

# Ethical and religious factors in the choices of healthcare professionals

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Healthcare professionals occupy a unique position, where personal beliefs, social values and professional ethics intersect. The interaction of factors, such as those mentioned above, is particularly relevant when, for example, they can influence and/or alter the lives of patients during the provision of healthcare and health services.

The study aims to examine how religious and ethical considerations, even if «unconscious», can influence the decisions of healthcare professionals. The primary goal of the paper is to understand the depth of ethical and religious considerations in healthcare professionals' decision-making processes.

Utilizing a comprehensive dataset of healthcare workers' responses, the research, as of now, employs quantitative analyses to uncover patterns and differences between believers and non-believers.

Despite a majority of believing healthcare professionals reporting that their religious faith has not strongly influenced their work choice, the nuanced data analysis reveals a different narrative. The findings reveal significant variances in motivations, with ethical

considerations and religious beliefs profoundly affecting career choices.

This article represents a preliminary exploration of the ways in which personal faith and ethical beliefs shape these pivotal decisions within the healthcare sector.

The results of this study have the potential to inform educational programs, policy frameworks, and institutional supports designed to navigate the complex ethical landscapes healthcare workers encounter.

This study endeavours to provide a nuanced perspective that respects the complexity of individual healthcare professionals' motivations and experiences, while also considering the ethical implications of their faith-influenced decisions.

**Keywords:** ethical behavior, multidimensional choice, healthcare management, healthcare decision making, healthcare professional satisfaction.

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## 1. Introduction

Healthcare professionals occupy a unique position, where personal beliefs, social values and professional ethics intersect, profoundly influencing their career paths and, more

## S O M M A R I O

1. Introduction
2. Research Aims and Questions
3. Related work and literature review
4. Data and Method
5. Discussion
6. Conclusion

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importantly, their daily decisions in dealing with patients.

Healthcare professionals, as referred to throughout this paper, include a variety of roles such as physicians, nurses, pharmacists, and allied health workers. This diverse representation allows for a broader understanding of how ethical and religious considerations influence decision-making across the healthcare spectrum.

The interaction of factors, such as those mentioned above, is particularly relevant when, for example, they can influence and/or alter the lives of patients during the provision of healthcare and health services. In other words, healthcare professionals stand at the crossroads of personal beliefs and professional duties, and, as such, their decision-making processes intrinsically intertwined with the threads of their beliefs and ethical vision.

On the other hand, the decisions that healthcare workers make, at any level, have profound implications, often altering the course of human life. A shining example is represented when we think about how religious and ethical considerations, even if «unconscious», can influence the decisions of healthcare professionals, such as those regarding the choice of their specialty or the approach to use in patient care. A question, apparently simple, but which solicits deeply personal answers and decisions, which may operate below the level of «conscious thought», but still capable of subtly guiding the actions of healthcare personnel. It is important to note, in fact, that although religious and ethical beliefs can provide a compass for dealing with complex healthcare situations, they must also be balanced

with professional guidelines, patient rights and legal obligations.

Religious and ethical considerations shape healthcare professionals' decisions in several fundamental ways:

- **professional satisfaction** – religious and ethical beliefs can contribute to a sense of fulfilment and purpose in one's work, which is essential for professional «satisfaction» and can reduce the risk of burnout;
- **research involvement** – the choice to engage in or refrain from certain types of medical research can be influenced by one's ethical and religious beliefs, particularly in areas like stem cell research or genetic testing;
- **policy advocacy** – healthcare professionals may also be motivated to advocate for changes in healthcare policy that align with their religious and ethical values, such as improving access to healthcare for underserved populations or reforming end-of-life care practices;
- **healthcare delivery** – ethical and religious beliefs can influence opinions on the broader aspects of healthcare delivery, such as resource allocation, accessibility of care, and the balance between technological intervention versus natural processes;
- **conscientious objection** – healthcare workers may refuse to provide certain treatments or procedures that conflict with their religious or ethical beliefs. This can include issues like abortion, euthanasia, or the withdrawal of life-sustaining treatment;
- **clinical decisions**: ethical beliefs often come into play in clinical decision-making, particularly in difficult

situations where the best course of action is not clear-cut. For instance, when considering end-of-life care, a healthcare professional's stance on issues like life support and resuscitation can be influenced by their ethical framework;

- **patient interaction:** religious and ethical beliefs can affect how healthcare professionals communicate and empathize with patients. They may use their beliefs to connect with patients on a more personal level, providing comfort and understanding in times of need;
- **choice of specialty:** personal faith and values can influence the type of medical specialty healthcare workers feel drawn to. For example, someone with a strong belief in the «sanctity of life» may be more inclined towards specialties that focus on preserving life at all costs, such as critical care or neonatology, while those with a focus on quality of life may gravitate towards palliative care.

