

# AN EXPLORATORY STUDY ON WORKPLACE SPIRITUALITY AND ORGANISATIONAL COMMITMENT IN HIGHER EDUCATION INSTITUTE

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## ABSTRACT

*The goal of studying the function of spirituality in the workplace of educational institutions is to gain a deeper understanding of how spirituality influences organizational performance, endurance, and growth. Workplace spirituality refers to the application of spiritual principles, values, and beliefs in the workplace, which can impact various aspects of work life, including motivation, work-life balance, stress, and management. Despite the increasing recognition of workplace spirituality as an essential factor in organizational success, there remains a lack of understanding of what constitutes a meaningful association between spirituality and the workplace. The connection between workplace spirituality and organizational devotion is also an area that requires more research. Therefore, conducting research to investigate the relationship between workplace spirituality and organizational devotion can provide valuable insights into how to promote a more spiritually meaningful workplace. This can include identifying best practices for incorporating spiritual principles in organizational policies and practices, promoting a more balanced work-life experience, and improving stress management and employee motivation and exploring the function of spirituality in the workplace of educational institutions can lead to a better understanding of how to create a more fulfilling and productive work environment. The Spirituality Concerned Association directly handles work-related problems that come from work-life conflicts, supporting people to generate and achieve to the best of their abilities and motivation. As a data gathering instrument, the review technique was employed in conjunction with a standardized poll for workplace spirituality and a modified survey of organizational commitment. The total size of the probe included 86 professors from various institutes in Uttar Pradesh. Workplace spirituality was treated as a free variable, while organizational commitment was treated as a dependent variable, and direct relapse was calculated using SPSS 23. The findings show that workplace spirituality has a significant and favorable impact on institutional commitments.*

**Keywords:** Workplace Spirituality & Commitment of the Organization, Work Performance and Spirituality, Higher Educational Institute.

## INTRODUCTION

Spirituality has been defined as the subjective feelings and reflections that arise from a mission for the sacred, with the word 'sacred' referring to a divine being or ultimate reality perceived by the individual. Spirituality is commonly regarded as an internal aspect, such as a conviction, value, emotion, or manner that influences a person's behavior. Workplace spirituality isn't about religion or converting people to a specific belief system. Workplace spirituality is also known as 'spirit at work' from a hierarchical standpoint. Spirituality is a timely explanation of educators who are more enthusiastic about their work, it can easily coordinate and understand their entire self.

Every nation's educational framework is seen as its strength, with instructors occupying critical positions. Its success is heavily reliant on the potential skill and eminence of instructors, who are critical to society's growth. Furthermore, the vitality of all educational organizations influences the extent to which teachers are satisfied with their professions and dedicated to contributing to the progress of their organizations. Aside from religious principles, spirituality in the workplace is important for employee organizations' well-being societies, and education is the only tool for meeting the problems. Due to the cutthroat contestant pressure and dynamic environment, education institutes are essential to embrace the latest technology and methods that are gentle, and suitably to the competitor.

Academic personnel, or teachers, are regarded as the foundation of the educational system. They are the moderators who will pass the data to the scholars' World Health Organization who represent the society's perspective. Teachers cannot be a successful source of information unless they have the necessary skills, expertise, and talents. They were constantly aware of an educational system as a notion for achieving advantageous sound for organizational adequacy.

Nowadays, spirituality theory of workplaces should be a part of full connection with another spirituality, which fulfillment with a lot of courage is about taking a more holistic approach to organizational life where it is people recognized that people are inherently devotion are well to try to find the meaning and the intention behind in all aspects of lives which normally work with one's own. The term "workplace spirituality" has acquired traction in the academic community throughout the years.

## **Spirituality**

The true meaning of workplace spirituality is an extraordinarily unique philosophical area, whom nearly educationally named so generous thinking characterized their feeling with purity, there are a bit close linkages with their working place and profound vital ideals (Gibbons, 2000; Krishnan, 2008).

