

Spirituality and its effect on Workplace performance

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1. Introduction

Work is one of the most important aspects of anyone's lives (Dulk, Groenveld et al., 2013). People has been performing work in order to fulfill either their monetary needs (such as house, things of living comfort, cloths etc) or non monetary needs (eg. psychological fulfillment) (Stiglbauer & Batinic, 2012). But in today's fast changing world, the work culture is changing fast too (Baran et al., 2012). The increasing internationalization of business, advent of new technologies, new organizational practices leading to the changing nature of work (Connel et al., 2014). Workers nowadays are increasingly seeking their souls at work to achieve more fulfilling balance between life and work (Dehler & Welsh, 2003; Fairhom, 1997). Accordingly It is not surprising, that the concept of Spirituality at workplace has increasingly gained popularity in the past few years to let employees explore the dimensions of spirituality in their own personal and professional lives to lead a happy life (Vilmante, 2014).

In simple terms, Spirituality is something that gives meaning to one's life (Kiran & Jagdeep, 2016). It can be further defined as expressing our desires to find purpose and meaning in life and is a process of living out one's set of deeply held personal values (Malikeh & Elham, 2013). It is more of an individual process and may mean different things to many people. Spirituality at workplace involves the effort to find one's ultimate purpose in life, to develop a strong bond with coworkers and with other people associated with work and to have a balance between one's core beliefs with the values of the organization he works with (Malikeh & Elham, 2013). Neal (1997) asserts that "spirituality in the workplace is about people seeing their work as a spiritual path, as an opportunity to grow personally and to contribute to society in a meaningful way. It is about learning to be more caring and compassionate with fellow employees, with bosses, with subordinates and customers. It is about integrity, being true to oneself, and telling the truth to others. Spirituality in the workplace can refer to an individual's attempts to live his or her values more fully in the workplace. Or it can refer to the ways in which organizations structure themselves to support the spiritual growth of employees". Hence the present study is an attempt to explore the effect of spirituality on workplace performance in maintaining personal goals with values of the organization.

2. Method

Participants

Respondents were chosen through convenience sampling from a private college of management in Bangalore, India. All the Participants were at the designation of assistant Professors in the college. A total of 48 subjects participated in the study.

Table 1: Age of the Respondents: N=48

Age	Frequency	Percentage
20-30	19	39.6%
31-40	23	47.9%
41-50	6	12.5%
Total	48	100%

Table 1 shows the total number of respondents included in the study. 47.9% of the faculty members were of the age between 31-40 years, approx 39% falls under 20-30 years of age gap slab and only 12.5% were of the age between 41-50 years.

Procedure

Data were obtained from written responses to a questionnaire. Participants were provided with the questionnaire and got them filled as per their convenience. The questionnaire had questions related to the socio economic profile of the respondents and also related to spirituality and to know how it affects their work. And because the universe of the study was finite hence all the subjects were studied.

Data Processing and Analysis Techniques

After collection of all research related information from the respondents. Further information was scrutinized; tabulation was done by making a systematic order and finally summarizing the matter to find out the response of the respondents. All questionnaires were tabulated in MS Excel in a systematic order through each question and responses and summarization of the data done as per the needs of the objectives.

Data collected from respondents and other secondary sources was analyzed quantitatively. Simple statistical technique was used to analyse the data.

3. Findings

Socio- Economic profile of the respondents

Table 2: Marital Status of the Respondents

Status	Frequency	Percentage
Married	34	70.8%
Unmarried	14	29.7%
Total	48	100%

Table 3: Educational Level of the Respondents

Academic Level	Frequency	Percentage
Ph.D.	19	39.6%
Net.	14	29.7%
Ph.D. & Net	15	31.25%
Total	48	100%

Table 4: Category of the Respondents

Category	Frequency	Percentage
Gen.	29	60.4%
O.B.C.	8	16.7%
SC.	10	20.8%
ST.	1	2.08%
Total	48	100%

Table 2 represents Marital Status of the Respondents, which shows clearly 70.8% of the respondents were married and rest 29.7% were unmarried.