These considerations, not exhaustive at all, are often deeply personal and can operate below the level of «conscious thought», subtly guiding decisions and actions. It's important to note that while religious and ethical beliefs can provide a compass for navigating complex healthcare situations, they must also be balanced with professional guidelines, patient rights, and legal obligations.

This article represents a preliminary exploration of the ways in which personal faith and ethical beliefs shape these pivotal decisions within the healthcare sector.

In particular, the paper explores the influence of ethical and religious fac-

tors on the career choices and professional practices of healthcare professionals. It examines the impact of personal beliefs on decisions related to healthcare work, including areas such as «conscientious objection», «economic motivations», and the «desire to help those who are sick and suffering».

The study utilizes a dataset of responses from healthcare workers, highlighting differences between believers and non-believers in their motivations, perceived challenges, and ethical considerations in their profession. This exploration is situated within a broader discussion of how «personal values» and «societal expectations» intersect in the healthcare sector, offering insights into the complex interplay between personal belief systems and professional ethical standards.

In other words, ours is an attempt to dissect the layered and multifaceted role of personal faith and ethical beliefs in shaping the healthcare decision-making process, and in doing so, aims to contribute to the broader discourse on ethics in healthcare. Through quantitative analysis and qualitative narratives, this research tries to explore the often unspoken yet powerful forces of personal belief systems that quietly shape the healthcare landscape.

By uncovering these dynamics, this study endeavours to provide a nuanced perspective that respects the complexity of individual healthcare professionals' motivations and experiences, while also considering the ethical implications of their faith-influenced decisions. In doing so, it contributes to a more comprehensive understanding of what drives healthcare profes-

sionals not only in their choice of vocation but also in the day-to-day ethical decisions they face in the pursuit of patients' healing.

## 2. Research Aims and Questions

The primary goal of the paper is to understand the depth of ethical and religious considerations in healthcare professionals' decision-making processes. The investigation explores questions such as:

- How do personal beliefs impact ethical decisions in healthcare?
- What motivates healthcare workers from diverse belief backgrounds?
- How do these motivations translate into career choices and patient care strategies?

## 3. Related work and literature review

The interplay between religious beliefs, ethical considerations, and healthcare decision-making is a subject of inquiry across various disciplines. Previous research (Carminati and Héliot, 2022) has established that healthcare professionals often face ethical dilemmas that challenge their personal and professional values (Grosek *et al.*, 2020). This focused literature review critically examines existing studies that provide insights into how religious and ethical considerations influence healthcare decisions (Khattak and Rabbi, 2023).

One seminal paper in the domain of medical ethics is by Beauchamp and Childress, which presents the four-principle approach to biomedical ethics: autonomy, nonmaleficence, beneficence, and justice. These principles have been widely accepted and

form the foundational framework within which healthcare professionals make decisions (Beauchamp & Childress, 2013).

Economic considerations also intersect with ethical decision-making in healthcare. A body of literature has explored how economic incentives and structures within healthcare systems can impact clinical decision-making, potentially leading to conflicts between ethical obligations and organizational goals (Bloche, 2007).

The impact of religious and ethical beliefs on policy advocacy and healthcare delivery is well-documented. Public health literature often discusses how these beliefs inform professionals' stances on healthcare policies, such as access to care and reproductive rights (Tomkins and al., 2015).

**Religious beliefs and healthcare decisions** – An investigation by Curlin *et al.* (2007) has shown that physicians' religious commitments can significantly impact clinical practice, particularly in scenarios involving «end-of-life care» and the «prescription of contraceptives» and/or «abortion». The findings highlight the impact of faith on clinical practices and suggest that personal belief systems can often lead to variations in the provision of certain medical services. Furthermore, research by Tarzian *et al.* (2005) has underscored the importance of «spiritual care» within patient treatment plans, demonstrating that religion can influence not only the decision-making of healthcare providers but also patient outcomes. Moreover, studies have examined how healthcare workers' religious affiliations correlate with their responses to ethical dilemmas. For instance, Catlin *et al.* (2008) found

that nurses with specific religious beliefs were more likely to object to participating in procedures they found «morally objectionable», illustrating the role of conscientious objection in the healthcare setting. Another aspect is the influence of spiritual beliefs on the therapeutic relationship.

A study by Puchalski (2001) highlighted the importance of spirituality in patient care and argued for the integration of spiritual care into the patient-caregiver relationship, emphasizing that healthcare professionals' spiritual beliefs could positively influence patient outcomes.

**Ethical considerations in clinical practice** – The literature also notes the need for educational curricula in medical and nursing schools to include comprehensive training in ethics and spirituality to better prepare healthcare professionals for the ethical challenges they will face (King and Crisp, 2005). Ethical frameworks guide healthcare professionals in making decisions that affect patient care. The works of Beauchamp and Childress, particularly the principles of «bio-medical ethics», have become a cornerstone in understanding these ethical considerations. Their principles of autonomy, nonmaleficence, beneficence, and justice, mentioned above, provide a lens through which many healthcare decisions are made and evaluated (Beauchamp & Childress, 2013).

