



Measuring the impact of workplace spirituality in India

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Abstract

Since labour and religion seem to be distinct fields, Spirituality at work cannot be described by simply adding the phrases "place of employment" and "spirituality" together. According to earlier research, several factors can be used to determine how Spirituality affects the workplace. The authors conducted a study to identify the elements affecting workplace spirituality and their effect on spirituality results for staff members due to the mounting evidence suggesting the advantages of workplace faith for organizations and their stakeholders. Many companies now view Spirituality at work as a more worthwhile research field. Since more researchers actively contribute to this field, there is tremendous opportunity for research in this area. This study examines how different aspects of workplace spirituality affect engagement at work. This research has a quantitative methodology. An anonymous poll was circulated, and the results were subjected to analysis. Workplace spirituality's meaningful employment factor has significantly impacted job engagement.

Keywords: Impact; workplace; Spirituality; productivity; employees.

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Introduction

Faith may have been understood in a variety of ways. The ancient Latin term for "esprit," "spare," denotes "to take on or live." In simple terms, spirits display us whilst we breathe freely and actively; it is the life energy. All of themselves include faith that there is greater-than-oneself power regulating the entire world, a sense of oneness with this authority alongside every living being, understanding the significance and purpose of existence, and developing one's values and ambitions. Religion is commonly conceived of as one's pursuit of the almighty and is not restricted to any particular faith tradition.

It refers to the independence of the body's inner self, encompassing both the mental and physical sides of one. It can remember the intangible as a mystical fulfilling force across all humans and

oneself (Fairholm, 1997). Religious ideals (such as modesty, transparency, ethical influence, trust, and integrity) and daily activity (such as demonstrating concern, genuine dialogue, modesty, pursuing spiritual practice, and so on) were examples of how Spirituality manifests oneself.

The work environment Spirituality is a way of being, believing (values and morality), behaving (rituals and practices), and interacting (a community and relationships) in service to an ultimate worth or purpose (God or Other). It refers to a way of life that recognizes that staff members have both an aura and a mind and, therefore, seeks to develop them.

It has been observed that separation from oneself, less efficiency, and frustration among staff members may develop due to an absence of



meaning or significance in a job (Naylor et al., 1996). Moore (1992) observed that professional work assists in creating a more visible influence on the workplace. Following similar lines, scholars contend that what it means one derives via job duties is crucial for religious progress in the workplace.

Rev of Literature

Mitroff and Denton (1999) conducted a statistical investigation on Spirituality in job settings, concluding that the sole means to manage Spirituality is through unambiguous total separation from business. The researchers also discovered that theologies, research, and art must be segregated to progress into more mature forms. Moore (2008) subsequently argued that religion is a different component of individual diversity. If the evidence that validates Spirituality as a property of individual variations is to be uncovered, the author emphasized the necessity for a completely new stream of inquiry to be formed to comprehend its consequences. Furthermore, Bosch (2009) investigated the numerous notions of religious action to establish its significance, efficacy, and usefulness in work (Bhaskar & Mishra, 2019; Saxena et al., 2020; Sharma & Kumar, 2020).

These elements include attentive meditation, awareness, independence, understanding, and affection. The above variables were investigated in terms of management's beliefs and opinions and their personal evaluations of concern, strain, and ethics outside of that context. Marques et al. (2010) demonstrated a workplace faith in an era of organizational problems and corporate greed; analyzed workshop discussions for increased knowledge of place of employment practices valuable for spiritual nourishment; developed a more thorough comprehension of work and its more profound significance; demonstrated a deeper examination of career goals and avenues, a stronger sense of accountability and truthfulness, and greater involvement (Foster & Foster, 2019; Badrinarayan, 2019).

Similarly, Long and Mills (2010) argued that Spirituality at work is essential for survival.

These writings can also communicate a shepherd's authority, confirming a good self-image by warning that language is used in specific circumstances for the same reason. According to Chin et al. (2011), a setting with both spiritual and emotional intelligence will be advantageous. " The capacity to comprehend, sense, and properly apply the control and acumen of emotions as a source of control, relationships, details, and impact" (Cooper & Sawaf, 1997). Divine information, on the other hand, is defined as "the collection of abilities people employ in order to embody, be apparent, and implement spiritual traits, values, and principles "(Arora et al., 2021; Bansal et al., 2022; Bhalla & Bansal; 2014).

Altaf and Awan investigated employee spirituality and discovered an encouraging connection between workplace spirituality and satisfaction with the job. According to Milliman et al., office spirituality predicts 68% of the change in organizational loyalty, 33% of the improvement in work happiness, and 50% of the improvement in organizational confidence. It has a positive relationship with work engagement. Yadav studied the relationship between Spirituality in the workforce and work dispositions and discovered that work-related religiosity predicts 23.5% of the change in overall fulfilment with work, 33.4% of the increase in involvement in the workplace, and 48.3% of the change in organizational loyalty. However, all of these research utilized different characteristics that involve significance in work, society at work, good organizational reason, or individual goals awareness (Gaidhani et al., 2019; Singh et al., 2020; Akbar et al., 2021; Ali et al., 2021).