Workplace showed generous behavior toward a person by creating working terms and conditions that comprise so many components that contribute to a specific person's fulfillment in both gender life and job (Altaf & Awan, 2011).

It creates a new working environment that encourages employees to enhance their skills (Daniel, 2010). The term "spirituality" is derived from the Latin word "spirit" or "spiritual," which denotes meditating, breathing, air, or wind (Merriam-Webster). Spiritus is defined as "a crucial concept thought to give physical organisms life" (Merriam-Webster). Their spirit demonstrates the significant role that they play in our daily lives.

## **Workplace Spirituality in Higher Education**

Workplace spirituality adds value to people's professional lives by providing essential work and plans. It represents an individual's connection with others at work. The internal life, significant work, and network of individuals are three essential pillars of workplace spirituality.

Every nation's educational framework is seen as its strength, with instructors occupying critical positions. Its success is heavily reliant on the potential skill and eminence of instructors, who are critical to society's growth. Furthermore, the vitality of all educational organizations influences the extent to which teachers are satisfied with their professions and dedicated to contributing to the progress of their organizations.

## **Concept of Workplace Spirituality**

It is about WS, which gained popularity in the 1990s. "A system of hierarchical qualities confirmed in the way of life that increases representatives' awareness of greatness through the work process, promoting their experience of belonging in a way that produces feelings of empathy and happiness." Workplace spirituality in the association has also been defined as the development of spirituality in this newest evolving worldview. According to Ashmos and Duchon (2000), the evolution of spirituality is a "major transformation" in which organizations explain the spectrum measurement, which has to do with significance, rationale, and a sense of networking. This new in-depth measurement highlights the search for worker effort, which implies self-articulation and connection to something greater.

It seems like you're making a statement or observation about the relationship between various aspects of modern life and the importance of spirituality in work and personal life. If I understand correctly, you're suggesting that factors such as single-parent families, geographic mobility, temporary work, and the desire for work-life balance have increased the need for inclusion and connection, as well as a sense of purpose and meaning in work. Additionally, you mention that spirituality can play a role in addressing these needs and creating a more fulfilling work experience.

While it's true that many people today face challenges related to work-life balance, mobility, and other factors, it's important to note that spirituality means different things to different people. Some may see it as a connection to a higher power or religious beliefs, while others may see it as a sense of purpose or meaning that transcends material concerns. However, regardless of the specific definition, many people find that a sense of spirituality can provide a framework for navigating life's challenges and finding fulfillment in work and personal life.

There is certainly a growing recognition among employers and organizations that supporting employees' spiritual needs can lead to increased engagement, productivity, and satisfaction. This can take many forms, from providing opportunities for meditation or reflection to creating a workplace culture that values empathy, compassion, and social responsibility. It's clear that the demands of modern life have made it more important than ever to create workplaces and lifestyles that support holistic well-being, including spiritual fulfillment. By recognizing the role that spirituality can play in promoting connection, purpose, and meaning, individuals and organizations can work towards creating more fulfilling and sustainable ways of living and working.

## **Organization Commitment**

The commitment term has been provided as an important assumption to determine the affection and honesty that an impulsive committed individual appears to have towards their belonging and self-esteem that shows to the general power we have of the individual's identification with, and participation in specific arranging workers. ' statement has been offered as an important assumption to identify the affection and honesty an impulsive committed individual appears to have towards their belonging and self-esteem that demonstrates to the general power we have of the individual's identification with, and participation in specific.

The group member statement is highly important because workers are the company's asset and there are fewer chances for them to leave for another job or migrate to another organization. Armstrong (2008) stated that hand overplays a critical role in HR Management philosophy. Human Resource Management standards and terms and conditions are designed to elevate an individual's statement, compliance, and work quality.

## **Features of Spirituality**

The WS idea, which encompasses points such as values, morality, inspiration, initiative, work-life balance, stress, and stress across the board. Otherworldly arrangements are those that let people create and reach their full potential.

**Strong Sense of Purpose:** While benefits are vital for a type of organization to continue and earn more generosity, it builds their way of life around an important purpose because the object is important for individuals to be inspired and to make a sense of “what do you believe in?”