**Practice Impact of Personal Values on Professional Satisfaction** – The alignment of personal values with professional practice has been explored as a determinant of job satisfaction among healthcare workers. A study by Borges *et al.* (2013) indicated that individuals who perceive their work as

a «calling» are more likely to experience satisfaction. This aligns with our data, as we will see, where a majority of believers reported a higher level of satisfaction with their career choice. Regarding the professional satisfaction among healthcare workers, studies like those by Wu *et al.* (2022) have suggested that a strong alignment between personal values, including religious and ethical beliefs, and professional roles contributes to greater job satisfaction and reduced burnout among healthcare professionals.

**Conscientious Objection in Healthcare** – The ethical debate surrounding conscientious objection in healthcare is well-documented. Wicclair (2011) offers a comprehensive analysis of the ethical justifications for and against conscientious refusals, reflecting on the balance between personal morality and professional obligations. This debate also resonates with our findings, as we will see in the following, where believers are more inclined to justify conscientious objection based on their professional values.

**Healthcare Organizational Ethics** – The organizational ethics within healthcare institutions also impact decision-making processes. A study by Spencer *et al.* (2000) discusses how institutional policies and cultures shape clinical decisions, which may align or conflict with individual ethical beliefs. This is particularly relevant for non-believers who, according to our data, place significant weight on economic aspects and the influence of acquaintances within the healthcare system.

**Societal Expectations and the Role of Healthcare Professionals** – Societal expectations play a critical role in shaping the professional lives of



healthcare workers. The societal view of healthcare as a vocation, as explored by Pellegrino (2002), can impose expectations that may align or conflict with personal ethics and beliefs, influencing career satisfaction and choices. The focused existing literature, analysed above, provides a diverse range of perspectives on the influence of religious and ethical considerations in healthcare. While there is a consensus on their significance, the exact nature and extent of their impact remain complex and multifaceted.

As a whole, this review sets the stage for our study, which aims at contributing to the field by examining these influences through the lens of a dataset of healthcare workers, offering fresh insights into the subtle ways these factors play out in real-world settings.

#### 4. Data and Method

##### 4.1. Methodological Overview

Utilizing a comprehensive dataset of healthcare workers' responses, the

research, as of now, employs quantitative analyses to uncover patterns and differences between believers and non-believers. This methodological approach allows for a nuanced understanding of the ethical landscapes navigated by healthcare professionals.

These healthcare workers were recruited from multiple institutions. The selection process involved a random sampling, on voluntary participation, ensuring a representative sample of various belief backgrounds.

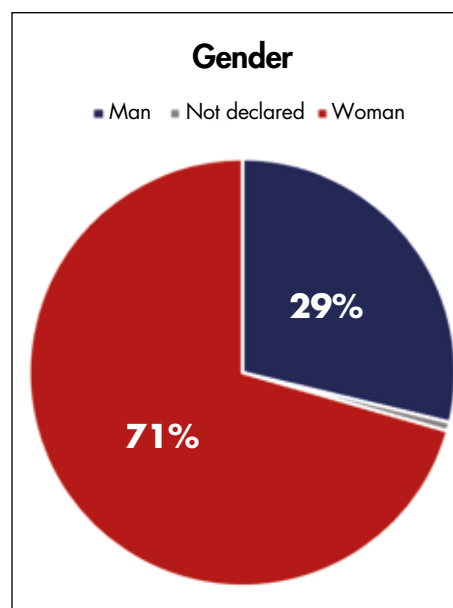
The study explores responses from a diverse cohort of 734 healthcare workers from various locations. The questionnaire was administered in Italy, encompassing both urban and rural healthcare settings. The respondents included healthcare professionals from different backgrounds, including not only physicians but also nurses, pharmacists, and allied health workers, providing a comprehensive overview of the healthcare workforce.

This selection ensures a broad representation of healthcare workers, capturing a wide range of perspectives on ethical and religious factors in professional practice. Notably, these institutions include both public and private settings, providing a comprehensive overview of the influences of faith and ethics across the Italian healthcare landscape.

##### 4.2. Data

The study explores responses from a diverse cohort of 734 healthcare workers, predominantly women (71%), within the age range of 31-70 (96%), to understand the spectrum of influences on their career choices. A significant majority (79%) of the respondents report a religious affiliation, with Catholicism being the predomi-

