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Influence of Workplace Spirituality on Organizational Commitment

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Abstract

This study examines the impact of organizational commitment on workplace spirituality with the goal of illuminating the connection between these two dimensions. Organizational commitment is the degree of devotion and allegiance employees have to their employer, whereas workplace spirituality refers to the integration of spiritual ideas and practices inside the workplace. According to the study, there is a strong correlation between organizational Commitment and spirituality at workplace. Employees who feel their company is more spiritually oriented tend to be more dedicated to their employer. This beneficial link is mediated by elements that support employees' total commitment, such as job satisfaction, organizational fairness, and ethical ideals. The objective of the study is to understand the relationship between workplace spirit and organizational commitment. In addition to that, the researcher aims to find major predictors of commitment and the study also aimed at identifying the influence of workplace spirit on organizational commitment in the education sector. The information is gathered from both primary sources and secondary sources. The primary data is collected by sending questionnaires to employees working in the education sector and secondary data is collected through Articles and the internet. Here we have used different statistical tools like Chi-square, correlation, and regression where hypotheses are framed.

Keywords: workplace spirituality, Organizational Commitment, Influence., questionnaires, productivity

INTRODUCTION

Workplace spirituality has gained attention in recent years. Now more businesses have realized the potential advantages of helping their staff members develop a feeling of meaning, purpose, and connection to something bigger than themselves. The outcome of workplace spirituality on organizational commitment is one area of particular interest, as research indicates that a strong sense of commitment can result in enhanced productivity, lower turnover rates, and better satisfaction of job.

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The level of employee identification and commitment to the mission, values, and goals of their organization is known as organizational commitment. It is a crucial component of employee engagement and motivation, and it is influenced by a variety of variables, including leadership style, corporate culture and the actual nature of the job.

Workplace spirituality refers to a sense of meaning and purpose that extends beyond the strictly material or financial components of employment. It can include a variety of beliefs and practices, such as mindfulness practices,

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meditation, and a sense of connection to a higher force or purpose. The numerous parts, parties involved and activities that made up the education- related industry are referred to as its industrial profile. This profile covers institutions, groups and people who are working on educational projects, create educational resources and deliver educational services. In order to enable learning, skill development, and knowledge dissemination, a range of stakeholders collaborates in the complex ecosystem that the education sector's industrial profile. Technology, research, and educational innovations all contribute to the sector's ongoing evolution as it adapts to the changing demands of society and students.

LITERATURE REVIEW

The goal of the paper is to examine how effective, normative, and continuous commitment are impacted by five aspects of workplace spirituality (team feeling of community, alignment with organizational ideals, sense of contribution to society, satisfaction at work, possibilities for inner life). (Farahnaz Kazemipour BS, 2012), [4] This study seeks to explore the connections between organizational citizenship behavior (OCB), affective organizational commitment, and workplace spirituality in nursing, as well as whether affective commitment mediates the connection between workplace spirituality and OCB. (Vandenberghe, Workplace Spirituality and organizational commitment, 2011) [1]. In order to imagine how leaders can impact commitment of employee in the workplace and ultimately, job performance, corporate citizenship behaviors, retention, and psychological well- being, this article builds the model of spiritual leadership developed by Fry and colleagues. The model suggests that a sense of membership and calling serve as mediators of the influence of spiritual guidance on those four aspects of commitment (affective, normative, continuance-sacrifices, and continuance-alternatives). The three suggested moderators of spiritual leadership are materialism, personal faith, and climate for spirituality. I generate a number of testable propositions that should be direct future research on spiritual leadership and commitment based on current research on commitment and its significance in relation to spirituality [5]. Finally, I go over the model's generalizability and analysis levels as important problems. (Alas, 18 April 2016) [2] Over the past ten years, workplace spirituality has grown in popularity in both academic and professional settings due to its substantial influence on an organization's ability to survive and succeed. Due to the employees' feelings of hyper stress and anxiety brought on by the extremely high demands and expectations set by their organizations, this popularity has been developed and kept. Employees often respond to such ambitious goals by becoming more absent from work, quitting their positions less voluntarily, increasing turnover rates, and producing extremely subpar work output. In the Egyptian public primary schools where teachers exhibit a low level of organizational commitment, this study attempted to examine the connection between dimensions of workplace spirituality and organizational commitment approaches. To gather their statistics, the authors distributed 200 questionnaires. (Pawar, Workplace Spirituality Facilitation: A Comprehensive Model, 14 March 2009) [6]. This article outlines a thorough paradigm for spirituality of workplace facilitation that in corporates several points of view from previous research on the subject.