**Trust and Respect:** "LYING IS NOT ETHICAL." This has been taught to the youth when they were young. Spiritual organizations are no exception. They are characterized by customary loyalty, respect, sincerity, and receptiveness. Supervisors are not afraid to admit mistakes. Religious groups are explicit and fair in their assessment of this item's quality and suitability.

Flexible working hours or flexible working hours, organization-based collection and rewards, narrowing of the wage situation and significant guarantees of specific labor rights, representative strengthening, and employer stability are just a few of the many humanistic practices practiced by spiritual organizations. Toleration of Employee Expression: Spiritual organizations never stifle their employees' feelings; they allow their relatives to speak freely and without fear of repercussions. They allow people to act organically. Spiritual organizations encourage representatives to express their funny side at work, to act spontaneously, and to make their jobs enjoyable.

## LITERATURE REVIEW

As indicated by Pawar (2008), suggests an approach to incorporating spirituality in the workplace. It suggests that organizations should adopt certain values and transfer them to individual plans, structure their human resources management to support employees in achieving these values, and evaluate positive results at the employee level. This approach is focused on promoting social control and profound values in the workplace. Incorporating spirituality in the workplace can have several benefits, including increased job satisfaction, employee engagement, and overall well-being. However, it's important to note that spirituality is a personal and subjective experience, and organizations must be careful not to impose their values or beliefs on their employees. Instead, organizations should create a supportive and inclusive environment that allows employees to explore and express their spirituality in a way that is meaningful to them.

Jurkiewicz and Giacalone (2004) have suggested that people live in the public eye and that their values and profound satisfaction are reflected in their behavior. When people observe high-value and otherworldly battles that require their life, their conduct changes and their efficiency suffers significantly. Spirituality in the workplace fosters sentiments of sustenance and belonging among employees, and eventually increases employee prosperity. Spirituality in the workplace has a decisive impact on employees to increase efficiency, reliability, reliability, duty, inventiveness, satisfaction, and high morale.

According to Ananthanarayanan (2011), educational institutions of spirituality in the workplace are social places where people collaborate with their epistemic tradition, disciplinary culture, states of tight organization, and national tradition. The essence of the educational framework is moving in the globalized world from human-sized fixed representations to dynamic towers and information management. In the public eye, these groups are assisting in the development of relationships and social capital. With the introduction and presentation of Lord Macaulay's educational improvements in India, the outmoded Guru Shishya parampara was terminated.

Eklund, (2009), factors in the workplace, such as the reward framework, learning opportunities, or dynamic independence contribute substantially to the teachers' association and its critical commitment to academic achievement. Teaching is a profession of honor with commitments. The working circumstances of the teachers decide the performance of the teachers right now.

For most instructors, teaching as a profession is a "call." The self-portrait of the teacher's thinking is always kept at the center, with intense faded emotions.

### **Need of the Study**

The goal of spiritual education is to help students realize their divine potential and prepare them for life by providing them with the tools they need to continue learning through the many events that will come their way. Another reason for spiritual education is to prepare people on all levels.

### **OBJECTIVES**

The statement you provided outlines the objectives of a study on workplace spirituality dynamics in educational institutions. The study aims to:

1. Discover the nature of workplace spirituality in educational institutions
2. Evaluate the presence and impact of spirituality in educational institutions
3. Investigate the relationship between different aspects of the work environment and workplace spirituality, job satisfaction, organizational commitment, and work performance.

The study is focused on understanding how spirituality manifests in the workplace of educational institutions and how it affects various aspects of employee behavior and performance. This knowledge could be valuable for educational institutions to create a more supportive and fulfilling work environment for their employees, which can lead to increased job satisfaction, engagement, and productivity.

### **Hypothesis of the Study**

Workplace spirituality is a framework of organizational principles emphasized in a culture that fosters students' and teachers' experiences of transcendence via the work process, enhancing their sense of being linked with others in a way that offers a sense of fulfillment and joy.