**Fig. 1**  
Gender distribution  
of interviewed  
Source: our elaboration



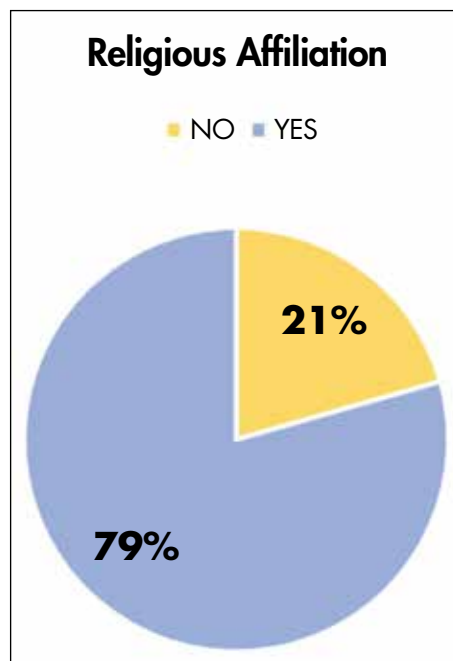
nant faith (97%), and a substantial portion (68%) actively practicing their religion. These demographics set the stage for an exploration of the nuanced ways in which religious and ethical considerations inform healthcare choices.

#### 4.3. Key Findings and Insights

The findings reveal significant variances in motivations, with ethical considerations and religious beliefs profoundly affecting career choices. For some, the calling to healthcare is deeply intertwined with their desire to live out their ethical or religious values through service to others. For others, secular motivations such as economic stability and career advancement predominate.

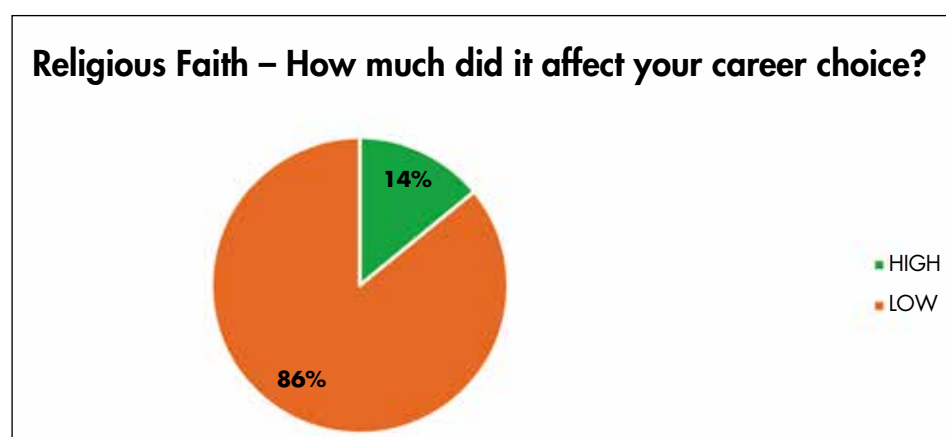
**Believers** – 86% of people interviewed, despite declaring themselves to belong to a religious belief, believe this has not strongly impacted their choice of work in the healthcare sector.

Despite this perception, some trends are noted in the group: 62% of respondents declare that the factors in choosing the healthcare profession are main-



**Fig. 2**  
Religious affiliation  
of interviewed  
Source: our elaboration

ly attributable to the «desire to help those who are sick and suffering» (+7 % vs non-believers). The involvement of respondents following the death or suffering of an acquaintance/family member also seems to play a key role (+4% vs non-believers). This group is overall satisfied with their career choice (+7% vs non-believers).



**Fig. 3**  
Religious Faith and affection  
on the career choice  
Source: our elaboration

**Tab. 1** – Impact of personal aspects on career choice: believers vs non-believers

How much did the following factors (1 = a little; 6 = a lot) affect your career choice?					
Replies * from 1 to 3 ** from 4 to 6	Non-believers		Believers		Δ Believers vs non- believers
	High*	Low**	High*	Low**	High*
Religious faith	1%	99%	14%	86%	13%
The desire to help people who are sick or suffering	54%	46%	62%	38%	7%
The social prestige of the profession	18%	82%	15%	85%	-3%
The prospect of a good economic return	27%	73%	21%	79%	-6%
The prospect of finding employment easily	39%	61%	33%	67%	-6%
The influence of relatives or acquaintances who work in hospitals, health care companies, in general in the health protection system	23%	77%	17%	83%	-6%
Emotional involvement in the death or suffering of a loved one	19%	81%	22%	78%	4%
The virtuous example of one or more people who have dedicated themselves to others (e.g. medical and health personnel, members of organizations operating in fragile countries or areas, missionary doctors, etc.)	30%	70%	32%	68%	1%
Taking into account your current experience, how satisfied do you feel with your choice?	69%	31%	76%	24%	7%

Source: our elaboration

The group of believers also believes that conscientious objection can be justified when it concerns the fundamental values and principles of the professional (+17 pp vs non-believers). Economic considerations play a pivotal role in shaping healthcare professionals' experiences and decisions. As discussed in Tab. 3, disparities in remuneration and the perceived adequacy of economic incentives can significantly impact job satisfaction and ethical decision-making. This is further illustrated in Fig. 4, where respondents express views on the justification of economic incentives based on varying levels of efficiency in care delivery. Economic incentives are another key factor in the professional satisfaction of healthcare workers. These incentives, which vary according to the effi-

ciency of care delivery, can influence both career choices and day-to-day professional experiences. As the following figures and tables illustrate, remuneration disparities, tied to differing levels of efficiency, have significant ethical and professional implications within healthcare systems.

