

## Role of Workplace Spirituality in Employee Commitment: An Empirical Study

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### ABSTRACT

During the recent years, the well-being of an employee in an organisation is being extensively regarded as a crucial element for organisational growth. Consequently, a considerable value is given among industrial people on spirituality at workplace from the last few decades. The primary objective of this research work is to; recognise the role of workplace spirituality in the employee commitment and its various applications on the place of job. But, the workplace spirituality is not as same as the religion and confusion may arise among the employees of an organisation because of using the word spirituality and religion synonymously. Despite the fact that, spirituality at place of work is as easy as having a feeling of connection among owns self, and the work-place. Results also showed a positive relationship on employee commitment because Workplace Spirituality considerably, has an advantageous relationship with trust. Spirituality in the place of work, leads to bring about many benefits into the organisation. In fact, this study will help us to understand the position of spirituality inside the place of business and how, it tends to create a bond between an employee and the organisation by bringing added value to the organisation.

**Keywords:** Workplace Spirituality, Organisation, Relationship, Commitment, Employees.

### INTRODUCTION

In today's world employees in an organisation, don't just want to be paid to work instead, most of them find purpose in their jobs and they also have to find meaning in what they do as well. The employees of an organisation become happier, when they don't have internal struggles in their workplace. In the workplace, the struggles tend to occur in distinctive methods. Many employees also find difficulty and trouble towards balancing their professional and social lives. In the workplace, generally an employee spends almost 1/3<sup>rd</sup> of their day. Employees in many organisations, according to the Indian context are also supposed to significantly work more and their work-related tasks are often higher than working hours. Therefore, after considering the working hours it is assumed that a good working environment is very much crucial, towards their overall life satisfaction and in employee commitment. In many organisations, employers are giving more attention and sincere efforts to promote employee satisfaction and their well-being in the work place which will encourage them to maintain a motivated and competent workforce through spirituality. Spirituality within the workplace might assist employees to resolve such troubles (Altaf & Awan, 2011). The concept of spirituality in the place of job has currently emerged as a significant component of several companies and thus, a significant topic of inquiry within the organisational science. Workplace spirituality has been described as a "framework of numerous organisational values, evidenced in the subculture that promote employee's experience of transcendence through the work system, facilitating their sense of being linked to an inner life in a different manner that tend to provide them with the feeling of completeness and joy (Luis Daniel, 2010). During the period of 18<sup>th</sup> and 19<sup>th</sup> century organisations were mostly run on spiritual principles but, from the 20<sup>th</sup> century many businesses and companies parted their ways of from spirituality because most of the organisations were greater captivated with perspectives along with earnings, analytical wondering, strategic planning and reasoning. Many companies and organisations now once more, are on the verge of major transformation as in today's work environment the employees find themselves unsure and under uncertain conditions. The term workplace spirituality is often, used in the corporate world but yet, not well understood. It is basically the recognition and guidance to an employee's spiritual needs and values with the organisation. Workplace spirituality can also be referred as an acknowledgement that each and every employee

connected to the organisation, has a spiritual side and such aspect needs to be nourished and supported simply as a lot as some other issue of our lives (Case & Gosling, 2010). Employees are able to communicate properly with their team members and bring increase in their productivity and enhance creativity. The basic goal of each and every company by including workplace spirituality, in their culture is to create a more positive and an effective work environment. Employees are able to get job satisfaction as well also build strong relationships with their co-workers. This kind of environment in the workplace can offer numerous benefits for both the employees and employers. Therefore, it will consequently help in enhancing the general wellness of the employee together with their circle of relatives, and the society at a massive. Workplace spirituality extends to play a massive role within an individual well-being so that, they can grow and thrive in every aspects of life (Case & Gosling, 2010). Below, in the rest of the article it will describe us with several characteristics of workplace spirituality and let us know, how all these roles increase company performance as well as why they needs to be practised at work for employee commitment.