### **Spirituality**

It is evident that the study of spirituality is a complicated and dynamic topic that includes a diverse spectrum of perspectives, experiences, and beliefs. Indeed, scientists and researchers are studying this topic in depth to better comprehend its ramifications and impacts on both people and societies. As you pointed out, the word "spirituality" has Latin roots and is frequently linked to ideas like "breath," "air," "wind," and the "metaphysical world." Spirituality can be defined and interpreted quite differently by different people and cultures. Others perceive it as a connection to something more than oneself, such as a higher power, the universe, or a collective consciousness. Some regard it as a search for deeper meaning and purpose in life.

Numerous theories have been put out by academics to explain how spirituality affects people's lives. These explanations frequently include concepts like personal development, connection, and self-discovery. Some people look to spirituality as a way to get answers to

big concerns about their existence, who they are, and what reality is like. It can bring about a sense of inner peace and fulfilment as well as a framework for comprehending the world and one's place in it. Furthermore, spirituality is not always associated with a particular religious tradition or denomination. It may be a more open-minded idea that welcomes various ethical theories and practices. Because it aims to include a diverse variety of convictions and perspectives, which is why it is frequently referred to as nondenominational and non-fractional.

Researchers are attempting to determine the potential advantages and effects of spirituality on wellbeing, mental health, and general quality of life, despite the fact that it is a highly subjective and individualized experience. Studies have looked into the connections between spirituality and things like coping strategies, resilience, and even physical health effects. As you pointed out, the field is still in its infancy, and more study is required to properly comprehend the complexity of spirituality and its impacts on people and society. It's crucial to understand that spirituality is a complex subject that is difficult to categorize or define. Different people may be drawn to different facets of spirituality, and there is a broad range in both their interpretations and experiences. Our knowledge of the function of spirituality in human life is expanding as a result of ongoing research in this area.

### Data Analysis and Interpretation

The analysis was done in respect of demographic variables like Marital Status, Age Group, Organisation, and Level of Post of respondents. Results have been tabulated in Tables 1-10.

		<b>Marital Status</b>	<b>Age Group</b>	<b>Organisation</b>	<b>Level of Post</b>
<b>N</b>	<b>Valid</b>	86	86	86	85
	<b>Missing</b>	0	0	0	1
<b>Minimum</b>		1	1	1	1
<b>Maximum</b>		2	8	2	3

Source: Primary Data & Analysed in spss23

In this study of demographic profile in the level of post variable single respondent data is missing, the minimum number of demographic is 1 and the maximum number of demographic is Marital Status- 2, Age Group- 8, Organisation- 2, Level of Post- 3 as is given below.

		<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
<b>Valid</b>	<b>Public</b>	55	64.0	64.0	64.0
	<b>Private</b>	31	36.0	36.0	100.0
	<b>Total</b>	86	100.0	100.0	

Source: Primary Data & Analysed in spss23.

In this research, the dominant part of the respondents are from public university teachers 55 (64%), and the private university teachers are 31 (36%). It means that there was no balance of teacher orientation among the respondents.

		<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
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<b>Valid</b>	<b>Assistant Professor</b>	56	65.1	65.9	65.9
	<b>Associate professor</b>	17	19.8	20.0	85.9
	<b>Professor</b>	12	14.0	14.1	100.0
	<b>Total</b>	85	98.8	100.0	
<b>Missing</b>	<b>System</b>	1	1.2		
<b>Total</b>		86	100.0		

Source: Primary Data & Analysed in spss23

A considerable proportion of the respondents, 56 (65.1 %), are Assistant Professors. Associate professors accounted for 17 (19.8 %), whereas professors accounted for only 12 (14.1 %).