**Non-believers** – For this group, in choosing a profession, «economic aspects» were a more important driver of choice (+6% vs believers), together with the «expectation of finding employment easily» (+6% vs believers). This group is more influenced by «having acquaintances or relatives who already work in the healthcare system» (+6% vs believers). The group of non-believers suffers more markedly from the «lack of the possibility of not always being able



**Tab. 2** – Degree of agreement on principles regarding conscientious objection: believers vs non-believers

What is your degree of agreement on the following principles/statements (1=low, 6=high)?					
Replies * from 1 to 3 ** from 4 to 6	Non-believers		Believers		$\Delta$ Believers vs non- believers
	High*	Low**	High*	Low**	
Conscientious objection is always justified when it concerns the fundamental values and principles of the professional	77%	23%	60%	40%	-17%
Conscientious objection is not justified when it infringes the rights of patients recognised by law or prevents them from having access to services provided for by the essential levels of care	87%	13%	75%	25%	-12%

Source: our elaboration

to treat patients adequately» (+10% vs believers) and professionals from this group believe that in the structure for which they work, «economic interest often prevails over human conditions». For non-believers, «remuneration is mostly perceived as inadequate» (+7% vs believers) and the organization systems «do not reward merit and professionalism» (+7% vs believers).

In the questionnaire, healthcare professionals were asked about factors that influence dissatisfaction in their roles, with specific emphasis on areas such as conscientious objection, organizational dynamics, and professional growth. While conscientious objection is one facet of professional dissatisfaction, broader concerns, including the adequacy of support for professional growth and the impact of organizational structures, also significantly contribute to professional dissatisfaction. Tab. 3 elaborates on these findings, presenting a comprehensive view of the relative weight of various dissatisfaction factors beyond conscientious objection

Table examines various factors leading to dissatisfaction among healthcare

professionals, which extends beyond the previous question regarding conscientious objection. It addresses broader issues of professional dynamics and organizational constraints that influence career satisfaction.

This table explores the factors influencing dissatisfaction in healthcare professionals' career choices, with a focus on professional and organizational dynamics, rather than the specific issue of conscientious objection discussed earlier.

Merit and professionalism play crucial roles in the healthcare environment. When organizational systems fail to reward merit through promotions or the assignment of responsibilities, professionals may experience decreased motivation and job satisfaction. Addressing these gaps is essential for fostering an environment where healthcare professionals feel valued and recognized for their contributions.

Furthermore, non-believing professionals believe that «economic incentives and differences in remuneration are justified given a different level of efficiency» (+6 % vs believers). Finally, for them, conscientious objection is

**Tab. 3** – Factors of dissatisfaction on career choice: believers vs non-believers

With regard to the previous question, please indicate the relative weight of the following (if any) reasons for dissatisfaction					
Replies * from 1 to 3 ** from 4 to 6	Non-believers		Believers		Δ Believers vs non- believers
QUESTIONS	High**	Low*	High**	Low*	High**
It is not always possible to treat patients appropriately	54%	46%	43%	57%	-10%
In my structure, attention to economic/technical-scientific aspects prevails and attention to the human condition of the patient is limited	42%	58%	33%	67%	-9%
Psycho-physical stress due to staff shortages	66%	34%	63%	37%	-3%
Loss of social recognition of the profession	53%	47%	54%	46%	1%
Demanding attitudes and verbal/psychological and violent aggressive manifestations by patients and relatives/friends	32%	68%	35%	65%	2%
Uncooperative work environment	30%	70%	30%	70%	0%
Inadequate remuneration in relation to the work performed	63%	37%	56%	44%	-7%
Organizational systems that do not adequately recognize the possibility of professional growth and development	58%	42%	59%	41%	1%
Organisational systems that do not reward merit and professionalism (e.g. through the assignment of coordination and responsibility tasks)	66%	34%	59%	41%	-7%

«not considered justifiable when it affects the patient's rights» more remarkably than believers (+12% vs believers).

**Believers and non-believers** – For both groups, psycho-physical stress is «felt due to staff shortages» (64% of all interviewees) and budget limits which can «lead to inappropriate choices in terms of care» (70% of all interviewees). – For 66% of respondents, «healthcare treatment may not be appropriate» when the cost is very high compared to the benefits (e.g. a few months of life with poor quality). Both believers and non-believers perceive a «lack of social recognition» of the profession. This happens in 53% of cases. The healthcare organizations where respondents work are not always perceived as capable of provid-

ing the «possibility of professional growth» (60% of respondents). 67% of those interviewed in both groups agree with applying low costs to many to make expensive services accessible to a few, although 60% also believe it is appropriate to set a maximum ceiling beyond which resources intended for a few can be otherwise redistributed. Fig. 4 highlights healthcare professionals' perspectives on cost efficiency in patient treatment. Both believers and non-believers largely agree on the importance of cost-efficiency measures. However, believers tend to support a more ethically inclusive perspective, considering cost efficiency a secondary factor when essential treatments are necessary. This alignment of personal ethical values with economic considerations demonstrates the complex interplay between reli-

gious beliefs and financial priorities in healthcare.

