WORKPLACE SPIRITUALITY AMONG TEACHING STAFF IN MANAGEMENT INSTITUTES

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ABSTRACT:

An important trend was set in business world during twenty first century that was giving focus on workplace. spirituality (Shallenberger S (2000). It has been subject of many business magazines and it was a great part of literature too (Conlin 1999). Also Workplace Spirituality is an interest area of many research scholars. The word Workplace Spirituality is buzzing in the business environment. It is said that a place where people get pleasure from their job and find meaning in it, people find trusting group of people around them, and have greater connect with their peers, where they experience appreciated and supported would be the place with more workplace spirituality.

In this paper researcher wants to study existence of Workplace Spirituality in the teaching staff in management institutes. Also throws a light on effect of demographic variables on workplace spirituality. Both primary and secondary data is used for this work. Mainly three aspects of workplace spirituality that are meaning in the work, sense of community and alignment of organizational values have considered in this study. Meaning in the work talks about sense of meaning and purpose in the work. Senses of community talks about connect between coworkers. And alignment with organizational values means employee experience a sense of alignment between beliefs and organizational values. Primary data is collected by using structured questionnaire. Study has revealed that workplace spirituality exist in the teaching staff among management institutes. Teaching staff in management institutes find meaning in their work and feel connect with each other at workplace.

INDEX TERMS: Workplace Spirituality, Age, Gender, Work Experience.

INTRODUCTION:

Now days Workplace Spirituality has turn out to be a center of attention of research scholars, academicians and companies. Why is an attention growing towards this area? There are several reasons behind it given by (Ashmos and Duchon, 2000)- In current job settings nobody is feeling secured, there is fear, worry, nervousness and hopelessness amongst human resources, therefore want to hold on something which is deeper. It has seen that curiosity is rising towards eastern philosophies of spirituality. Very less established forms of society can be observed, and it has led employees to look for connectedness at place of work. (Moore and Casper, 2006) have said that there is desire of modern employees to find meaning in their work. The workplace spirituality is considered as highly personnel, and many of the academic definitions tells that it is nothing but wholeness, connectedness and deeper sense of values (Gibbons 2000). "Workplace spirituality means efforts towards finding purpose in life, developing a strong connection with coworkers and having alignment in between ones core beliefs and values of organization". (Mitroff and Denton 1999). Ashmos and Duchon's (2000) commonly cited meaning of workplace spirituality as "the recognition that employees have an inner life that nourishes and is nourished by meaningful work that takes place in the context of community". Similarly, Giacalone and Jurkiewicz (2004) have defined workplace spirituality as "a framework of organizational values evidenced in the culture that promotes employees' experience of transcendence through the work process, facilitating their sense of being connected to others in a way that provides feelings of completeness and joy".

LITERATURE REVIEW:

Literature review is carried out to study previous work done on workplace spirituality to find gap for further study. Waddock (1999) recommended in his study that carrying employees mind, heart, soul and body to work is important for both employee and organization success. Krisha kumar, S., & Neck, C. P. (2002) concluded in the study that an enhancement in spirituality at workplace leads to improved creativeness, sincerity, reliance, personal fulfillment and commitment which lead to improved organizational development. Giacalone and Jurkiewicz (2003) clarified in their study that spirituality is a dynamic aspect in developing faith between owners and their workforces, which ultimately helps to enhance organizational performance. It has been noticed by Jurkiewicz and Giacalone (2004) that workplace spirituality is a essential requirement for workers own development as because of reducing responsibility of families, neighborhoods, and other communal foremost players. Sheep, M. L. (2006) perceived level of workplace spirituality in faculty members of Jordanian Universities is moderate to high. And there was no significant difference found in level of work place spirituality and age, gender, work experience etc. Rego and Cunha (2008) and Deshpande (2012) suggested in their study that it is a real concept which could be applicable to business world. Eleanor Marschke, Robert Preziosi, William Harrington (2009) stated no relation between workplace spirituality and organisational commitment. Also stated that there is no relation by Gender and Age. Badrinarayan, S. P. (2009) said in his study that Workplace Spirituality is connected with work attitudes such as job involvement, job satisfaction and commitment. (Fry 2011; Giacalone and Jurkiewicz, 2003; Sanders 2003).

