



## **An Empirical Analysis of Workplace Spirituality Among Educational Professionals: With Special Focus On Faculty Of Self Financing Colleges In Idukki District**

**Sneha Emmanuel**, Assistant Professor, Department of Commerce JPM College Labbakkada

**Nimmy Paul**, Assistant Professor, Department of Commerce JPM College Labbakkada

**Rose Mariya James**, Assistant Professor, Department of Commerce College Labbakkada

### **Abstract**

Workplace spirituality is an area of study which is gaining much importance in today's scenario. Teachers are the guide and moulders of the next generation. The level of commitment and attitude of teachers towards their job has a significant role in effectiveness with which teachers pursue the objective of their profession. Work life spirituality in its broader sense means aims at meaningful work sense of loyalty and a feeling of brotherhood. This study aims at assessing workplace spirituality among educational professionals by focusing on self-financing college faculty in Idukki district. This study is conducted by collecting data using a questionnaire from 60 college teacher's selected using convenient sampling from 4 colleges in Idukki District.

**Key words:** Workplace Spirituality, Meaningful work, Mindfulness, Work life integration, Emotional Wellbeing, Overall inner peace, educational professionals

### **Introduction**

The changes that today's world is facing is on an accelerated phase. Tremendous switches are common in all spheres. Moving in pace with these changes is the only weapon for survival in this era. Eventually all these changes are reflected in the attitudes, approaches, urges, focus and behavior of human beings. Consequently over the past few decades the human resource management literature has viewed evolution of various concepts which talks on the implications of changes in human behavior. Among these emergence the concept of inculcating spirituality in workplace has gained momentum over these years as it has a significant impact on work attitudes like organizational performance, job involvement, job commitment, and overall job satisfaction. 2020 (RUPA RATHEE).Importance of



identification and adoption of this concept can be traced back from the social relations and self-actualization ideas put forward in the motivation and management theories propounded by Abraham Maslow, Mary Parker Follet, and Douglas McGregor. (Lianto, 2023)

Drastic changes in the overall economic and social scenario as a result of globalization technological advancement and policy improvements guarantees employees satisfaction of economic and social needs up to a certain extend. Thus people at work are now seekers of something greater than weightage of pay scale and job security. Coupled with this, changing organizational culture looks forward towards a holistic involvement in work (Lianto, 2023) , which helps employees to integrate work and personal life and thereby reach a state of self-discovery, called as self-actualization by Abraham Maslow. Thus organizations are now required to view its employees as spiritual beings. (Lianto, 2023), who look forward for a meaningful work which offers them inner peace and nourished life and pave way for their search of meaning of life. This concept is ‘ workplace spirituality which can be broadly defined as follows “a framework of organizational values evidenced in the culture that promote employees’ experience of transcendence through the work process, facilitating their sense of being connected to others in a way that provides feelings of completeness and joy” (Jurkiewicz, 2003)

As workplace spirituality is concerned with the mind and spirit of employees, its importance is reflected more in service sectors. Accordingly workplace spirituality among teaching fraternity is of keen importance as they shoulders the responsibility of nurturing future generations. Harmony and wellbeing a teacher enjoys at the workplace enhances their overall well-being and effectiveness in the classroom. Thus inducing spirituality at their place of work creates an eco-system that prompt educators to explore novel approaches to harmonize their professional lives with their spiritual and ethical dimensions.

Taking into account this significance, this study aims at assessing workplace spirituality enjoyed by teacher fraternity of self-financing colleges in Idukki district. However conducting an empirical study in the area this area is challenging, due to lack of clarity of the concept due to several reasons like subjectivity and personal nature of the concept, chances of ambiguity caused by confusing the term religiosity with spirituality, difficulty in identifying specific variables etc. In order to bypass these challenges ,this study makes an



effort to assess workplace spirituality on the basis of specifically identified 9 variables like meaningful work (Mediating role of Job Involvement between Workplace Spirituality and Work Satisfaction- An Evidence from Indian MSMEs, 2022), mindfulness, work life integration, fulfilment and satisfaction, alignment to values and ethical dimension (Mediating role of Job Involvement between Workplace Spirituality and Work Satisfaction- An Evidence from Indian MSMEs, 2022) emotional wellbeing, contribution to others life, personal fulfilment and overall inner life connection. Choice of these variables was on the basis on the nature of the work in which respondents were engaged. Thus through this study researcher tries to analyze workplace spirituality among teaching faculty of self-financing colleges in Idukki district on the basis of the predetermined nine variables mentioned above. In order arrive at more specific conclusion data so collected is further analyzed to find out whether gender and levels of experience of respondents has any influence of their workplace spirituality.