As shown in Fig. 4, a significant portion of both believers and non-believers agree on the principle of cost efficiency in treatment decisions. This data supports the ongoing discussion on how economic and ethical considerations intersect in the healthcare system, where religious beliefs might influence perspectives on what constitutes a 'fair' allocation of limited resources. This illustrates that ethical frameworks, while personal, often reflect broader societal concerns about equity and resource distribution.

Last but not least, professional, psychological, bioethical and legal skills are «considered of fundamental

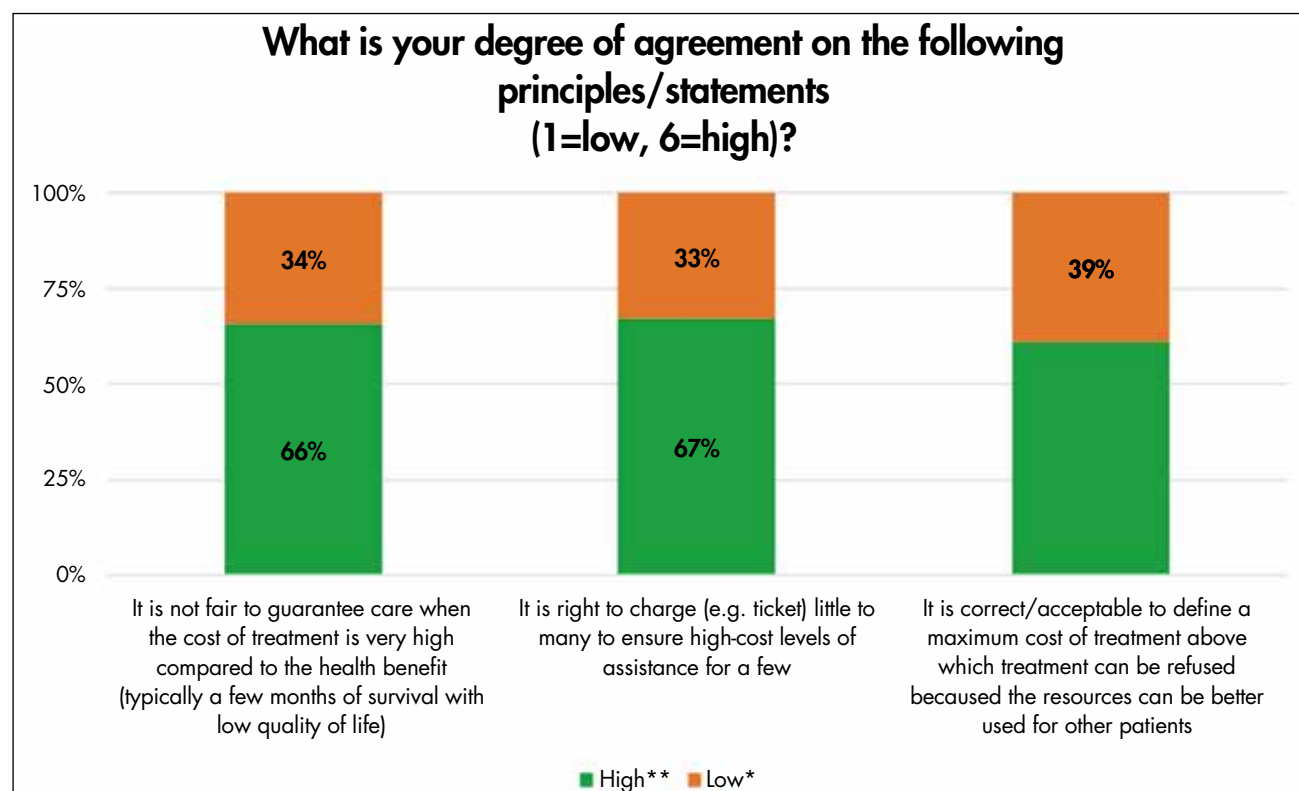
importance» (>60%) to manage ethical problems, unlike economic/managerial skills (only 24% consider them important). Sociological skills are considered more important in the group of non-believers (+9 pp vs believers), together with philosophical skills (+6 pp vs believers). On the contrary, religious skills are considered important by believers (+17 pp vs. non-believers), although they do not represent a fundamental aspect (only 30% of the total interviewees consider them useful for managing ethical problems).