## **LITERATURE OF REVIEW**

Spirituality in the workplace or the workplace spirituality according to some reports, suggested that the movement took place and began during the early 1920s. The attention towards the understanding of workplace spirituality is significantly growing (Zou & Dahling, 2017). According to this context, there seems to be numerous views related to the workplace spirituality. It started to be considered in an organisation when the employee's began thinking about their work, personal and spiritual life as separate modules of how, they use to spend their time in work place. Over the years, spiritual experience is something that people in their work place just know. But, cultivating spirituality inside the workplace started to benefit each and every employee connected with the workplace. Employees, management leaders and the company became greater as the values within the administrative centre shift toward greater collaborative and holistic ones. Spirituality in the workplace is gaining huge popularity and is being considered a renowned topic now-a-days. It consists of many factors like a meaningful work environment, sense of productive community and the organisational value. Thus, the absence of spirituality within the place of job, the surroundings of the workplace will become challenging for an employee who might create problems and issues amongst themselves (Van, et.al, 2014). It is very crucial for an organisation to include spiritual in their work culture because they are supposed to interconnect their beyond experiences and develop believe among employees in a manner that could lead the workplace right into a better and efficient surroundings. Each and every in the place of work has a spiritual side and they should be nourished and supported just as much as any other aspect of our lives. The basic meaning of Workplace spirituality can be illustrated as incorporation of religious practices into the place of work. From everyday meditation, prayer sessions or many other forms of casual practices like listening to calm music or spending few minutes of time in nature during their working hours. Developing these spiritual practices will let each and every employee lead to connect with higher purpose, help to find meaning in their job and also help to develop a greater feeling of calm and well-being (Shuck & Herd, 2012). The spirituality in workplace is always about creating an environment in the workplace which is based on concepts of respect, trust and cooperation. Such benefits play a major role towards employee commitment and increased job satisfaction. Employees in an organisation, who actually feel spiritually supportive workplace, are much likely to report high levels of well-being and pleasure with their lives overall. Companies with spiritually healthy place of work tend to have decrease in their worker turnover rates and absenteeism, as well as also higher productiveness levels (Deshpande, 2012). Aside, from such measurable benefits employees in their workplace tend to find reason in their jobs. Employees of a company are considered as one of the important assets of an organisation and they are the ones in the place of work who are responsible for daily day-to-day activities. Similarly, employees in a company who are supported spiritually are more likely to be more innovative and revolutionary towards their job. In the recent years, the concept of spirituality is attracting many managers, researchers and experts since, the last decade. Therefore, apart from such benefits there are many roles that adds to the employee commitment such as-

**INDIVIDUAL GROWTH AND FULFILMENT:** Spirituality in the workplaces, there is generally a greater room for an individual expression and diversity of viewpoints (Miller, et.al, 2017). In the long-run employees get themselves more committed to their organisations which prevent burnout. Employees get to know, that their opinions get valued and hence, become more empowered to live and work better. Each and every individual in the place of work are able to identify the root cause of problem and consider changes as needed.

**INCREASED JOB SATISFCTION:** According to a 2015 study looked upon, it was found that the workplace spirituality is to be undoubtedly correlated with employee job satisfaction and eventually build trust among employees. Employees in an organisation get to find sense and meaning in their place of work as well as their all their collective responsibilities become extra convenient and on-track. This will lead to increase in their levels of job satisfaction in respect to their work.

**ENHANCED CREATIVITY:** After all, when employees become happier they become more creative in their work to solve problems. Employees of the company search different solutions and ideas in a more creative way and consider such ideas that weren't tested before as well as carry a risk of failure. In order to explore such solutions, people in a spiritual workplace can tend to feel that they can afford to make mistakes. Spirituality in the place of job can help, to deliver many advantages that organisations around the world crave (Cooper, et.al, 2016). Abilities including creativity, communication between employees and innovation are consequences of a peaceful mind.