Cacioppe (2000) highlighted in their study that leadership and success of an organization quiet contented with workplace spirituality, and it promotes spiritual progress. Fry (2003) suggested that If workplace spirituality practiced in the organization it leads to personnel as well as organizational effectiveness. Pardasani, R., Sharma, R.,R., & Bindlish, P. (2014) concluded that Indian tradition of Karm yoga, Loksangrah, Guna theory, DaiviSampat, and PanchKosha can help in implementing diffent dimensions of workplace spirituality. Gupta, M., Kumar, V., & Singh, M. (2014): reveled strong association between employees job satisfaction and Workplace Spirituality. Lawrence Wainaina, Dr. Mike Iravo, Dr. Anthony Waititu (2014): proved high degree positive corelation between Workplace Spirituality and Organisational Commitment. Ayoun, B., Rowe, L., &Yassine, F. (2015) shown in their study that workplace spirituality and business ethics are not related with each other considerably. Peerayuth Charoensukmongkol, Jose-Luis Daniel, Ruth Chatelain-Jardon (2015) proposed the contribution of different dimensions of workplace spirituality with Organisational Citizenship Behavior - Individual and Organisational Citizenship Behavior -Organisational. Mohamed Mousa and Ruth Alas (2016) shown strong affirmative link between meaningful work and sense of community with normative, affective and continuance commitment. Authors also have shown relation between workplace spirituality and organizational culture. Rabindra P et al (2017): developed a scale containing 44 items to measure spirituality at work.

DIMENSIONS OF WORKPLACE SPIRITUALITY CONSIDERED IN THE STUDY:

Based on the literature review Workplace Spirituality is measured with respect to three parameters.

Meaning in the work: "This is nothing but deep sense of meaning and purpose of one's work. It comes in to picture at individual level. Each employee feels that he /she shoud involve in such a work which gives meaning and purpose to his life." (Ashmos and Douchon, 2000). Then employees find happiness and joy in their work. Work leads to creativity, and provides opportunity. (Duchon and Plowman 2005).

Sense of community: A feeling of connect with other workers at workplace and having a harmonious relations and unity with each other. (Duchon and Plowman 2005). "It is a critical dimension of workplace spirituality and occurs at group level of human behaviors and considers interactions between employees and coworkers." (Ashmos and Douchon (2000).

Organizational values: "Third aspect of workplace spirituality occurs when individual acknowledge a strong sense of alignment of beliefs with organizational values." Organizational values are followed by all the employees and personal values are aligned with organizational values. (Milliman et al. (2003) This aspect encompasses interaction of individuals with bigger organizational purpose. (Mitroff and Denton,1999).

RESEARCH QUESTION:

Following research question was considered to conduct this study.
How does demographic factors affect on workplace spirituality?

OBJECTIVES OF THE STUDY:

1. To study of Workplace Spirituality in Management institutes with reference to Teaching Staff.
2. To determine an influence of demographic variables such as Age, Gender, & Experience on Workplace Spirituality.

HYPOTHESIS OF THE STUDY:

H1: There is an influence of Age and Experience on existence of Workplace Spirituality.

H2: Workplace Spirituality is associated with Gender.

DESIGN AND SAMPLE:

It is a Descriptive and relational research. Data is collected by using primary and secondary sources. Primary data collected through structured questionnaire. Sample selection is done by using simple random sampling. Questionnaire was distributed through emails, 105 filled, got back and used for further study. Statistical analysis is done by using cross tabulation and chi square test.

RESULTS AND DISCUSSION:

The data is analyzed using SPSS statistical software (Version 20.0). Cross tabulation and Chi Square test were calculated for the purpose of meeting the objectives and testing the research hypotheses, and the findings are as follows.

Reliability of the data is calculated. Cronbach's Alpha criteria are most common measure of reliability specially used when data is in the form of Likert sale. It is calculated for all the observations using SPSS version 20. Calculated Cronbach Alpha for the present study is 0.94. This shows greater internal consistency of the data.

Objective 1: To study existence of Workplace Spirituality in Management institutes with reference to teaching Staff.

Averages are calculated to find existence of Workplace Spirituality. Each parameter of workplace spirituality was measured with sub items. Respective averages were calculated to check existence of each parameter.

Table No. 1: Existence of Workplace Spirituality.

S.No.	Parameters	Average Level	Interpretation
	Average for Existence of Workplace Spirituality		
1	Meaning in the work	4	Agree
2	Sense of community	4	Agree
3	Organizational Values	3	Neutral
4	**Overall Existence of workplace spirituality**	**4**	**Agree**

Above table 1 shows that teaching staff in management institutes find meaning in their work, also they feel sense of community at their immediate workplace. Respondents are not sure about alignment of values. As it is a meaningful work people find purpose and meaning in their life also. Connection with coworkers is good means people share and care for each other. But there is question mark about alignment of values with individual employee's beliefs. On an average Workplace Spirituality is existed in the teaching staff in management institutes.

Objective 2: To determine an influence of demographic variables such as Age, Gender & Work Experience on Workplace Spirituality.

2a. To determine an influence of Age on Existence of Workplace Spirituality.

Table No.2: Cross tabulation for Age and Overall Workplace Spirituality.

age * Overall_WS Crosstabulation

			Overall_WS			Total
			Neutral	Agree	Strongly Agree	
Age	up to 40	Count	32	22	8	62
		% within age	51.6%	35.5%	12.9%	100.0%
	more than 40	Count	5	34	4	43
		% within age	11.6%	79.1%	9.3%	100.0%
Total		Count	37	56	12	105
		% within age	35.2%	53.3%	11.4%	100.0%

(Pearsons chi square (x^2): Sig value 0.000)

Above table 2 shows the influence of age on overall workplace spirituality. 51% of respondents are neutral and remaining 49% belongs to the category of agree and strongly agree from the group of up to 40 years age group. Whereas only 11% are neutral and remaining 89% are agree from the age group of more than 40 years. So existence of workplace spirituality increases with increase in age.