Fig. 5 underscores the diverse perceptions of the knowledge required to address ethical issues among healthcare professionals. While bio-

**Fig. 4**

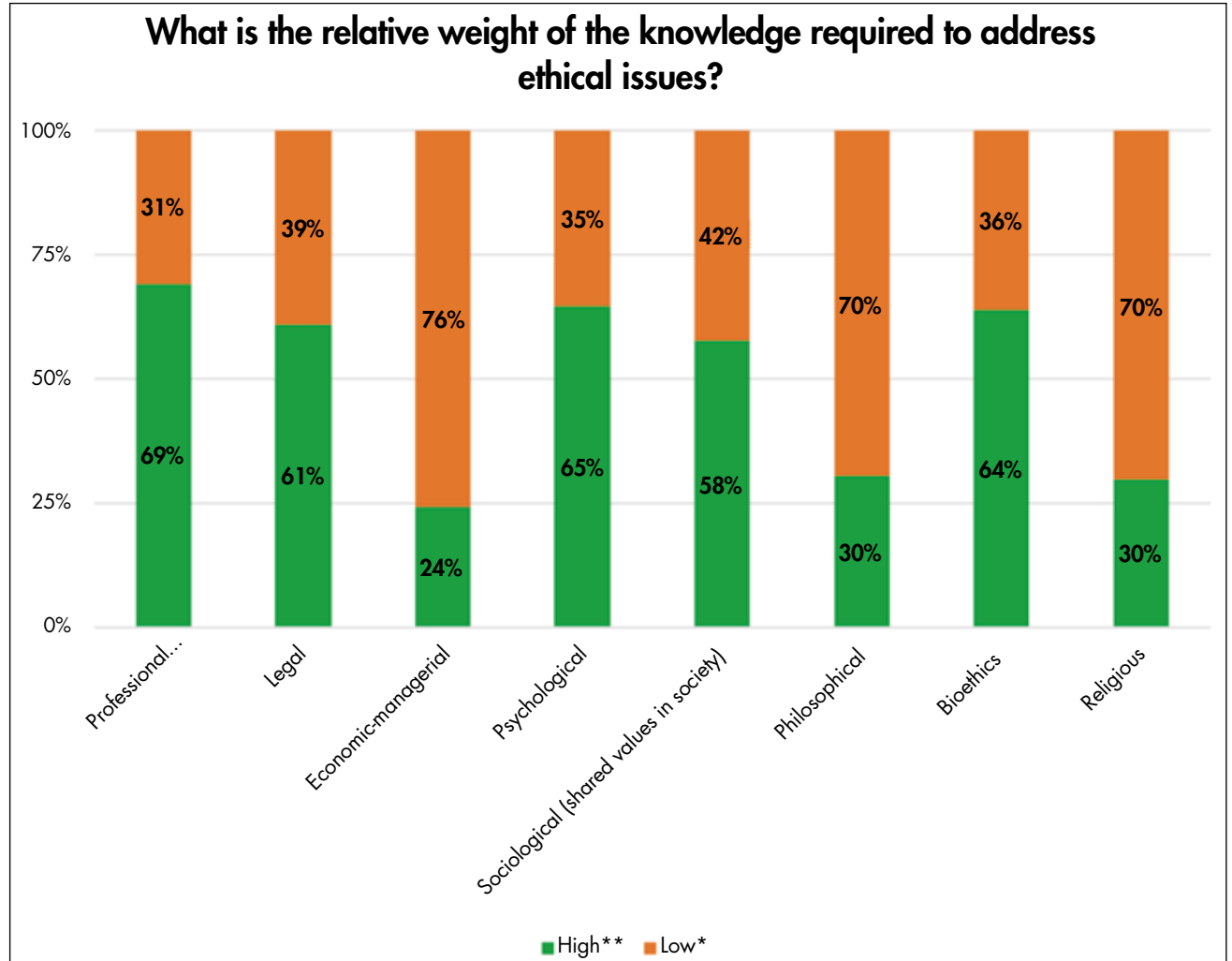
Degree of agreement on principles about cost treatments (believers and non-believers)

Source: our elaboratio



\*\* High: from 4 to 6

\* Low: from 1 to 3



\*\* High: from 4 to 6  
\* Low: from 1 to 3

**Fig. 5**

Perception of the weight of knowledge required to address ethical issues

Source: our elaboration

ethical knowledge is widely considered important across the board, there is a marked divergence in the value placed on religious knowledge, particularly between believers and non-believers. This disparity points to a potential gap in how ethical dilemmas are approached in practice, suggesting the need for more inclusive training programs that address both secular and faith-based ethical considerations.

Fig. 5 presents a breakdown of the knowledge healthcare professionals believe is necessary to handle ethical issues effectively. Notably, while bioethical knowledge is broadly recognized as essential, believers prioritize religious knowledge more than non-believers, who instead emphasize sociological and philosophical knowledge. This disparity illustrates the different approaches taken by healthcare workers in addressing ethical dilemmas and

suggests the potential benefit of educational programs that integrate both secular and faith-based perspectives.

