon.

Table n°1:Reliability and consistency of the study instrument

The questionnaire topic	Phrasing	Cronbach's Alpha	Reliability coefficient
Corona virus pandemic	(1-19)	0,673	0.679
Spirituality at workplace	(20-33)	0,897	0.898
Questionnaire	(1-33)	0.813	0.699

Source: Prepared by researchers based on SPSS.22 outputs

III Research Findings

III.1 Means and standard deviation of study variable

N°	Tem	Mean	St.D	Rank	Table n° 02: virus Mod ernity
1	Do you have previous knowledge of coronavirus?	1,31	0.471	5	
2	I received training on how to deal with the covid-19 virus	1,66	0,482	2	
3	Corona virus (covid-19) is affected by an individual's immune system	1,00	0,000	6	
4	An individual can be infected with the Corona virus (covid-19) from an animal source	1,74	0,443	1	
5	The use of antibiotics is useful in treating patients with corona virus covid-19	1.34	0,482	3	
6	The Foundation was keen to provide the necessary equipment and means to deal with the Corona virus (covid-19)	1.31	0.471	4	
Variable paragraphs combined		1.39	0.202	/	

Source: Prepared by researchers based on SPSS .22 outputs

From the above table ,The first rank in terms of the relative importance given to it by the respondents, the mean of the answers for this dimension was high(1,39). This mean the nursing staff realize the importance of this dimension

Table n° 03: Ways to prevent spread of the virus

N°	Item	Mean	St.D	Rank
1	The Foundation provides us with personal protective equipment to prevent the risk of infection with the Corona virus covid-19	1.34	0,482	1
2	Following the policy of social distancing and wearing a mask can reduce the possibility of infection with the Corona virus covid-19	1.11	0,323	3
3	Isolating the suspected person is the only way to prevent covid19 infection	1.17	0,382	2
4	Can a patient who does not have positive symptoms of covid-19 transmit it to others?	1.11	0,323	4
5	Direct contact with patients is the main cause of transmission of the covid-19 virus	1.03	0.1695	
Variable paragraphs combined		1.15	0.154/	

Source: Prepared by researchers based on SPSS .22 outputs

The results of the above table indicate the mean agree of the responses (1.15), which means that Ways to prevent spread of the virus have a value among the individuals' sample.

Table n° 04 : virus speed spread

N°	Item	Mean	St.D	Rank
1	The covid-19 virus cannot be completely controlled	1,11	0,410	2
2	Banning social gatherings and events can slow the spread of the covid-19 virus Failure to respect preventive	1,06	0,465	4
3	measures led to the spread of the Corona virus significantly	1,11	0,532	3
4	Regular cleaning of hands and surfaces reduces the risk of infection with covid-19	1,14	0,532	1
Variable paragraphs combined		1.10	0.174	/

Source: Prepared by researchers based on SPSS .22 outputs

From the table above, we observe that the mean of combined paragraphs of virus speed spread variable indicates a relative importance (1.10) , which means an agreed by the individuals' sample. , but the degrees of relative importance are not high as it indicated in the most paragraphs.

Table n° 05: virus ferocity

N°	Item	Mean	St.D	Rank
1	Corona virus poses a great danger to people's lives	1,06	0,236	1
2	The difficulty of detecting the Corona virus by conducting medical x-rays only	1,29	0,458	3
3	Corona virus covid-19 leaves long effect for patients for patients	1,17	0,382	2
4	Constant feeling of fear while dealing with patients carrying the Corona virus (covid-19)	1,50	0,508	4
Variable paragraphs combined		1.25	0.242	/

Source: Prepared by researchers based on SPSS .22 outputs

As indicated in the above table, The mean agree of the responses was (1.25) which means that the virus ferocity has not a high role to explain corona virus pandemic (covid-19) among the individuals' sample.

