

INFLUENCE OF SPIRITUAL BELIEFS ON JOB SATISFACTION AND WORK-LIFE HARMONY AMONG PROFESSIONALS IN VADODARA

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Abstract

The present study explores the influence of spiritual beliefs on job satisfaction and work-life harmony among professionals in Vadodara, a culturally diverse city in Gujarat. In today's fast-paced and high-pressure work environment, professionals often face emotional stress, imbalance, and dissatisfaction. This research examines whether spiritual beliefs and practices contribute positively to managing these challenges by enhancing emotional well-being, workplace motivation, and life balance. The study is based on primary data collected through a structured questionnaire from a diverse group of professionals across government, private, and business sectors. Key variables analyzed include job satisfaction, work-life harmony, emotional well-being, and spiritual practices, along with socio-demographic profiles. Statistical tools such as frequency analysis, descriptive statistics, ANOVA, and regression analysis were used for interpretation. The findings reveal a strong positive correlation between spiritual beliefs and workplace outcomes, suggesting that incorporating spiritual awareness can significantly improve professional quality of life and holistic well-being.

Key Words: Job Satisfaction, Work Life Harmony, Spiritual Belief, Emotional Well Being

1. Introduction

In the contemporary workplace, where stress, competition, and performance pressure are on the rise, professionals are increasingly seeking inner peace, purpose, and balance. This growing quest has brought spirituality into the limelight as an important factor influencing both job satisfaction and work-life harmony. Spiritual beliefs, often rooted in values such as compassion, honesty, purpose, and mindfulness, are no longer confined to personal life that they are gradually influencing professional behavior, attitudes, and relationships.

Spirituality at work does not necessarily refer to religious practices but encompasses a broader understanding of connecting with one's inner self, aligning work with core values, and finding deeper meaning in professional activities. Employees who integrate spiritual beliefs into their lives tend to experience greater emotional resilience, ethical clarity, and a sense of fulfilment, which in turn can positively impact their job satisfaction.

Moreover, work-life harmony, which refers to a balanced integration of personal and professional responsibilities, can be significantly improved through spiritual grounding. Spiritual professionals often manage stress better, maintain positive interpersonal relationships, and demonstrate higher levels of self-awareness and emotional intelligence all of which contribute to better work-life balance.

In the Indian context, where spirituality is deeply embedded in cultural and social life, its influence on the workplace is even more pronounced. Professionals from cities and regions rich in spiritual heritage often carry those beliefs into their organizational roles, subtly shaping their decision-making, leadership style, and team dynamics.

This study aims to explore the extent to which spiritual beliefs influence job satisfaction and work-life harmony among professionals, using real-world data and employee experiences. By understanding this relationship, organizations can develop more holistic and human-centric approaches to employee well-being, fostering workplaces that support not just productivity but also personal growth and harmony.

2. Literature Review

Pio, R. J., & Tampi, J. R. E. (2018) mentioned that this paper discussed the author's previous research on the impact of spiritual leadership on employee performance, organisational commitment, job happiness, ethical behaviour, and quality of work life. This study falls under the category of explanatory research, which aims to clarify the location of the variables under examination, the relationship and impact of one variable on another, and the techniques employed for data analysis, including structural equation modelling (SEM). The 292 individuals who work as nurses in three hospitals make up the group that is being studied. The findings demonstrated the strong direct relationships between spiritual leadership and job satisfaction, work-life quality and job satisfaction, work-life quality and organisational citizenship behaviour, and job satisfaction and organisational citizenship behaviour. In order to determine the impact of spiritual leadership on ethical behaviour, QWL, work satisfaction, organisational commitment, and employee performance, this paper's originality demonstrates an explanation (explanatory) study approach using SEM. The nursing staff at a private hospital in North Sulawesi, Indonesia, is the subject of this research case study.

Haar, J. M., et.al., (2014) examined how work-life balance (WLB) affects a number of personal outcomes in various cultural contexts. SEM analysis of a sample of 1416 workers from seven different populations from Malaysia, China, New Zealand Maori, New Zealand European, Spanish, French, and Italian showed that WLB was negatively correlated with anxiety and depression and positively correlated with job and life satisfaction in all seven cultures. These correlations were mitigated by gender equality and individualism/collectivism. For those in individualistic cultures, high levels of WLB were more favourably correlated with job and life satisfaction than for people in collectivistic cultures. For those in gender egalitarian societies, high levels of WLB were more adversely correlated with anxiety and more favourably correlated with job and life satisfaction. Overall, there is a lot of evidence that WLB benefits workers from different cultural backgrounds and that culture moderates these correlations.

