

A role of Spirituality and wellbeing at workplace and its connection to happiness and performance of employee working in higher education Institutes

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Abstract:

Workplace spirituality develops connections and a sense of purpose among employees, which boosts morale and job satisfaction and enhances output, innovation, and teamwork—all of which contribute to improved organizational performance. The objective of the research is to study the effects of practicing workplace spirituality and wellbeing, maintain the happiness that helps to increase better productivity of employee. Research addresses two questions: 1. Does workplace spirituality and wellbeing plays a vital role in happiness of employees in Higher education Institutions. 2. Whether practicing spirituality and wellbeing at workplace affects significantly on performance of employee working in Higher education Institutions. Based on previous study it is found that the, workplace spirituality and wellbeing of academicians play a vital role in happiness and practicing spirituality and wellbeing at workplace affects significantly on performance of employees working in Higher Education Institutions.

Keywords: Higher Education, Academicians, Spirituality, Wellbeing, Happiness

Introduction:

Happiness is about how people experience and appraise their life and is basically a state of mind and true happiness comes from within you (Kimball & Willis, 2023). Happiness relates to how people experience their life in total (Rugger, Garcia-Garzon, Maguire, Matz, & Huppert, 2020). Happiness at workplace is sense of pleasure, positive affective experience, good feeling, and employment because it is also means having meaningful work life (Bataineh, 2019) . Happiness is a personal experience characterized by pleasant emotions and the absence of negative ones (Tanzer & Weyandt, 2021). It is a state of well-being and happiness and productivity are strongly correlated, as are increased energy, a quicker path to promotion, a higher salary, better health, and a longer lifespan (Arora R. G., 2020).

Happiness is as old as mankind itself. United Nation, on the initiative of Bhutan introduced quantifiable Happiness Index in 2012 and World Happiness Report (Helliwell, et al., World Happiness Report , 2023) giving happiness index of 156 countries was released. The report was based on six variables of happiness including Gross Domestic Product (GDP) per capita, social support, healthy life expectations, and freedom to make life choice, generosity, and perception of corruption. As per the report India is on declining trend when it comes to happiness and one of the least happy countries in the world causes of low happiness examined in India are low per capita income, social support and security, healthy life expectancy, freedom, and autonomy to make life choices, generosity, and corruption (Helliwell, et al., 2023). Happiness is very crucial in person's life as well as work and employee's health benefits from ongoing engagement, contentment, and satisfaction at work which raises productivity and performance in organisation (Bhatia & Mohsin, 2020).

Literature Review:

Spirituality defines as expressing our desires to find meaning and purpose in our lives and is a process of living out one's set of deeply held personal values. Workplace spirituality involves the efforts to find out one's ultimate purpose in life, to develop strong connection to co-workers and other people associated with work, and to have consistency or alignment between one's

core beliefs and values of their organisation. Spirituality enhances employee's wellbeing and quality of life. (Nawaz, et al., 2022) explored that, the spirituality has nothing to do with religion; spirituality is defined as perfection, kindness, meaningful work, and attentiveness at work and also describes the essential elements of happy employment but practicing spirituality at workplace can have positive and noticeable effect on the performance of students and faculty as well and workplace spirituality creates a good working environment and is important to retain the quality staff.

The researcher, (Sapra, et al., 2022) has examined the association between the spiritual aspect of workplace spirituality and job satisfaction is not mediated by inner well-being, which includes psychological, emotional, social, spiritual, and intellectual components and also defined as meaningful work and organisational values that has directly related to employee's mental health. (Raj, et al., 2023) studied the association between mindfulness and job satisfaction is mediated by both inner and physical well-being. Additionally, when spiritual leadership is present in their workplace, teachers report feeling more contented.

(Pandey, Chopra, & Karve, 2023) examined the effects of recreational sports on social interaction, a sense of association, positive emotions, mental relaxation, and overall wellness among students at higher education institutions during lockdown. However, via promoting social relationships, leisure sports enhance students' wellness and promote both physical and mental health.

(Archana, Geeta, & Sunita, 2023) studied and analyse, that it is imperative to have a spiritual presence in the workplace and therefore, the study elaborate, how workplace stress functions as a mediator between job happiness and workplace spirituality by surveying 450 faculty members in higher education institutions in India.

(Msuya Sara T., 2023) studied that the transformational leadership significantly impacts employee wellbeing at the workplace. (Sharma & Sharma, 2022) studied during covid-19 Digital transformation is become one of the major factors of well-being of academician in higher education and it was necessary for continuing education, but it was also impacted negatively of well-being of academician. (Kun & Gadanez, 2019) said that, the teachers' workplace happiness and well-being are crucial for quality education, as they significantly contribute to student achievement and success.

According to (Arora & Gandhi, 2020) academician who is happy, satisfied and motivated can easily deal with today's younger generation can spread happiness amongst them Because of the increasing use of ICT tools in teaching and training involvement of students and faculty become 24/7 which become troublesome and has negative impact on happiness of faculty members.

(Mahipalan & S, 2019) has investigated the idea that there are two different wellbeing traditions and wellbeing is correlated with contentment and reaching one's life goals. Subjective, social, physical, psychological, and health-related behaviours are all part of wellbeing.