The insights from Figg. 4 and 5 reveal the nuanced perspectives of healthcare professionals regarding cost efficiency and the ethical implications of treatment decisions. These findings are critical as they highlight the intersection of personal beliefs and economic considerations, emphasizing the need for a balanced approach to ethical dilemmas in healthcare practices.

## 5. Discussion

Contrary to initial expectations, 86% of believers do not attribute a strong influence of their faith on their career choice in the healthcare sector. This finding prompts a deeper examination of the underlying motivations and ethical frameworks that guide professional conduct and choices. Despite this self-reported lack of strong religious influence, the data points to trends that suggest otherwise. Believers are more likely to cite the «desire to help those who are sick and suffering» as a key factor in their career choice, more so than non-believers. Additionally, «personal encounters with death or suffering» appear to leave a more pronounced imprint on believers, potentially guiding them toward the healthcare profession.

The inclination to «pursue a career» aligned with altruistic values, such as «aiding the sick and suffering», is not only an indicator of professional motivation but also suggests a broader ethical orientation that may permeate clinical decisions. This orientation becomes especially relevant in ethical dilemmas where personal beliefs and professional duties may clash, such as in the cases of conscientious objection.

Moreover, the insights from data indicate that believers report a «higher level of satisfaction» with their «career choice». This satisfaction could be indicative of a «congruence» between «personal values» and «professional roles», offering a «sense of fulfilment» that transcends mere job satisfaction».

## 6. Conclusion

The research presented herein provides an examination of the ethical and religious factors influencing healthcare professionals' career choices and practice. Drawing from a substantial dataset of 734 healthcare workers, this study has highlighted significant trends in how personal convictions, whether «conscious» or «unconscious», underpin professional decisions in the healthcare sector. Despite a majority of believing healthcare professionals reporting that their religious faith has not strongly influenced their work choice, the nuanced data analysis reveals a different narrative. Believers are notably more inclined to prioritize the «desire to aid those who are sick and suffering» in their career choice - a motivation that surpasses that of their non-believer counterparts. This «altruistic drive» is further «accentuated» by personal experiences with death or suffering, which appear to steer believers towards the healthcare profession more so than non-believers. Moreover, believers express a higher degree of satisfaction with their career choice, suggesting that a congruence between personal values and professional roles may contribute to a sense of fulfilment in their work.

These findings are contextualized within the broader ethical discourse in



healthcare, where religious and ethical beliefs are acknowledged as silent yet powerful undercurrents influencing a range of professional decisions - from specialty choice to patient care approaches and ethical stances such as conscientious objection. This study echoes the sentiments in the literature, emphasizing the necessity for healthcare institutions to develop policies that respect individual belief systems while ensuring equitable and unbiased care delivery.

In closing, this article reaffirms the complex interplay between a healthcare professional's personal belief system and their ethical practice. It underscores the need for continued exploration into how these elements shape the healthcare landscape, calling for an educational curriculum that addresses the intersection of personal belief, ethics, and professional practice. Ultimately, the research contributes to a more empathetic and nuanced understanding of the ethical dimensions of healthcare, advocating for a recognition and respect for the diverse values healthcare professionals bring to their vocation - values that fundamentally shape the care provided and the well-being of the communities they serve.

This conclusion synthesizes the data-driven insights with the theoretical and conceptual frameworks discussed in the literature, offering a coherent and reflective closure to the study's findings.

In conclusion, the exploration of ethical and religious factors in healthcare professionals' careers provides critical insights into the motivations and challenges shaping the healthcare landscape. As the healthcare sector continues to evolve, understanding these dynamics will be crucial in addressing

ethical dilemmas and fostering a compassionate, ethical approach to patient care.

This article aims to dissect these findings and explore their broader implications for healthcare practice. It seeks to understand how religious and ethical considerations, even when subconsciously integrated, can influence healthcare professionals' decisions, from their choice of specialty to their approach to patient care. The results of this study have the potential to inform educational programs, policy frameworks, and institutional supports designed to navigate the complex ethical landscapes healthcare workers encounter.

By delving into the multifaceted motivations of healthcare workers, this research contributes to a more empathetic and nuanced understanding of the ethical dimensions of healthcare. It underscores the importance of recognizing and respecting the diverse values that healthcare professionals bring to their work, as these ultimately shape the care they provide and the well-being of the communities they serve.

The findings of this study underscore the significant role that religious and ethical beliefs play in shaping healthcare professionals' career satisfaction and decision-making processes. These insights carry practical implications for healthcare institutions and policymakers, especially in creating supportive frameworks that acknowledge and integrate diverse ethical perspectives. Educational programs and training sessions should address both religious and secular approaches to ethics, fostering an inclusive environment that respects individual belief systems while promoting equitable healthcare delivery.

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