Yarsi, M. R., et.al., (2025) defined that work and lifestyle habits have changed as a result of adaptation during the COVID-19 epidemic. The lines between business and personal life are becoming more and more blurred as a result of technological advancements that allow people to be highly available at any time and from any location. This study intends to examine four (four) hypotheses on whether employee spirituality (ES) and emotional intelligence (EI) have a direct or indirect impact on work-life balance (WLB), as well as whether ES impacts EI. 439 Sharia bank workers at the management, officer, and staff levels in DKI Jakarta were sampled for this study. A Likert scale questionnaire is used in the data gathering procedure, and PLS-SEM is used for processing and analysis. The findings indicate that WLB is significantly positively impacted by ES, EI is significantly negatively impacted by EI, and EI mediates the negative effect of ES on WLB. To determine if the substantial detrimental impact of EI on WLB may transpire in research objects with varying organisational backgrounds and environmental situations, the findings of this study must be further evaluated on various research objects. Additional study is required to assess the

impact of EI on WLB using various tools. The data collecting method used in this study is similarly limited to questionnaires; no further in-depth interviews are conducted to verify responses to the questionnaire items, particularly when those responses have negative connotations that measure and reflect WLB.

3. Research Methodology

3.1. Research Problem

In today's dynamic and high-pressure work environments, professionals often struggle to maintain job satisfaction and work-life harmony, leading to emotional fatigue and decreased productivity. In this context, spiritual beliefs have emerged as a potential internal coping mechanism that may positively influence professional well-being. However, the relationship between spiritual beliefs and workplace experiences, particularly in terms of job satisfaction and work-life harmony, remains underexplored in the Indian context.

Vadodara, a culturally rich and professionally diverse city in Gujarat, offers a relevant setting to study how spirituality shapes the professional lives of its working population. Despite anecdotal evidence, there is a lack of empirical data on how spiritual orientation correlates with professionals' levels of satisfaction at work and their ability to manage personal and professional responsibilities. This study seeks to fill that gap by analyzing the impact of spirituality and considering the socio-demographic profiles of working professionals in Vadodara.

3.2. Scope of the Study

In today's dynamic and high-pressure work environments, professionals often struggle to maintain job satisfaction and work-life harmony, leading to emotional fatigue and decreased productivity. In this context, spiritual beliefs have emerged as a potential internal coping mechanism that may positively influence professional well-being. However, the relationship between spiritual beliefs and workplace experiences, particularly in terms of job satisfaction and work-life harmony, remains underexplored in the Indian context.

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3.3. Objectives of the Study

With concern to the research problem that have been mentioned above, the objectives of the study are mentioned below:

- To measure the impact of Job Satisfaction, Work Harmony on the Spiritual belief of the working professionals from Vadodara city of Gujarat State.
- To study the socio-demographic profile of the professionals from the Vadodara city.

3.4. Hypothesis of the Study

With Concerns to the objectives that have been derived based on the research problem, the hypothesis of the study is mentioned below:

H0₁: There is no significant impact of Job Satisfaction among the working professionals of the Vadodara city towards the Spiritual Belief.

H0₂: There is no significant impact of Work Life Harmony among the working professionals of the Vadodara city towards the Spiritual Belief.

H0₃: There is no significant impact of Emotional Well Being at Work among the working professionals of the Vadodara city towards the Spiritual Belief.

3.5. Societal Importance of the Study

The scope of this study is centered on examining the influence of spiritual beliefs on job satisfaction and work-life harmony among working professionals in Vadodara, Gujarat. It focuses on understanding how personal spirituality expressed through practices, values, and inner beliefs affects the emotional well-being, satisfaction levels, and work-life balance of individuals employed in various sectors such as education, healthcare, corporate, and government services.

The study includes professionals across different age groups, genders, educational qualifications, and occupational backgrounds, aiming to identify whether spiritual beliefs serve as a coping mechanism in managing workplace stress and personal responsibilities. It also explores how socio-demographic variables may influence the relationship between spirituality and work outcomes.

By focusing on Vadodara city, the study is region-specific but provides insights applicable to other urban centers. The findings can help organizations design employee wellness and development programs that acknowledge the role of spirituality in enhancing professional quality of life.