(Kasinathan, Priah, & Arokiasamy, 2019) has studied the way in which the academician's job is changing nowadays and it is impacting on their wellbeing at work. There is rise in instances of bad health, particularly psychological and emotional problems among academic staff members in higher education in Malaysia. Researcher further, finds a positive approach to seek interventions at organisational level to promote well-being of academicians that attracts and sustain business profitability of universities.

(Anushree, Sunita, Revati, & Mitesh, 2023) Studied work engagement is a mediating between job stress and indicators of wellbeing, mental wellbeing and subjective wellbeing. While work engagement and job stress operates as a mediating mechanism to have a favourable impact on employee wellbeing, psychological contract breaches do not directly affect innovative behaviour and wellbeing.

(Reetu, 2019) mentioned that the job satisfaction of teachers plays a vital role as they are called a builder of nation and work like a role model for students.

(Alteneiji, Alsharari, AbouSamra, & Houjeir, 2022) explored in his study demographic variables have a major impact on employees' well-being and degree of work-life balance in organizations. The method of achieving health and happiness can be characterised as positive thinking and it focuses on positive qualities such as inner peace, courage, compassion, satisfaction, and joy.

Research Methodology

This research is conducted in accordance with literature review and the summary. Search of Articles and Research Papers are performed through Electronic database like Google scholar, EBSCO, ProQuest, Scopus from last 5 years and related to employee working in higher education Institutions. Study focuses on workplace Spirituality and well-being and its role in happiness of employee as well as students in Higher Education Institutions.

Discussion

Workplace spirituality and wellbeing of academician play vital role in happiness and practicing spirituality and wellbeing at workplace affects significantly on performance of employees working in Higher Education Institutions. The study suggests that spirituality in the workplace positively influences the performance of higher education faculty members, but inner well-being does not mediate the relationship between spirituality and job happiness.

Workplace satisfaction is derived from happiness. Happy workers are more productive at work as it fosters a pleasant environment, which in turn motivates workers to enhance their personal wellbeing. Academicians are undoubtedly benefited from the implementation of wellbeing and spiritual practices in higher education institutions, which help to give high-quality education. Academicians' performance has been improved by practicing workplace spirituality and wellbeing in the Higher Education Institutions. Spirituality is excellence, benevolence, and meaningful work; it does not imply religion. Higher education faculty members' performance has been positively and dramatically impacted by their workplace spirituality. Inner well-being, which encompasses psychological, emotional, social, spiritual, and intellectual components, does not operate as a mediating factor in the relationship between the spiritual portion of workplace spirituality and job happiness. Effects of spirituality at work on various job outcomes. Furthermore, the manner in which work-related stress serves as a link between work-related enjoyment and workplace spirituality. The below mentioned attributes are identified based on the previous study.



Figure – 1 Attributes identified by Authors

Source: Author's work

Spirituality is not the same as religion, spirituality is having a sense of connection between one self and workplace. The working environment that supports employees to openly express their beliefs that helps them to maintain the better working relations with colleagues, feel safer and are more engaged at workplace.

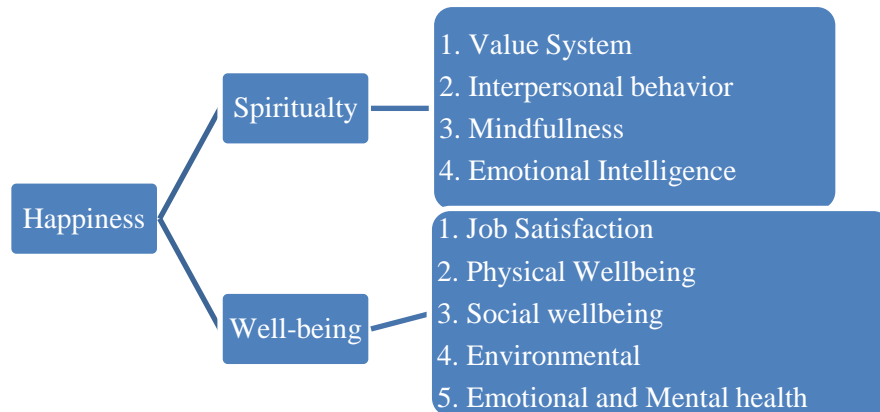


Figure 2: Conceptual Framework

Source: Authors work

Concluding recommendations:

Happiness is about how people experience and appraise their life. It is necessary to understand the role that employment and workplace play in shaping happiness for individual communities around the world (Dr.N.K.Bhuvanewari & Dr.S.Poulpunith, 2019). Happiness is the main element that affects the employee's wellbeing and job satisfaction. There are several factors like work culture, work life balance, employee benefits and job security affects employee happiness and its impact on employee performance. Happy employees are more productive, engaged and motivated that leads to improved job performance and higher job satisfaction. Organizations can achieve employee happiness by creating positive work environment offering fair compensation and benefit, promoting healthy work life balance, fostering supportive workplace culture.

It is suggested based on current qualitative study analysis that academics are the nation's primary pillars, thus organizations should concentrate on implementing spirituality and well-being practices that will support academicians' pleasure. Study further suggest how research can proceed in the future to point out practical implications that can improve employee's happiness at work in higher education. Along with workplace spirituality and wellbeing the work culture and healthy working environment is essential to remain happy.

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