

Relationship between the Workplace Spirituality and Productivity in Small to Medium Organisations

Chhavi Goel , Dr. Amit Seth

¹(Research scholar, MRIIRS)

²(Professor, MRIIRS)

Abstract

Those spirituality in general is different from workplace spirituality and it is divided after combining many factors into 3 ways that is obligation tendency and knowledge. The performance of the people which is also defined in terms of productivity in the organisation is content, structure, contact. The study has been conducted on group of individuals and impact of spirituality on productivity has been measured. The base Level spirituality is zero and is increased further and its impact on three components content structure and contacts are found to be overwhelming. Contact contents shows 92% followed by structure 86% and context is 59%. The results are impressive for the particular study many authors conducted the study in this topic have also found impressive results.

Introduction

Efficiency, productivity and profitability can only increase the competitive advantage of organisation through performance and economic outcome. Contrary ignoring the productivity of human resources and only concentrating on other factor can affect the organisations productivity and effectiveness and hence there will be a big loss of human resources and breeding dissatisfaction. Organisational management is required to identify the potential talent in employees and provide them the ground for nurturing these talents so that human resource productivity can be increased.

The necessity of employee's productivity has become the focus of studies by the researcher. Finding the base for improving employee's productivity requires identification of important variables. One of these is organisational spirituality. Many authors have confirmed that there is a relationship between spirituality and organisational effectiveness. Organisational spirituality has been made a component in the organisational behaviour. Spirituality is understood to be inspiring and motivating force so that individual can improve their meaning and purpose in their career. They also learn to understand the true value of work and diversity of creation Their nature and personal belief system.

Employees spirituality has brought individual advantages such as pleasure satisfaction commitment etc and also organisational benefits have also been generated such as improved productivity and regularity on the workplace. Spirituality provides solution for consolidating motivating and satisfying employees and hence boosting their performance. During the work hour the employees are spiritually committed they can find the purpose and meaning therefore the level of contentment is increased. Spirituality can help expanding employees capacities as a result of which there can be enhancement in organisational productivity. Since productivity help the organisation to increase the performance, values and their four-organisational success.

In the present paper the effort has been made to study the impact of spirituality on productivity in small organisation. In recent years Spirituality has become a scholarly topic as it grown as a global topic of interest. Gupta and Singh (2016) claims spirituality has 7 dimensions flexibility force creativity respect vision partnership communication energy force.

Bekker (2013) defines organisational spirituality as a value-based framework has benevolence receptivity respect responsibility integrity trust humanism and generativity.

Koenig et al. (2004) defining spirituality is a very complicated task because every person has his own definition of spirituality according to his experience and belief system.

Garcia Zamor (2003) defines that's spirituality is multidimensional concept. It has a link with thinking patterns emotions feelings hopes wishes behaviours.

Spirituality don't have a well-defined and standardised definition but by different researches it is immersed that spirituality effect human life and add some meaning and transcends to their life.

Thus, spirituality can be interpreted at both of the levels at organisational level and individual level. At organizational level spirituality effects, the behaviour of employees at workplace, decision making, teamwork performance and working performance of the employees. At individual level spirituality affects their cognitive experience is wellbeing and their happiness etc. Which ultimately affects the employees at their workplace. Thus, HRM practices can incorporate spirituality by modifying their organisation planning, organising, decision making and strategic planning as a daily life culture of the organisation.

Spirituality and religion are not synonyms. Both are different term and distinct from each other. Workplace is considered as a secular environment so spirituality can be incorporated in workplace.

Review of related literature

Payutto (2002) in his states that tranquillity meditation is a self-relaxation and stress leaving technique. Where is inside meditation is wisdom stress reduction technique which see the truth of self and world. Inside meditation is training by which person can achieve mindfulness, focus and attention that animals a person more appropriate in his work.

Pra Rajaprommajarn (2004) finds that people soul many of their problem by practicing meditation or in either ways they can be stay away from the truth by practicing meditation but they developed insight to see the true nature of problem and by knowing that they could able solve their problem by seeing the truth.

Tischler et al. (2002) Meditation develops focus and concentration which indirectly affect their work and it improves their workplace performance and output.

Weick and Put (2006) meditation in to develop focus, attention and mental skills. These skills can be applied at workplace to improve the workplace performance of employees and effective teamwork.

Krahnke (2003) states that spirituality may affect employees in many ways by reducing their absent is a stress conflict and enhance their work performance, their wellbeing and improves their quality of life.