4. Data Analysis and Interpretation

Table 1: Descriptive Statistics for the statements for the measuring impact of Spiritual Beliefs on Job Satisfaction and Work life Harmony among Working Professionals

Factors	Statements	Mean
Job Satisfaction	I feel motivated and enthusiastic about my job on most days.	2.38
	My current job provides me with a sense of purpose and accomplishment.	2.74
	I am satisfied with the growth and career development opportunities at my workplace.	3.14
	I feel appreciated and valued for the work I do.	3.45
Work Life Harmony	I am able to maintain a healthy balance between my work and personal life.	3.98
	My work schedule allows me to spend adequate time with my family and friends.	4.11
	I rarely feel that work responsibilities interfere with my personal commitments.	2.98
	I feel in control of managing both my professional duties and personal priorities.	2.84
Emotional Well Being at Work	I feel emotionally balanced and at peace during my workday.	3.65
	I can handle work-related stress in a calm and composed manner.	3.78
	My workplace promotes a positive emotional environment.	4.01
	I rarely feel overwhelmed or anxious because of work pressure.	2.75

Spiritual Belief	I regularly engage in spiritual activities such as prayer, meditation, or reflection.	2.46
	Spiritual practices help me stay calm and focused during stressful work situations.	3.14
	I believe that my daily spiritual practices positively influence my attitude at work.	4.05
	I make time for spiritual or mindfulness activities despite my professional commitments.	3.96

(Source: Research Result)

Figure 1: Descriptive Statistics for the statements for the measuring impact of Spiritual Beliefs on Job Satisfaction and Work life Harmony among Working Professionals



(Source: Research Result)

The data reveals key insights into the relationship between spiritual beliefs, job satisfaction, work-life harmony, and emotional well-being among professionals. Starting with job satisfaction, the average mean scores range from 2.38 to 3.45, indicating moderate satisfaction levels. The lowest mean (2.38) suggests that many professionals do not feel consistently motivated at work, while the highest mean (3.45) indicates that some do feel valued for their contributions.

In the domain of work-life harmony, mean scores range from 2.84 to 4.11. The highest score (4.11) for the statement “My work schedule allows me to spend adequate time with my family and friends” suggests that most respondents appreciate their current time flexibility. However, a lower mean (2.84) regarding managing professional and personal responsibilities indicates some struggle in achieving full work-life control.

Emotional well-being at work shows relatively strong responses, with scores between 2.75 and 4.01. The highest score (4.01) suggests a positive perception of workplace emotional environment, while

the lowest (2.75) implies that a noticeable portion of respondents still experience stress or anxiety due to work pressure.

In terms of spiritual beliefs, the data highlights interesting contrasts. The statement “I believe that my daily spiritual practices positively influence my attitude at work” received a high mean of 4.05, showing strong agreement with the role of spirituality in shaping workplace behavior. However, the lower mean (2.46) for regular engagement in spiritual activities implies that while professionals value spirituality, many struggle to maintain consistent spiritual routines.

Table 2: Regression Statistics for measuring the Impact of Spiritual Belief on Job Satisfaction and Work Harmony

Parameters	Values
Adjusted R Square	0.7845
ANOVA Value	0.000**
Job Satisfaction (Sig Value)	0.004**
Work Life Harmony (Sig Value)	0.000**
Emotional Well Being at Work (Sig Value)	0.001**

(Source: Research Result)

The Adjusted R Square value of 0.7845 indicates a very strong model fit, suggesting that approximately 78.45% of the variation in spiritual belief can be explained by the combined influence of job satisfaction, work-life harmony, and emotional well-being. This high R² value reflects a significant predictive power of the independent variables on spiritual belief.

The ANOVA significance value (0.000) confirms that the overall regression model is statistically significant at the 1% level, meaning the relationship between the independent variables and the dependent variable (spiritual belief) is not due to chance. By looking at the significance level of different parameters of Job Satisfaction and work harmony it had been noted that:

Job Satisfaction, Work Life Harmony and Emotional Well Being at Work (Sig. = 0.004, 0.000 & 0.001) shows a statistically significant impact on spiritual belief at the 1% level. This indicates that employees who are more satisfied with their job tend to have stronger or more impactful spiritual beliefs.