It describes the importance of the topic of spirituality of the workplace and emphasizes its importance to the field of ethics. The several directions that the study on workplace spirituality has gone in are then briefly described. This suggests that a combination of the components from various functioning study works on workplace spirituality facilitation into an all-inclusive workplace spirituality assist model could offer pertinent contributions to the work related spirituality. It thus implies that there are numerous conceptualizations and facilitation viewpoints of workplace spirituality. It presents several points of view from the available studies on facilitating workplace spirituality. Using the components of these (Garg, 2017) [9]. The majority of earlier study on workplace spirituality focused on the construct's causes and effects. The current study's goal is to examine the role that employee commitment, engagement, and motivation play in negotiate the link between spirituality of workplace and organizational success in the setting of India. The current study finds that two aspects of organizational commitment (namely, affective and normative), employee engagement, and work motivation partly mediate the relationship using standardized self-report measures and structural

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equation modelling (SEM). (Mowday, 1998) [7] In this essay, I examine the developments in organizational commitment research during the past 25 years since I first got involved in this field of inquiry. In addition, the subject of whether employee commitment to organizations a relevant idea for managers is still now as it appeared to be 25 years ago is addressed given the significant changes in the employment relationship during the preceding years [3].

PROBLEM STATEMENT

The problem announcement is to recognize the connection among place of the work spirituality and organizational dedication. Specially, the study is targets to observe how workplace spirituality influences personnel level of dedication to their employer. Place of business spirituality refers back to the quantity to which an enterprise helps personnel religious well-being and values. Organizational Commitment refers back to the diploma to which personnel are devoted to their organization, its dreams and values. The take a look at seeks to analyze whether place of business spirituality positively affects employees. commitment to their corporation, and in that case, to what quantity. Information this dating can help groups to create a extra supportive and fulfilling paintings surroundings that could result in multiplied employee dedication and retention .For a number of reasons, it is crucial to research how organizational commitment is affected by workplace spirituality. There has been an raise in discussion about spirituality in the workplace and its possible impact on worker attitudes and behavior. Understanding employee behavior and attitudes from a holistic perspective can be found in the study of workplace spirituality. It acknowledges the value of the individual in the workplace, including their spiritual views and values. If workplace spirituality is discovered to keep a favorable impact on organizational commitment, it may open up new possibilities for enhancing worker engagement, output, and general performance. Organizational commitment is important because it plays a key role in staff retention, productivity and overall organizational success. So as to build a more engaged and dedicated staff, organizations might profit from understanding the elements that affect organizational commitment [8].

OJECTIVE OF THE STUDY

1. To understand the relationship between spirituality at workplace and organizational commitment.
2. To identify and analysis the major predictor of organizational commitment and spirituality in the workplace.
3. To explore how spirituality in the workplace influence organizational commitment among employees in the education sector.
4. To gather and analyze data from both primary sources (employee questionnaires) and secondary sources (articles and internet research) to support the research findings.
5. To use various statistical tools like Chi-square, correlation, and regression to test hypotheses related to the study's objectives.

These objectives collectively aim to investigate the connection between workplace spirituality and organizational commitment within the specific context of the education sector and contribute valuable insights to this field of study.

SCOPE OF THE STUDY

The study of the relationship between spirituality in the workplace and organizational commitment can have a vast and multidimensional scope since it requires comparing and contrasting two intricate entities that are susceptible to a range of influences.

RESEARCH METHODOLOGY

To gather the data, a set of questions was used. Both demographic and subject-related questions will be included in the questionnaire. This may involve descriptive statistics to summarize the data and inferential statistics to test hypotheses or examine relationships between variables. Chi- square analysis, regression analysis, and correlation analysis are frequently used statistical methods in this area.

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Table 1. Number of Questions

S.N.	Construct	Items
1	Workplace Spirituality	10
2	Organizational Commitment	9

H1: There is a influence between Spirituality at workplace and Organizational Commitment

H2: There is a significant relationship between Spirituality at workplace and Organizational Commitment (Table 1).

H3: Spirituality at workplace is a major predictor of Organizational Commitment.

Samples size: Total sample size is 104 employees.

DATA ANALYSIS

Statistical tests help in analyzing the data collected from both primary (questionnaires) and secondary sources (articles and internet research). They provide a structured and systematic way to process and make sense of the information, allowing researchers to draw meaningful conclusions.

Table 2. Chi-square.

Chi-square Tests			
	Value	df	Asymptotic sig. (2-tailed)
Pearson Chi-square	20.29	8	.009
Likelihood ratio	16.81	8	.032
Linear-by-Linear Association	2.10	1	.147
N of Valid Cases	102		

H0: Spirituality at the workplace has NO influence on Organizational Commitment**.** H1: Spirituality at workplace has an influence on Organizational Commitment.

Hypothesis: The study had two competing statements.

Null Hypothesis (H0): It said that workplace spirituality has no effect on organizational commitment.

Alternative Hypothesis (H1): It said that workplace spirituality does have an effect on organizational commitment.

P-Value: This number, 0.009, tells us how likely it is that the results of the study occurred by random chance.

Conclusion: Because the p-value is very low (lower than the commonly accepted threshold of 0.05), it suggests that the results are not due to chance (Table 2).

Explanation: So, in simple terms, the study found strong evidence to reject the idea that workplace spirituality has no effect on organizational commitment (H0). Instead, it supports the idea that there is indeed an influence of spirituality at work on how committed employees are to their organization (H1). Essentially, workplace spirituality does matter when it comes to employee commitment.