Table n°06: Means and Standard Deviations of corona virus (covid-19) pandemic

Dimensions	Means	St .D	Rank
virus Modernity	1.39	0.202	1
Ways to prevent spread of the virus	1.15	0.154	3
virus speed spread	1.10	0.174	4
virus ferocity	1.25	0.242	2
Corona virus pandemic	1.24	0.115	/

Source: Prepared by researchers based on SPSS .22 outputs

Based on the above results, we conclude that the independent variables combined have high relative importance and it is clear for the sample elements (1.24), We conclude also that the level the concept of Corona virus pandemic from the vision of nursing staff at hakim sadden hospital in was high according to the study scale. the virus Modernity gets first in the construction of Corona virus pandemic variable, followed by virus ferocity on the second place. The Ways to prevent spread of the virus get third, the final place is returned to the virus speed spread .

Table n° 07: spirituality at workplace

N°	Item	Mean	St.D
1	I experience joy while doing my work	3,89	1,207
2	I feel proud and glory of the work i do	4,20	1,106
3	The work I do is connected to what I think is important in life.	3,80	1,023
4	My spirit is energized by my work	3,60	1,168

5	I look forward to coming to work most days.	3,54	0,980
6	the work i do important for the organization	3,91	1,095
07	There is a climate of teamwork in our organization	3,06	1,235
08	I have relationships of trust and honesty with my colleagues	3,29	1,274
09	We work together to resolve conflicts amicably	2,97	1,200
10	Look positively towards the values of the organization	3,03	1,248
11	There is concert between the values and beliefs that I believe in and those prevailing in the organization	3,31	1,183
12	Our organization respects our values and opinions	2,66	1,305
13	Caring for the health of individuals is one of the basic values of our organization	2,46	1,314
14	We work together to resolve conflicts amicably	2,86	1.353
Variable paragraphs combined		3.31	0.771

Source: Prepared by researchers based on SPSS .22 outputs

We notice from the analysis results the responses of nursing staff indicate the mean of combined paragraphs of spirituality at workplace not high (3.31) , The results also showed that the phrases (I experience joy while doing my work)(I feel proud and glory of the work i do) is the one that received high approval ratios with an arithmetic average respectively (4.20)(3.89), indicating that the source of spirituality at workplace of was feeling the meaning and objective of work .

III.2 Testing the Study Hypotheses:

Table n° 08: validate the model the main hypothesis testing

Model	Total squares	Degree of liberty	Averages quares	F calculation	Significanc e level Sig
Regression	3,743	1	3,743	7.483	0.010
Error	16,507	33	,500		
Total	20,251	34			

Correlation coefficient: ($R = 0.430$) Determination coefficient: ($R^2 = 0.185$)

Source: Prepared by researchers based on SPSS .22 outputs

From the results of Table (08) it is clear that the calculated value of F is 7.483 which is greater than the value of F tabular value with a probability value of Sig (0.010), and it is less than the significance level (0.05), which proves the validity of the model the main hypothesis test as shown from the same table that the correlation coefficient between the two variables was ($R = 0.430$), and this indicates a positive correlation between them, as was the coefficient of determination ($R^2 = 0.185$), this means that approximately 18.5 % of the changes in spirituality at workplace are due to changes taken place in corona virus pandemic.

Table n° 09: Simple regression analysis results for the main hypothesis testing

Variable	Coefficient calculation	Standard error	Beta	(t)	Signification
Constant	6,866	1,307		5,254	0.000
Corona virus pandemic (COVID-19)	2,869	1,049	0,430	2,736	0.010

Dependent variable : spirituality at workplace

Correlation coefficient: (R = 0.430)

Determination coefficient: (R² = 0.185)

Source: Prepared by researchers based on SPSS .22 outputs

Based on the result above the simple regression equation is :

$$Y = 6.866 + 2.869x$$

It is clear from the equation that there is a statistically positive effect of the Corona virus pandemic (and this is confirmed by the positive sign of the X coefficient) on the spirituality at workplace. Through the results shown in the table above we conclude that there is statistically significant role for corona virus pandemic on spirituality at workplace, as the value of t calculated is (2,736), with a level of significance (0.010), "and it is below the significance level 0.05, and therefore we reject the null hypothesis and accept the alternative hypothesis as follows: "There is a statistically significant relationship between corona virus pandemic and spirituality at workplace. From the view of the nursing staff at Hakim Sadden Hospital at the significance level (0.05)".