Ashmos and Duchon 2000 claims that people could not work mechanically but they work by their heart and Soul. When people work by the spirit it adds some meaning and purpose to their work and they get a feeling of contentment and fulfilment

Cacioppe (2000) In recent era world has been confronted by many social environmental and economic problem because of human selfishness and lack of love and compassion. These big problems compiled human being to search peace and harmony that is essential for spiritual journey and to live with peace.

Weberman and witty 1997 states that organisational study has a big Paradigm shift from mechanistic study that values only science and technology and not of human being as a human resource to spiritual study that values the consciousness and human being as a human resource. Because of this paradigm shift emphasis on many issues such as teamwork trust creativity and openness to change, performance as a solution to deal with many big problems in the business.

Amirhosseini and Ghobadi (2015) conducted a research on workplace spirituality and human resource productivity in Iranian Bank of tourism. Descriptive correlational method was used in the study and the population of 262 individuals were investigated on Morgan's table. In research

spiritual indicators used were meaningful work and confirm it with organisational values. Where is productivity indicators being organisational commitment understanding of the job innovation job knowledge skill satisfaction and motivation. Yesterday became on a conclusion that there is a significant relationship between productivity and spirituality.

Khamse et al. (2015) conducted a study to investigate the relationship between organisational spirituality and productivity of employees in Iranian education department. A descriptive survey was done of 67 individuals as samples to see the impact of organisational speciality on productivity of employees. He concludes that spirituality influence employees performance in a positive way.

Molaey et al. (2014) check the relationship of work performance and spirituality at workplace, work engagement and internal motivation. By using Pearson's correlation coefficient and regression analysis it has been revealed that there is a significant and positive relationship between spirituality and work performance work engagement and internal motivation.

Methodology

Spirituality is measured in three dimensions

1. Religious belief, religious emotions, obligation to perform religious duties. in all there were 18 questions and the answer were taken on 5-point Likert scale.

Productivity was assessed with 24 questions and the answer was taken on 5 Likert scale. All the questions were divided into three factors and exploratory factor analysis was done.

2 seriousness of work

3 qualities of work

4 jitteriness

The mean, standard deviation, correlation coefficient is also calculated.

Alternatively, this spirituality was further divided into four dimensions

Table-1. The dimensions and Psychometric Properties of Spirituality at workplace measures.

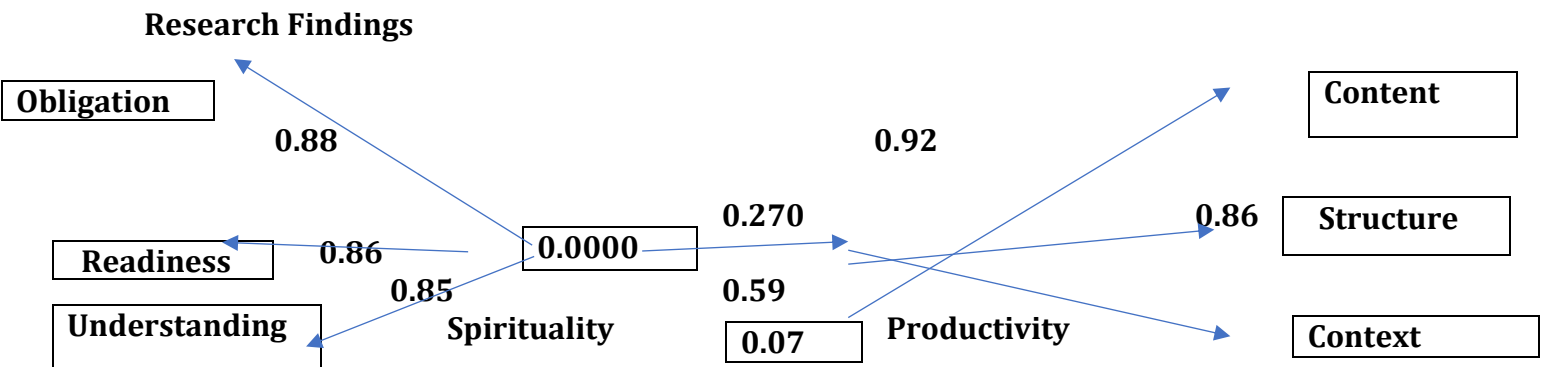
Items.	Mean	SD	r	R	a
Dimension 1: Compassion	4.20	.55	.59	.35	.65
1. I can easily feel empathy with others					
2. I am very realistic with others					
3. I am very much helpful with my colleagues	4.12	.53	.71	.43	
	3.75	.70	.40	.15	
Dimension 2: Concentration					.77
4. I do my Work with confidence	4.07	.93	.55	.31	
5. I find myself working without distraction	3.85	1.08	.63	.45	
6. While working I break or spill things in lack of alertness	3.60	1.03	.67	.41	
7. I rush through work activities without promptness	4.00	.77	.83	.69	
8. It seems I am working without being concentrated	3.85	.97	.49	.28	