<b>Table 4</b>					
<b>Age Group</b>					
		<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
<b>Valid</b>	<b>21-25 years</b>	5	5.8	5.8	5.8
	<b>26-30 years</b>	17	19.8	19.8	25.6
	<b>31-35 years</b>	21	24.4	24.4	50.0
	<b>36-40 years</b>	16	18.6	18.6	68.6
	<b>41-45 years</b>	9	10.5	10.5	79.1
	<b>46-50 years</b>	6	7.0	7.0	86.0
	<b>51-55 years</b>	6	7.0	7.0	93.0
	<b>56-60 years</b>	6	7.0	7.0	100.0
	<b>Total</b>	86	100.0	100.0	

Source: Primary Data & Analysed in spss23.

In this research the respondent age is divided into eight groups, on the basis of age group frequency and percentage respondent data is collected as per the age between 21-25 years 5 (5.8%), 26-30 years 17 (19.8%), 31-35 years 21 (24.4%) , 36-40 years 16 (18.6%), 41-45 years 09 (10.5%), 46-50 years 06 (07%), 51-55 years 06 (7%), 56-60 years 6 (7%).

<b>Table 5</b>					
<b>MARITAL STATUS</b>					
		<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
<b>Valid</b>	<b>Married</b>	60	69.8	69.8	69.8
	<b>Unmarried</b>	26	30.2	30.2	100.0
	<b>Total</b>	86	100.0	100.0	

Source: Primary Data & Analysed in spss23

The Respondents are approaching to demonstrate their marital status and the outcomes were that separated are 60 (69.8%) and married 26 (30.2%).

<b>Table 6</b>					
<b>DESCRIPTIVE STATISTICS</b>					
	<b>N</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Std. Deviation</b>
<b>Workplace spirituality Total</b>	86	46.00	147.00	115.2093	21.98936
<b>Organizational commitment Total</b>	86	32.00	87.00	62.8721	11.08661
<b>Valid N (leastwise)</b>	86				

Source: Primary Data & Analysed in spss23

In this research workplace spirituality organization commitments total vale have taken from the Likert scale the primary data which have collected, the total mean of workplace spirituality is 115.20 and total mean of organizational commitment is 62.87, similarly Std. deviation of workplace spirituality is 21.98 and organizational commitment is 11.08.

		Workplace spirituality Total	Organizational commitment Total
Workplace spirituality Total	Pearson Correlation	1	.678**
	Sig. (2-tailed)		.000
	N	86	86
Organizational commitment Total	Pearson Correlation	.678**	1
	Sig. (2-tailed)	.000	
	N	86	86

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Source: Primary Data & Analysed in spss23.

### Pearson Correlation of Workplace Spirituality versus Organizational Commitment

Pearson correlation test has been conducted to examine the relationship between Workplace Spirituality and organizational commitment. The results show a statistically significant association between the two variables, with a correlation coefficient of  $r=.678$  and a p-value less than 0.05, which means that the null hypothesis can be rejected. To further validate this finding, a regression analysis has been conducted. The standardized coefficients beta ( ) and R squared (R2) have been used to interpret the results of the regression analysis. The beta coefficient shows the strength and direction of the relationship between the independent and dependent variables, while the R-squared value indicates the percentage of variance in the dependent variable that can be explained by the independent variable.

By examining these coefficients, the researcher can determine whether or not the hypothesis is supported. If the beta coefficient is significant and positive, it indicates that there is a positive relationship between the independent and dependent variables. Additionally, a high R-squared value indicates that the independent variable can explain a large percentage of the variance in the dependent variable. The regression analysis can provide additional evidence to support or refute the hypothesis that Workplace Spirituality and organizational commitment are related.

Model	R	R Square	Adjusted Square	RStd. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. Change
1	.678 <sup>a</sup>	.460	.453	8.19829	.460	71.443	1	84	.000

**a. Predictors: (Constant), Workplace spirituality Total**  
**b. Dependent Variable: Organizational commitment Total**

Source: Primary Data & Analysed in spss23.

Model summary on between Workplace Spirituality versus organizational commitment

R2 value 0.460 implies that is 46.0% of the variation in presence of Workplace Spirituality of the sample can be attributed to time duration, remaining 54% can be explained by other variables. Therefore, significantly impact Workplace Spirituality versus organizational commitment.