### **Review Of Literature**

(Kumari, 2022) Spirituality at Work and Job Performance: An Empirical Assessment of the Serial Mediation Modelling of Attitudinal Outcomes: The goal of the study was to determine how attitudinal outcomes mediated the association between workplace spirituality and behavioral outcome.

(Mediating role of Job Involvement between Workplace Spirituality and Work Satisfaction- An Evidence from Indian MSMEs, 2022) This study examines how workplace spirituality affects satisfaction with work. Workplace spirituality and satisfaction with work were further studied in terms of the meditative influence of job involvement. The results of the research made it obvious that the elements of workplace spirituality (meaningful work, a feeling of community, and value alignment) are positively connected with job involvement.

The results of the study additionally rendered that job involvement somewhat mediates the relationship between workplace spirituality and job satisfaction. The study's findings indicate that enhancing employee job involvement through workplace spirituality is a crucial step. It is advised that managers in MSMEs place a strong emphasis on workplace



spirituality among staff in order to achieve the desired results. This research adds to the amount of information on workplace spirituality.

### **Objectives Of The Study**

1. To assess level of workplace spirituality among respondents
2. To Analyze relationship between age and workplace spirituality
3. To Analyze relationship between experience and workplace spirituality

### **Hypotheses**

The hypothesis developed and tested based on the objectives is as follow

**H1<sub>0</sub>:** There is no significance difference between gender and workplace spirituality

**H2<sub>0</sub>:** There is no significant difference in workplace spirituality score among respondents with different experience levels.

### **Methodology**

The study is based on both primary and secondary data. In order to collect primary data, a sample survey using a structured questionnaire was used. The secondary data used in the study were collected from the different books, journals, magazines and certain newspaper articles. The population of the study consists of all faculty working in self-financing colleges in Idukki District. The researcher has adopted convenient sampling method to locate the sample units. Primary data were collected from 60 respondents belonging to 4 colleges in Idukki district. The collected data is analyzed using appropriate mathematical and statistical tools using SPSS.

### **Results And Discussion**

The data collected using the interview schedule were analyzed using statistical tools like Frequency Tables, Percentages, Mean and standard deviation. Normality of the data was analyzed using Kolmogorov-Smirnov and Shapiro-Wilk. As these test resulted rejected the normality of data collected on majority of variables non – parametric tests like Mann-Whitney U and Kruskal-Wallis was used for hypothesis testing. T begin with data for the



study was collected using a questionnaire, which included certain basic profile questions such as name of the respondents, Age, Qualification. Marital status and Years of experience, in relation to workplace spirituality questions was framed using Likert scaling technique under 9 heads named as meaningful work, mindfulness, work life integration, fulfilment and satisfaction, Alignment with personal values and ethics, emotional wellbeing, positive impact on others life, personal fulfilment and overall inner peace. Analyzed results of data collected are as follows

**Table 1**

**Gender wise Classification Of Respondents**

Particulars	Frequency	Percentage
Male	19	31.7
Female	41	68.3
Total	60	100.0

Source: Primary Data

**Interpretation**

Table 1 depicts that majority of respondents (68.3%) are female.

**TABLE: 2**

**Age Wise Classification**

Particulars	Frequency	Percent
20-30	28	46.7
30-40	28	46.7
40-50	4	6.7
Total	60	100.0

Source: Primary Data



**Interpretation:**

From the above table it is clear that majority of respondents belongs to the age categories of 20-30 and 30-40, having equal percentage of 46.7%.

**TABLE: 3**

**Experience Wise Classification**

Particulars	Frequency	Percent
Less than 5 years	31	51.7
5-10 Years	17	28.3
10-15 Years	8	13.3
More than 15 years	4	6.7
Total	60	100.0
Source: Primary Data		

**Interpretation:**

From the above table it is clear that majority of respondents (51.7%) are of less than 5 years of experience, 28.3% have 5-10 years of experience, 13.3 % have 10-15 years of experience and 6.7 % have more than 15 years of experience.