In the opinion of Gupta (2012), corporations are adopting religiosity as a tool for solving worker motivation and productivity difficulties rather than as a structure for creating a cultural shift in company philosophy and conduct or to be administratively effectual and practicable in reforming the organizational environment. According to McCuddy and Pirie (2007), respondents during the research they conducted claimed that spiritual sessions raised efficiency and morale among staff members while reducing



total staff turnover. A further result of the current study was the discovery that the index of spirit was more significant than the coefficient of belief in God, indicating that a better spiritual condition influences individuals to work more successfully than simply doing tasks as a ritual.

Jhajharia (2015) engaged people in order to enable them to achieve achievement and improve their work ethic.

You gather to achieve what you want, and mysticism creates an atmosphere where employees may aid happily alongside their colleagues or superiors. According to Shah et al. (2014), the physical characteristics of an organization represent its principles that drive employee-related performance. These features covered, for illustration, the company insignia, logos, and organizational elements such as "fair administration practise" and "Hiring Efficiency." Furthermore, where there were perfect "alignments" across the organization's aim for upholding principles and associated behaviours, workers reported the highest overall involvement (Gupta et al., 2022; Ma et al., 2022; Al et al., 2022).

Spirituality's Relevance in Organisations

Faith in organizations is the appreciation and incorporation of a greater awareness of significance, principles, and meanings into workplace culture and practises.

Whilst organizations have typically prioritized money and efficiency, there is a rising acknowledgement of the role of Spirituality in the world of work. Below are some reasons why Spirituality is vital in organizations (Sharma & Arora, 2021; Maharshi et al., 2013).

Following are some of the explanations for why Spirituality is vital in organizations:

1. **Company Well-Being:** Theology is beneficial to staff well-being. Whenever staff sense that their religious beliefs are recognized and recognized at work, it may result in higher job satisfaction, lower stress levels, and better psychological well-being. That, in return, may end in higher output and fewer turnovers.

2. **Greater Enthusiasm and Involvement:** The psychologically gratifying workplace often

increases staff participation and enthusiasm. Personnel who find a sense of significance in what they do are more inclined to be driven by and devoted to their jobs and the company's objective.

3. **Creating a Feeling that Society:** Spiritual can help workers develop an awareness of connection and interconnection. Employees with similar beliefs and opinions may create a helpful and harmonious working atmosphere. The feeling of identity can boost cooperation, communication, teamwork, or cooperation.

4. **Better choices:** Bringing religion into making choices may result in better moral choices. Organizations that assess the more significant effect of what they do on people and the natural world are prone to make judgments that are simultaneously economically viable and socially decent.

5. **Improved Management** spiritual figures are more empathic, caring, and aware. They can better motivate and encourage their colleagues, develop trust, and lead with sincerity. Such managers frequently have a favourable impact on organizational culture.

6. **Creativity and Ingenuity:** Religion may boost innovation and originality by motivating staff members to look outside the box and experiment with novel approaches. While people are free to be their most authentic selves and to exhibit their originality, it can result in new insights and innovative ideas.

7. **Responsible Behaviour:** ethical conduct centred around values choice-making frequently highlighted in philosophical perspectives. Spiritually focused organizations are more likely to have strong ethical cultures, lowering the probability of catastrophes involving unethical behaviour.

8. **Flexible thinking and Resilience** On a spiritual level, oriented employees and organizations are more adaptive and robust when confronted with obstacles and transformation. Humans can use their belief in purpose and meaning to help them overcome challenging moments and emerge stronger.

9. **Recruiting + Retention skills:** Organizations prioritizing Spirituality could appeal more to

people looking for a values-aligned environment. This can aid in recruiting and retaining elite personnel, particularly among younger generations that place a premium on reason and morals in their work.

10. Improved Image: Adopting philosophical and ethical ideals can help improve the image of a company. Investors and consumers are increasingly searching for businesses that show ethical behaviour and take action to influence humanity positively.

Whilst religious belief in organizations may not be appropriate for various kinds of firms or professions, it may be an invaluable part of organizational culture for individuals who decide to promote it. Faith, when done intelligently and comprehensively, may assist personnel in having an additional wholesome and meaningful career while also helping the organization's bottom line or humanitarian effect.

Parameter Identification

According to the findings, each of the 23 elements merged into five key variables. Among the elements investigated that influence Spirituality at work is

Enlightenment The results - The investigation showed the people polled thought this element was more significant, with the most explanatory heterogeneity. This aspect is heavily weighted in eighteen of its twenty-three assertions. This entails increasing your level of pleasure, working harder after yoga, being dedicated to what you do, working at work to bring out what is best inside you, and developing your traits and faith, which may leave you more determined and confident.