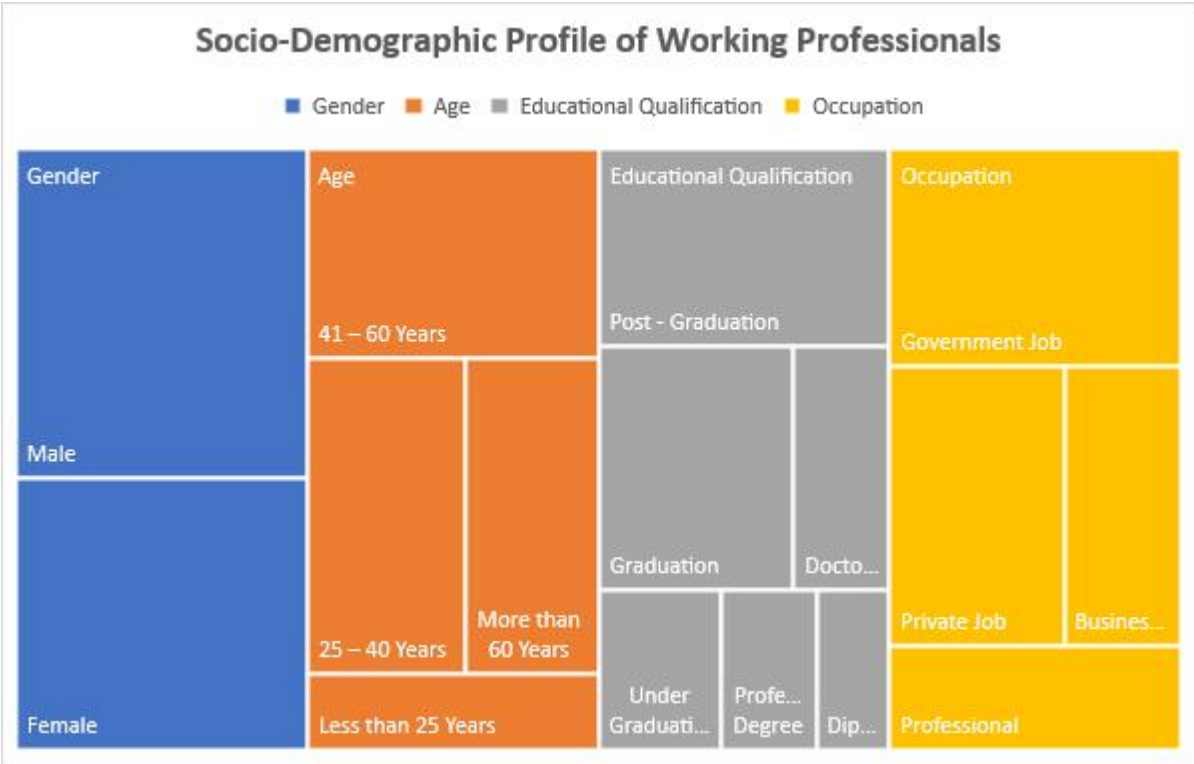
Table 3: Socio-Demographic Profile of Professionals from the Vadodara City of Gujarat State

Socio Demographic Profile	Group of Socio Demographic Profile	No of Counting
Gender	Male	82
	Female	68
Age	Less than 25 Years	19
	25 – 40 Years	43
	41 – 60 Years	52
	More than 60 Years	36
Educational Qualification	Under Graduation	17
	Graduation	41
	Post - Graduation	49
	Doctorate	20
	Diploma	10
	Professional Degree	13
Occupation	Government Job	54

	Private Job	42
	Professional	26
	Businessman	28

(Source: Research Result)

Figure 2: Socio-Demographic Profile of Professionals from the Vadodara City of Gujarat State



(Source: Research Result)

The socio-demographic profile of professionals surveyed in Vadodara city provides valuable insight into the composition of the respondents who participated in the study on the influence of spiritual beliefs on job satisfaction and work-life harmony.

Gender: 82 are male and 68 are female, indicating a fairly balanced gender representation, with males forming a slightly higher proportion (approximately 55%). This balance allows for a meaningful analysis of gender-based differences in perception and spiritual influence in the workplace.

Age: The majority of respondents fall into the 41–60 years category (52 respondents, 35%), suggesting that mid-career professionals are most represented. The 25–40 years group follows closely with 43 respondents (29%), reflecting the views of early-career individuals. 36 respondents (24%) are above 60 years, while only 19 (13%) are under 25, indicating limited responses from very young professionals.

Educational Qualification: A large portion of the respondents have completed post-graduation (49 respondents, 33%), followed by graduation (41, 27%). Additionally, 20 respondents (13%) hold doctoral degrees, indicating a well-educated sample group. Smaller segments hold professional degrees (13), diplomas (10), and undergraduate qualifications (17). This diversity in academic background enables a rich comparative analysis regarding how education impacts spiritual and workplace perceptions.

Occupational Status: The largest group of respondents are from government jobs (54, 36%), followed by private sector employees (42, 28%). Business professionals (28) and independent professionals (26) make up the rest, contributing to a well-rounded occupational profile.

Findings, Conclusions and Suggestions of the Study

The results clearly show that spiritual belief is significantly influenced by job satisfaction, work-life harmony, and emotional well-being at work, with work-life harmony having the most profound impact. These findings emphasized the importance of fostering a balanced and emotionally supportive workplace to enhance employees' spiritual well-being and overall job experience.

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