III.3 Testing and interpreting sub-hypotheses:

The following table reviews the results of the simple regression analysis of the sub hypotheses testing at the significance level (0.05):

Table n° 10: The results of the simple regression analysis the sub-hypotheses testing

Variable	Unstandardized Coefficients		Standardized Coefficients	Correlation coefficient	t	Sig.
	B	Std. Error	Beta			
virus Modernity	1,236	0,628	0,324	0.265	1,969	0.05
Ways to prevent spread of the virus	0,951	0,856	0,190	0.242	1,111	0,27
virus speed spread	0,988	0,750	0,223	0.025	1,316	0,19
virus ferocity	0,821	0,535	0,258	0.38	1,535	0,13

Significal level 0.05

Source: Prepared by researchers based on SPSS.22 outputs

According to the table above, the value of T tells us the relationship of dependent and independent variables. It shows how much is the Impact of independent variables on spirituality at work. In this study the value Modernity of virus the biggest and it is significant at 0.05 level, so its impact will be more on the dependent variable, and the value of beta (rate of change) is also the biggest one ; which indicates that Modernity of virus brings a greater change in the dependent variable. Also, the value of beta is positive which indicates that the

more Ways to Modernity of virus that make nurse staff employees more sense to spirituality at workplace. We find that the other dimensions of Corona virus pandemic are not significant, which means that none of these variables contribute in the impact caused by Corona virus as a whole. In other words, only that Modernity of virus from all the dimensions of Corona virus explains uniquely the spirituality at work place which the other variables could not explain. Thus, there is a significant effect of Modernity of virus on spirituality at work. So, the sub-hypotheses are acceptable except the hypothesis of Modernity of the corona virus (COVID-19). This outcome can be explained by that the Modernity of virus she importance of the impact or forming spirituality at work from the perspective of the nurse staff in hakim sadden hospital. So from the dimensions of Corona virus pandemic only Modernity of virus contributes to form an spirituality at work place.

in general we can say the Increasing the consciousness of the nursing staff about how they can understanding the corona virus (covid-19) phenomenon, which importance of raising awareness of the danger of the Corona virus pandemic and working to take all precautionary measures to prevent its spread raise such as: Quarantine, social distancing., that makes them feeling the importance of their work, proud it, and their role of protect people's lives, which increases their working together and emphasize attention with Patients as an essential value for them and their workplace.

IV Conclusion

the results of study show here is a positive effect of corona virus pandemic (covid-19) on workplace spirituality, and The same results also showed that the modernity of virus is the source of impact on spirituality at work place, we can say the corona virus (COVID-19) pandemic is an opportunity to find new ways of thinking from nursing staff in hakim sadden hospital creating more cooperation and coordination to face t COVID-19 pandemic.

Spirituality at work are best skills for coping with the negative consequences of the COVID-19 pandemic in the short and long term, through the empirical study, we concluded the following results:

- in this day coronavirus pandemic is the most big health crisis in history that nursing staff live
- spirituality at workplace is a good way to with all these stresses that the nursing staff are experiencing due to the stresses and fatigue that happened because the repercussions of the Corona virus.
- Modernity of virus make nursing staff feel the responsibility and work hard to understanding the virus and how can Dealing with him Toensure of patients and their safety.

The nursing staff should to increase their knowledgeable of corona virus pandemic and the importance of spirituality at workplace, Based on the findings of this study, the researchers recommends:

1. Conducting periodic questionnaires to measure the standards of the nursing staff or their level of consciousness about this pandemic (COVID-19) .
2. Providing training programs that will enhance the knowledge and expertise of the nursing staff in carrying out the tasks during coronavirus pandemic (covid-19).
3. The hospital management should build organizational culture spiritual based on respect the spiritual values .
4. Spirituality at workplace help employees to increase nursing staff performance by encourage share goals and teamwork
5. The managers should reinforce practices spirituality at workplace and that made strengthen the bonds of cooperation and solidarity among the nursing staff .

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