**TABLE: 4**

**Analysis Of Respondents Indicating Workplace Spirituality Of Respondents**

Particulars	N	Mean	Std. Deviation
Meaningful work	60	20.0833	2.99882
Mindfulness	60	15.1000	2.56244
Overall Inner peace	60	7.3667	1.14931
Personal Fulfilment	60	11.0500	1.75079
Impact On others life	60	10.9500	1.98661
Work life integration	60	10.9500	2.18178
Fulfilment and satisfaction	60	11.3167	2.11926
Alignment to values	60	11.3333	1.64334
Emotional wellbeing	60	18.3833	2.91746
Source: Primary Data			

**Interpretation:**

Above table depicts the mean scores of 9 general variables taken up for assessing workplace spirituality, accordingly meaningful work has highest mean score with a value of 20.0833 and the lowest mean score is related to overall inner peace with a value of 7.3667. Indicating that more favorable response was attained in relation to meaningful work and less favorable response was attained in relation to overall inner peace

**Test of Normality**

Test of normality was conducted with the purpose of assessing whether data in relation to variables denoting workplace spirituality follows a normal distribution. For this purpose related data was tested using two prominent tests, Kolmogorov-Smirnov and Shapiro-Wilk, accordingly following results were generated.

**TABLE 5**

**Analysis Of Normality Of Data Using Kolmogorov-Smirnov And Shapiro-Wilk**

<b>Tests of Normality</b>						
Particulars	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Meaningful work	.139	60	.006	.933	60	.003
Mindfulness	.137	60	.007	.961	60	.052
Work life integration	.218	60	.000	.934	60	.003
Fulfilment and satisfaction	.176	60	.000	.943	60	.007
Alignment to values and ethical dimension	.159	60	.001	.925	60	.001
Emotional wellbeing	.160	60	.001	.952	60	.020
Positive impact on others life	.160	60	.001	.962	60	.059
Personal fulfilment	.189	60	.000	.942	60	.007
Overall inner peace	.243	60	.000	.879	60	.000

a. Lilliefors Significance Correction

**Interpretation:**

While interpreting the above table significant value in relation to each variables are assessed individually as follows:

● **Meaningful Work:**

- Kolmogorov-Smirnov Statistic : .139 & P value: .006
- Shapiro-Wilk Statistic: 0.933& P value : .003

As P value < .05 in both cases, normality of this variable is rejected.

● **Mindfulness:**

- Kolmogorov-Smirnov Statistic .137& P value: .007





- Shapiro-Wilk Statistic: 0.961 & P value .052

Above to test result give a slightly contradicting results as p value of Kolmogorov-Smirnov test is less than .05 thereby rejecting normality, however as Shapiro-Wilk test shows a P value of .052 which is slightly higher than .05, conveying that the data is near to normality. As a general observation normality of the variable is rejected.

- **Worklife Integration:**

- Kolmogorov-Smirnov Statistic .218 & P value: .000
- Shapiro-Wilk Statistic: .934 & P value .003

As P value < .05 in both cases, normality of this variable is rejected.

- **Fulfilment And Satisfaction:**

- Kolmogorov-Smirnov Statistic .176 & P value: .000
- Shapiro-Wilk Statistic: .943 & P value .007

As P value < .05 in both cases, normality of this variable is rejected.

- **Alignment to Values And Ethical Dimension**

- Kolmogorov-Smirnov Statistic .159 & P value: .001
- Shapiro-Wilk Statistic: .925 & P value : .001

As P value < .05 in both cases, normality of this variable is rejected.

- **Emotional Wellbeing:**

- Kolmogorov-Smirnov Statistic .160 & P value: .001
- Shapiro-Wilk Statistic: .952 & P value : .020

As P value < .05 in both cases, normality of this variable is rejected.

- **Positive Impact On Others Life:**

- Kolmogorov-Smirnov Statistic .160 & P value: .001
- Shapiro-Wilk Statistic: .962 & P value : .059

Above to test result give a slightly contradicting results as p value of Kolmogorov-Smirnov test is less than .05 thereby rejecting normality, however as Shapiro-Wilk test shows a P value of .059 which is slightly higher than .05, conveying that the data is near to normality. As a general observation normality of the variable is rejected.



● **Personal fulfilment:**

- Kolmogorov-Smirnov Statistic .189 & P value: .000
- Shapiro-Wilk Statistic: .942 & P value : .007

As P value < .05 in both cases, normality of this variable is rejected.