Inner Life - In line with the findings, people ranked this as their second top component. This component is heavily weighted in seven of the twenty-three assertions. These consist of tolerance and time, developing leadership traits, assisting individuals in executing their duties better, including religion on the job, and inner life (the numbers plus psychological wellness) influencing how you perform at work. Consider a position in what you will do and increase your spirits.

Meaning and Objective - According to the findings, users ranked this as the third and final primary aspect. This component is heavily weighted in five of the twenty-three assertions. Demonstrating your faith or faith in God, discussing your opinions with others, seeking a purpose and meaning at work, self-motivation influencing faith at work, and feeling linked to a superior force.

Soul & Church - According to the research, those surveyed ranked this as the fourth most significant component. This component is heavily weighted in three of the twenty-three assertions. It involves religious faith, unlike religion and beliefs, which is also significant in how you live.

Religious Awareness - According to the findings, interviewees ranked this among the sixth most significant component. Three of the 43 sentences rely heavily on this aspect of the argument. This involves applying their pay to fund courses in Spirituality and scheduling some form of meditation or exercises (Bansal et al., 2022; Singh et al., 2020).

Research Objectives

- To investigate the elements that influence the faith of workers.
- To investigate the impact of integrating workplace faith on employee performances.

Research Methodology

Patrol Equipment Architecture

The survey components and responses for aspects promoting Spirituality in the workforce were designed through experimental interactions with practitioners and generalizations drawn from an overview of the issue. This survey had 25 propositions based on Pawar (2009), Danielson (2010), as well as Petchsawanga and Duchon (2012). Every claim was evaluated using a Likert scale with a score of 5, with scores fluctuating between 1 to 5.

Data Analysis

The statistical software SPSS 23.0 was used for the analysis. Ninety replies were gathered in total. In the final sample, men comprised 85% and women 16%. 19% of respondents were between the ages of 18 and 24, 76% were between the ages of 25 and 39, and 4% were between the ages of 40 and 59.



Of all respondents, 38% had an employment history of 1-3 years, 42% were employed for a period of 3–7 years, 4% had expertise of 7–10 years, 8% had involvement of more than ten years, and 8% had involvement of less than a year. 36% of respondents worked in the field of information technology, followed by 24% in manufacturing and assembly, 8% in accountancy, banking, and finance, 8% in sales, and 5% in marketing, advertising, and public relations, with the other respondents employed in other industries. Multiple regression analysis was used to comprehend how the variables related.

For the regression analysis, the following theory was taken into consideration:

H1: Empathy and work involvement have a significant association.

H2: Meditation and job engagement have a significant association.

H3: There is a strong connection between occupation involvement and valuable work.

H4: The concept of transcendence and job participation has a considerable relationship.

The table below, created in SPSS 23.0, displays the subscale score's regression results. For the total sample, understanding, meditation, work that is meaningful, a state of transcend and employment involvement

Model	R	RSquare	Adjusted RSquare	Std. Error of the Estimate
1	.616a	.380	.350	5.78061

TABLE II ONE WAY ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	1737.791	4	434.448	13.001	.000
Residual	2840.309	85	33.415		
Total	4578.100	89			

TABLE III COEFFICIENTS

Model	Standardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
(Constant)	-1.132	6.523		-.173	.863
Compassion	.132	.334	.037	.395	.694
Mindfulness	.122	.144	.073	.846	.400



Transcendence	.194	.361	.066	.539	.591
Meaningful work	.948	.215	.549	4.408	.000

The null hypothesis is rejected since the findings show that significant work has a p-value below 0.05. This demonstrates that H3—that there is a considerable connection between relevant work and workplace involvement—is accurate. However, the p values for H1, H2, and H4 are insufficient to reject the null hypothesis as valid (p-value>0.05); hence, compassion, awareness, and the transcendent do not significantly correlate with involvement in the workforce.

Discourse and constraints

Multiple regression analysis reveals a substantial relationship between the meaningful duties dimension and job engagement. In line with existing studies, the characteristics of workplace spirituality also account for 37% of the variation in job involvement. The same study can be conducted on a more significant sample with additional factors taken into account and a smaller amount of job participation.

Final Comments and Implications

According to a study on Indian private sector workers, there is a strong correlation between job engagement and the critical work aspect of workplace spirituality. Therefore, the employee's desire for significance at work, which is a component of their objectives and purposes, increases their level of job involvement. Other factors, such as empathy for coworkers, the transcendent with a higher power, and contemplation at work, have no bearing on job dedication. This study will assist management in determining whether the staff derives fulfilment and purpose from their work to provide the organization with their best effort.

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