Table 3 above shows the Educational Level of the Respondents and maximum number of the faculty members (39.6%) found to be PhD holders.

Table 4 represents the data for the Category of the Respondents which shows 60.4% respondents belong to General Category, 20.8% belong to SC (Scheduled Castes) and only 2.08% found to be belong to ST (Scheduled Tribe Category).

4. Other Findings

Table 5: Belief in spirituality

Response	Frequency	%
Yes	34	70.8%
No	14	29.2%
Total	48	100%

Table 5 represents the number of respondents who believe they are spiritual. Around 70% of the respondents agree to be spiritual, and follow some spiritual practices.

Table 6: Spirituality as any help at work place

Response	Frequency	%
Yes	31	64.5%
No	15	31.3%
Didn't Answer	2	4.2%
Total	48	100%

Table 6 showed the number of respondents (64.5%) agreed that being spiritual helped them in their workplace in a positive sense. 31.3% denied that being spiritual helped in their workplace doesn't help them in anyway.

Table 7: work and feeling of happiness

Response	Frequency	%
Always	19	39.6%
More Often	22	45.8%
Sometimes	7	14.6%
Total	48	100%

Table 7 represents data to show the exact number of respondents (39.6%) agree that they feel happy with their work, 45.8% believe they feel happy more often while 7% reported that their work made them happy occasionally.

Table 8: spirituality and the balance between work with personal life

Response	Frequency	%
Always	13	27.1%
More Often	28	58.3%
sometimes	7	14.6%
Total	48	100%

Table 8 showed the data of respondents who do and do not agree that being spiritual help them in balancing work and their personal lives. While 58.3% respondents reported that spirituality helped them in balancing their personal and professional lives more often, 27.1% reported to be balancing their personal and professional life always at ease with ehlp of spirituality.

Table 9: Friendship at work place as a measure to cope with stress

Response	Frequency	%
Yes definitely	44	91.7%
Not always	3	6.2%
Can't say	1	2.1%
Total	48	100%

Table 9 represented 91.7% of respondents agrees that friendship helped them in coping with stress at work at workplace.

Table 10: creative activities at work place

Response	Frequency	%
Yes	24	50%
No	13	27.1%
occasionally	23	47.9%
Total	48	100%

While 50 percent of the respondents did agree that there happens to be some creative activity at their workplace often, 27 % denied about such activities, and 47.9% confirmed to have happened occasionally.

Table 11: organization and growth opportunities

Response	Frequency	%
Yes	17	35.4%
No	31	64.6%
Total	48	100%

Table 11 shows the data of 64.6% respondents who agreed that their organization does not provide them the opportunity to grow personally and 35.4% of them accept the oragnisation's role in their personal growth.

5. Discussion

The findings of the study indicates that the Organisation that treats its employees as a part of its community and also engage them emotionally to company's mission and vision, may lead to employees motivation and loyalty to boost organization's performance (Kiran & Jagdeep, 2016). Study

also reveals the role of friendship at workplace in coping stress like in the studies of (Naff, 2012; Bader et al., 2013 and Snow, 2013). The study also reflects that Spirituality at the workplace refers to longines for opportunities, seeking growth, the quest for a meaningful way of living. It is a form of expression that can be seen through politeness, contentment and happiness.

6. Conclusion

Spirituality is the most talked about and least understood concept. Hence It can be concluded that organizations, first of all need to start with the foundations. A culture should be developed in which employees feel more connected to each

other. There is growing evidence in spirituality research that spirituality programs results in individual level outcomes for employees such as increased joy, serenity, job satisfaction and commitment (Reave, 2005) as profit cannot alone defines happiness at workplace , thus spirituality is necessary in organizations for ensuring ethical behavior, job satisfaction, healthy competition and employees commitment (Kiran & Jagdeep, 2016). Indeed it has been suggested though that organizations should encourage spiritual experiences which will lead to enhance organizational performance and thus profitability. If organization becomes able to align individual's goals with organizational mission and vision, any of it can become more productive and successful.

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