Dimension 3: Meaningful Work					.80
9. I always enjoy my work	4.07	.67	.62	.43	
10. I am always punctual of time at work	3.44	.77	.54	.29	
11. I feel My work is an inspiration to others					
12. I am self-motivated	3.40	.68	.43	.18	
13. People took my work as reference					
14. The work I do is connected to what I think is important	3.75	.73	.71	.50	
	4.10	.78	.63	.39	
	3.95	.69	.57	.29	

Table-2 showing result of factor analysis

Items	Factor 1	Factor 2	Factor 3
1.	-	-	.65
2.	-	-	-
3.	-	-	.80
4.	-	-	.66
5.	-	-	-
6.	-	-	.58
7.	-	-	.59
8.	-	-	.48
9.	-	.60	-
10.	-	.58	-
11.	.50	-	-
12.	-	-	-
13.	.58	-	-
14.	-	.61	-
15.	-	.48	-
16.	.62	-	-
17.	-	.55	-
18.	-	.49	-
19.	-	.70	-
20.	.76	-	-
21.	-	-	-
22.	.80	-	-
23.	.83	-	-
24.	.71	-	-
Eigenvalues	11.05	3.48	1.46
% of variance	22.85	15.72	15.28
% of variance total		54.05	

There is a model showing relationship between spirituality and productivity.



Conclusion

In this era of competitiveness Human resource is also an important factor by which business performance can be enhance. Now a day's researchers have conducting many studies in search of factors that can enhance productivity of business and work performance of employees. Workplace spirituality is also an important factor among the different factors. Though many studies showed a positive relationship between spirituality and productivity, yet this concept is underdeveloped and need more research. These studies form a strong base for concept building of spirituality and shows results interaction of different variables of organisational productivity and employees performance with spirituality.

This study has also been taken up for this aim and it is found that spirituality has a considerable effect on productivity and performance of employees. Thus, spirituality add meaning to their work, enhance their quality of work. That may be reason that many big organisations are incorporate spirituality as their work culture.

The study conducted among the respondent chosen for the sample study indicates that as the level of spirituality underlined by the alertness, attitude and promptness, affect the work performance more than any other person, not of a limited level but to a significant level. Spirituality of force is an idea which acts differently when the people are in religious place by enlarge all people at workplaces through give importance to the convenience pay package. Otherwise they will not work when their demand is not satisfied.

References

1. Biberman, J. and Whitty, M., 1997. A postmodern spiritual future for work. *Journal of Organizational Change*, 10(2), 130-138.
2. Bekker, C. (2013). Towards an Integrative Conceptual Model of Organizational Spirituality. *International Journal on Spirituality and Organization Leadership*, 1(1), 80-93
3. Duchon, D. and Plowman, D. A., 2005. Nurturing the spirit at work: Impact on work unit performance. *The Leadership Quarterly*, 16, 807-833 .
4. Giacalone, R. A. and Jurkiewicz, C. L., 2003. Toward a science of workplace spirituality. In: R. A. Giacalone and C. L. Jurkiewicz, eds. *Handbook of Workplace Spirituality and Organizational Performance*. Armonk: M.E. Sharpe, 3-28.

5. Garcia-Zamor, J. C. (2003). Workplace spirituality and organizational performance. *Public Administration Review*, 63(3), 355-363
6. Krahnke, K., Giacalone, R. A, and Jurkiewicz, C. L., 2003. Point-counterpoint: Measuring workplace spirituality. *Journal of Organizational Change*, 16(4), 396-405.
7. Payutto, P. A. , 2002. *Samadhi in Buddhism*. 2nd ed. Bangkok: Buddha Dhamma Foundation.
8. Petchsawang, P. and Duchon, D., 2008. Measuring workplace spirituality in an Asian context. *Human Resource Development International*, 12(4), 459-468
9. Weick, K. E. and Putnam, T., 2006. Organizing for mindfulness: Eastern wisdom and Western knowledge. *Journal of Management Inquiry*, 15(3), 275-287.
10. Weick, K. E. and Sutcliffe, K. M., 2006. Mindfulness and the quality of organizational attention. *Organization Science*, 17(4), 514-524.
11. Rajaprommajarn, P., 2004. *Path to Nibbana*, complete edition. Chiangmai: Changpeuk.
12. Tischler, L., Biberman, J, and McKeage, R., 2002. Link emotional intelligence, spirituality and workplace performance: Definitions, model and ideas for research. *Journal of Managerial Psychology*, 17(3), 203- 218.