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4801.793	1	4801.793	71.443	.000 <sup>b</sup>
	Residual	5645.800	84	67.212		
	Total	10447.593	85			



**a. Dependent Variable: Organizational commitment Total**  
**b. Predictors: (Constant), Workplace spirituality Total**

Source: Primary Data & Analysed in spss23.

ANOVA analysis on the correlation between Workplace Spirituality versus organizational commitment.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	23.493	4.742		4.954	.000	14.063	32.923					
Workplace spirituality Total	.342	.040	.678	8.452	.000	.261	.422	.678	.678	.678	1.000	1.000

**a. Dependent Variable: Organizational commitment Total**

Source: Primary Data & Analysed in spss23.

Regression analysis on the correlation between Workplace Spirituality versus organizational commitment the analysis shows that Workplace Spirituality significantly impacts organizational commitment (Beta=0.678, p <0.05).

### CONCLUSION / SUGGESTION

Workplace spirituality is a new buzzword not only in religion and business sciences, but also in education. Teaching is a career for individuals who can familiarize themselves with the changes of the times and reverse these changes for the community, who constantly refresh themselves, who are responsible, innovative, and dynamic, human, and have an optimistic view of employment. The importance of spirituality in the workplace, not just in business and theology but also in education. The statement emphasizes the need for teachers to be adaptable and responsible, and to have a positive outlook on their work. The statement also mentions that the study aimed to identify factors affecting work performance, and found that job satisfaction, workplace spirituality, and organizational commitment are key factors. These factors are important for strategic policymaking and employee retention in higher educational institutions. The statement suggests that the research will be useful for management in boosting staff morale and job satisfaction. By understanding and promoting spirituality in the workplace, educational institutions can create a more positive and fulfilling work environment, which can lead to increased employee engagement and productivity.

The statement emphasizes the importance of spirituality in the workplace and highlights its potential benefits for both employees and organizations. This distinction has major ramifications for any department in higher education when organizing staff training and development programs. There is a need for more individualized spiritual development training activities that take into account various degrees of educational attainment. The

training objectives should revolve around the purpose of work, a sense of connectedness with colleagues, and alignment of employee values with the mission and goals of the organization, with the hope of improving employee performance. In terms of research, it is necessary to investigate differences in the experience of workplace spirituality based on demographics further, as this study is merely a starting attempt to investigate such differences. Furthermore, researchers may need to explore the possibility that education may interact with such elements to influence employees' experience of spirituality when examining factors contributing to the experience of workplace spirituality. As a result, it is reasonable to argue that employees who practice spiritualism are more committed to their jobs. They outperform their peers in work. Spiritualism techniques like this help to bring about peace all around the planet. It also plays an important function in preventing conflict inside the company.

It is acknowledged that workplace spirituality can impact organizational commitment in educational organizations. A valuable and vital project for educational administrators to explore to promote workplace spirituality behavior and, as a result, make institutions indispensable for teachers, consequently enhancing teacher productivity. To strengthen teacher organizational commitment, teachers, particularly married teachers, might participate in a variety of workplace spirituality activities. According to this study. Other demographic characteristics, such as gender and seniority, can be investigated by researchers.

Other variables, such as trust, positive emotions, organizational role stress, and perceived organizational support, can be looked into for a possible mediating influence. Other variables such as individual traits, gender, experience, and leader behaviors should also be investigated for potential moderating effects. This resynthesize may result in novel and fascinating research that will benefit both individuals and organizations. Furthermore, the methods used in the study might be repeated in various cultures, albeit with distinct spiritual components. Due to a paucity of research on workplace spirituality in educational institutions, which has not been well investigated, could be observed with other variables (e.g. work satisfaction, happiness, wellbeing, enjoyments). Investigations into the moderator effect may be expanded, and a study into the reasons why married teachers' workplace spirituality was higher than that of unmarried instructors could be conducted.

### Declaration of Conflicting Interest

The authors declared no potential conflicts of interest concerning the research, authorship, and/or publication of this article.

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