Table 3. Correlation.

Correlations			
		avgWS	***AvgOc***
avgWS	Pearson Correlation	1.000	.719
	Sig, (2-tailed)		.000
	N	102	102
AvgOc	Pearson Correlation	.719	1.000
	Sig, (2-tailed)	.000	
	N	102	102

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- The P value of 0.00 indicates a very strong statistical significance, meaning that the relationship between spirituality at workplace and organizational commitment is not due to chance (Table 3).
- The R value of 0.719, which is above +0.70, signifies a strong positive linear relationship. In simple terms, when spirituality in the workplace increases, organizational commitment tends to increase as well. This indicates a clear and strong connection between the two factors.

In summary, there is a robust and significant link between workplace spirituality and organizational commitment, with higher workplace spirituality associated with higher commitment among employee Table 4 and Table 5.

Table 4. Regression.

Model Summary (AVGOC)			
R	***R Square***	***Adjusted R Square***	***Std. Error of the Estimate***
.76	.58	.54	.47

Table 5. ANOVA

ANOVA (AVGOC)					
	Sum of Squares	***df***	***Mean Square***	***F***	***Sig.***
Regression	27.82	9	3.09	13.94	.000
Residual	20.39	92	.22		
Total	48.21	101			

Table 6. Coefficient correlations.

Coefficient Correlations (AVGOC)										
		ws1	***ws2***	***ws3***	***ws4***	***ws5***	***ws6***	***ws7***	***ws8***	***ws9***
Covariances	ws1	.19	-.02	-.01	.00	.00	.00	.00	.00	.00
	ws2	-.02	.01	.00	.00	.00	.00	.00	.00	.00
	ws3	-.01	.00	.01	.00	.00	.00	.00	.00	.00
	ws4	.00	.00	.00	.00	.00	.00	.00	5.07E-005	.00
	ws5	.00	.00	.00	.00	.00	.00	.00	.00	.00
	ws6	.00	.00	.00	.00	.00	.01	.00	.00	.00
	ws7	.00	.00	.00	.00	.00	.00	.00	.00	.00
	ws8	.00	.00	.00	5.07E-005	.00	.00	.00	.01	.00
	ws9	.00	.00	.00	.00	.00	.00	.00	.00	.00

Table 7. Coefficients.

Coefficients (AVGOC)									
	Unstandardized Coefficients		***Standardized Coefficients***	***t***	***Sig.***	***95% Confidence Interval for B***		***Collinearity Statistics***	
	B	*Std. Error*	*Beata*			*Lower Bound*	*Upper Bound*	*Tolerance*	*VIF*
(Constant)	.76	.43	.00	1.76	.082	-.10	1.62		
ws1	.12	.09	.10	1.35	.179	-.05	.29	.76	1.27
ws2	-.05	.09	-.05	-.59	.559	-.23	.13	.58	1.72
ws3	.10	.07	.13	1.51	.135	-.03	.23	.65	1.54
ws4	.13	.07	.16	1.94	.056	.00	.26	.66	1.52
ws5	.09	.08	.12	1.23	.223	-.06	.24	.49	2.02
ws6	.00	.07	.00	.01	.989	-.14	.14	.66	1.52
ws7	.06	.08	.07	.67	.503	-.11	.22	.44	2.26
ws8	.23	.06	.35	3.67	.000	.11	.36	.51	1.95
ws9	.14	.07	.20	1.94	.055	.00	.28	.45	2.23

The study used regression analysis to figure out which aspect of workplace spirituality (WS3, WS5, WS6, WS7, WS8, WS9) has the most impact on organizational commitment.

The result showed that WS8, which is related to "Feeling a sense of connection to colleagues and the organization," is a major predictor of organizational commitment.

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The low p-value of 0.000 means this relationship is highly significant, indicating that feeling connected to colleagues and the organization strongly predicts higher organizational commitment (Tables 5–7).

In conclusion, the study rejects the idea that none of the aspects of workplace spirituality matter for organizational commitment and instead suggests that feeling a sense of connection to colleagues and the organization (WS8) plays a significant role in boosting commitment among employees [10].

CONCLUSION

The study has found a strong and positive correlation between organizational commitment and workplace spirituality in the education sector. Employees who perceive their workplace as more spiritually oriented tend to exhibit higher levels of commitment to their employer.

This positive relationship is mediated by several factors, including job satisfaction, organizational fairness, and ethical ideals. These elements play a crucial role in fostering employees' total commitment to their organizations.

The research highlights the significance of incorporating spiritual ideas and practices within the workplace environment, especially in the education sector, as it positively influences employees' dedication and loyalty.

The study also identifies key predictors of organizational commitment, shedding light on the factors that organizations in the education sector should prioritize to enhance commitment levels among their employees.

In conclusion, the research underscores the importance of workplace spirituality and its impact on organizational commitment, offering valuable insights for organizations seeking to improve their employee engagement and loyalty in the education sector.

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