2b. To determine influence of Gender on Existence of Workplace Spirituality.

Table No.3: Cross tabulation for Gender and Overall Workplace Spirituality.

gender * Overall_WS Crosstabulation

			Overall_WS			Total
			Neutral	Agree	Strongly Agree	
Gender	Male	Count	12	36	4	52
		% within gender	23.1%	69.2%	7.7%	100.0%
	Female	Count	25	20	8	53
		% within gender	47.2%	37.7%	15.1%	100.0%
Total		Count	37	56	12	105
		% within gender	35.2%	53.3%	11.4%	100.0%

(Pearsons chi square (x^2): Sig value 0.005)

Influence of gender on workplace spirituality is shown in table no.3. Only 23% of male are neutral and remaining 77% are agree. Whereas 47% of female are neutral and remaining 53% are belongs to category of agree. Existence of workplace spirituality is more in male than female.

2c. To determine influence of Work Experience on Workplace Spirituality

Table No.4: Cross tabulation for Work Experience and Overall Workplace Spirituality.

Work_ex * Overall_WS Crosstabulation

			Overall_WS			Total
			Neutral	Agree	Strongly Agree	
Work_ex	up to 10	Count	24	17	8	49
		% within Work_ex	49.0%	34.7%	16.3%	100.0%
	more than10	Count	13	39	4	56
		% within Work_ex	23.2%	69.6%	7.1%	100.0%
Total		Count	37	56	12	105
		% within Work_ex	35.2%	53.3%	11.4%	100.0%

(Pearsons chi square (x^2): Sig value 0.002)

Influence of Work Experience is shown in table no 4. Respondents with up to 10 years of work experience shows less existence of workplace spirituality as compare to respondents with more than 10 years of work experience. 49% of respondents are neutral and remaining 51% are agreeing from the category of up to 10 years work experience. Whereas only 23% are neutral and remaining 77% are agree from the group of more than 10 years work experience.

HYPOTHESIS TESTING:

Following hypothesis are set for study and tested by using chi square test.

H1: There is an influence of Age and Experience on existence of Workplace Spirituality.

H1a. There is an influence of Age on existence of Workplace Spirituality.

Pearson's chi square value is 0.000 (Table No.2) which is less than the set level of significance that is 0.05, means the result is statistically considerable. So we have reject null and accept alternate hypothesis. That means there is significant relation between age and existence of workplace spirituality.

H1b. There is an influence of Work Experience on existence of Workplace Spirituality.

Pearson's chi square value is 0.002 (Table No.4) which is less than the level of significance that is 0.05, so our results are statistically significant. And we have to accept alternate hypothesis and reject null hypothesis. It says work experience and workplace spirituality are not independent variables they are associated with each other.

H2: Workplace Spirituality is associated with Gender.

Pearson's chi square value is 0.005 (Table No.3) which is less than the level of significance that is 0.05, so our results are statistically significant. And we have to accept alternate hypothesis and reject null hypothesis. It says gender and workplace spirituality are significantly associated with each other.

SCOPE FOR FUTURE RESEARCH:

This study has some limitations which gives scope for future research. First limitation is that the study has considered only three dimensions' of workplace spirituality; other dimensions' can be included in the future study. Second limitation is that it has studied only three demographic variables, more variables could be included in future study. Third limitation is the age and work experience are divided in to two categories only, these can be divided in to more categories to study in detail. Fourth limitation is separate relation between demographic variables and dimensions of workplace spirituality could be studied.

 CONCLUSION:

The term workplace spirituality has emerged recently. Interest in spirituality continues to grow in United States and globally also. It is one of the interesting areas for researcher to do research on it. Workplace spirituality is nothing but inner life of employees which should be nourished by employers to get good results. It has many dimensions but Milliman et al.(2003) in his study focused on employees experience about meaning in their work, sense of connection with other peers and colleagues at workplace and feeling of alignment of your own values with organizational values. In this study also workplace spirituality is measured with respect to three dimensions given by Milliman et.al. This study was carried out to find existence of workplace spirituality among teaching staff in management institutes and to find influence of demographic variables such as age, gender and work experience on workplace spirituality. As per results workplace spirituality is existing in the teaching staff of management institutes. It has observed that teaching staff find meaning and purpose in their work. Also they feel connection with their colleagues and they enjoy sense of community at workplace. And it is found that there is influence of age, gender and work experience on workplace spirituality. With increase in age and work experience existence workplace spirituality also increases. Practicing workplace spirituality improves individual employees work effectiveness as well as organizational effectiveness.

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