**PSYCHOLOGICAL SAFETY:** Consequently, spirituality in the workplace whereas also brings out the values of collaboration and understanding, allowing employees in a company to feel at ease inside their teams (Fagley & Adler, 2012). People feel like they are able to openly communicate with each other without the fear of judgement. It becomes vital to remember that in a work place employees come from different backgrounds and beliefs, spirituality in job helps to identify such differences and learn from each other. Ultimately, in the long run the spiritual places of work offer the whole company with better conditions to grow and thrive. The employees of the workplace feel more relaxed, even during a hectic day of working hours. Spirituality in workplaces will allow them to perform more and in a better way because employee commitment is directly related to the satisfaction level of job and place of work (Shahid & Azhar, 2013). At the end, the findings of the study also revealed that satisfaction in job and organisational commitment are the best possible of workplace spirituality. However, spirituality in the place of work is therefore, considered to be a strong and consistent predictor, towards employee commitment.

### Objective

To analyze the role of workplace spirituality in employee commitment

### Methodology

This study is descriptive in nature in which the data were obtained from the 249 respondents which include employees from various organizations and industries. The respondents could include consumers, marketing experts, brand managers, and celebrities themselves. A checklist question was used to analyze and interpret the data. In a checklist question respondents choose "Yes" or "No" for all the questions.

### Data Analysis and Interpretations:

**Table 1 Role of Workplace Spirituality in Employee Commitment**

SL No.	Role of Workplace Spirituality in Employee Commitment	Yes	% Yes	No	% No	Total
1	Workplace spirituality can help employees find meaning and fulfillment in their work.	184	73.90	65	26.10	249
2	When employees feel that their work is aligned with their personal values and beliefs, they are more likely to feel committed to the organization.	231	92.77	18	7.23	249
3	When employees feel that their work has a greater purpose beyond just making money, they are more likely to be committed to the organization.	197	79.12	52	20.88	249
4	Organizations that prioritize workplace spirituality can create a positive and supportive culture.	189	75.90	60	24.10	249

5	By promoting workplace spirituality, organizations may show that they value their employees as whole individuals, not just as workers.	177	71.08	72	28.92	249
6	Employees who feel spiritually fulfilled at work are more likely to be engaged and motivated to perform at their best.	215	86.35	34	13.65	249
7	Workplace spirituality can provide a sense of community and connection among employees.	227	91.16	22	8.84	249
8	Spirituality can help employees cope with stress and challenges at work.	208	83.53	41	16.47	249

Table 1 shows the It was found that around 92.7% of respondents accept that when employees feel that their work is aligned with their personal values and beliefs, they are more likely to feel committed to the organization, workplace spirituality can provide a sense of community and connection among employees (91.1%), employees who feel spiritually fulfilled at work are more likely to be engaged and motivated to perform at their best (86.3%), spirituality can help employees cope with stress and challenges at work (83.5%), when employees feel that their work has a greater purpose beyond just making money, they are more likely to be committed to the organization (79.1%), organizations that prioritize workplace spirituality can create a positive and supportive culture (75.9%), workplace spirituality can help employees find meaning and fulfillment in their work (73.9) and by promoting workplace spirituality, organizations may show that they value their employees as whole individuals, not just as workers (71.0).



Figure 1 Role of Workplace Spirituality in Employee Commitment

## **CONCLUSION**

The above mentioned study highlights the role of spirituality in workplaces in employee commitment by engaging and keeping workers in the corporation, in a more meaningful manner (Desa & Koh, 2011). Management of the companies must foster an environment of trust for employees so, that they are able to work, learn and contribute together for a greater substantial cause. In the recent times, many organisations are only after earning profits which will decrease the level of job satisfaction due to, so much of workloads. Companies must encourage meditation and yoga among the employees to keep themselves physically and mentally fit. Meditation and yoga assist them to become more self-aware, remove strain and pressure related issues as well as improve their overall well-being. The present research work also concludes that organisational politics negatively affected workplace spirituality and their employee well-being (Jannah & Santoso, 2017). Organisations must organise different types of personality development seminars for their employees of the company. It will ensure them to learn several techniques to manage their personal, social and professional lives better. Many employees are now able to unlock their full potential. Spirituality in workplaces tends to create a better working environment and help organisations to make the world a better place in general (Kumar & Kumar, 2014).

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