● **Overall Innerpeace:**

- Kolmogorov-Smirnov Statistic .243& P value: .000
- Shapiro-Wilk Statistic.879 & P value : .000

As P value < .05 in both cases, normality of this variable is rejected

**Hypotheses Testing:**

According to the test result, data relating to various variables identified on workplace spirituality failed to satisfy normality, thereby non-parametric test like:

- Mann-Whitney U
- Kruskal Wallis test
- Was used to test hypothesis of this study generating following results

Test Statistics <sup>a</sup>									
Particulars	Meaningful Work	Work life Integration	Mindfulness	Overall Inner Peace	Personal Fulfilment	Impact on others life	Fulfilment & Satisfaction	Emotional Well Being	Alignment To Personal Values
Mann-Whitney U	362.500	187.000	306.500	353.000	342.000	376.500	351.000	343.500	257.500
Wilcoxon W	1223.500	1048.000	1167.500	543.000	1203.000	566.500	1212.000	533.500	1118.500



Z	-.434	- 3.29 7	- 1.333	-.616	- .77 1	- .209	-.625	-.745	-2.147
Asymp. Sig. (2-tailed)	.665	.001	.183	.538	.44 1	.834	.532	.456	.032
a. Grouping Variable: GENDER									

**Hypothesis: H1o: There is no significance difference between gender and workplace spirituality**

**Test Used: Mann-Whitney U**

**Intepretation:**

Mann-Whitney U was applied to asses potential difference in various workplace spirituality related variables among between two distinct group categorized by gender. This test was chosen as the assumption of normality was not met by the data related to respective variable and independent variable was categorical variable containing two groups, i.e. Male & Female

**Summary of Test Static**

Result of Mann-Whitney U test for each variable is as follows:

● **Meaningful Work:**

- U Static: 362.500
- Asymp. Sig.(2-tailed):0.665

With regard to variable meaningful work, significant value obtained (0.665) > .05, thereby accepting the null hypothesis that meaningful work does not portray a statistical difference between two gender groups.

● **Worklife Integration:**

- U Static: 187.000



- Asymp. Sig.(2-tailed): 0.001

With regard to variable work life integration, significant value obtained (0.001)  $< 0.05$ , thereby rejecting the null hypothesis and depicting that work life integration does portray a statistical difference between two gender groups.

- **Mindfulness:**

- U Static: 306.500
- Asymp. Sig. (2-tailed): 0.183

With regard to variable meaningful work, significant value obtained (0.183)  $> .05$ , thereby accepting the null hypothesis that mindfulness does not portray a statistical difference between two gender groups.

- **Overall Innerpeace:**

- U Static: 353.000
- Asymp. Sig.(2-tailed): 0.538
- With regard to variable meaningful work, significant value obtained (0.538)  $> .05$ , thereby accepting the null hypothesis that overall inner peace does not portray a statistical difference between two gender groups.

- **Personal Fulfilment:**

- U Static: 342.000
- Asymp. Sig.(2-tailed): 0.441
- With regard to variable meaningful work, significant value obtained (0.441)  $> .05$ , thereby accepting the null hypothesis that personal fulfilment does not portray a statistical difference between two gender groups.

- **Impact On Others Life:**

- U Static: 376.500



- Asymp. Sig.(2-tailed): 0.834
- With regard to variable meaningful work, significant value obtained (0.834) > .05, thereby accepting the null hypothesis that opinion of respondents on the positive impact their work have on others life does not portray a statistical difference between two gender groups.

● **Fulfilment & Satisfaction:**

- U Static: 351.000
- Asymp. Sig.(2-tailed): 0.532  
With regard to variable meaningful work, significant value obtained (0.532) > .05, thereby accepting the null hypothesis that feeling of fulfilment and satisfaction on work does not portray a statistical difference between two gender groups.

● **Emotional Well Being:**

- U Static: 343.500
- Asymp. Sig.(2-tailed): 0.456  
With regard to variable meaningful work, significant value obtained (0.456) > .05, thereby accepting the null hypothesis that emotional wellbeing of the respondents does not portray a statistical difference between two gender groups.

● **Alignment With Personal Value And Ethics:**

- U Static: 257.500
- Asymp. Sig.(2-tailed): 0.032

With regard to variable work life integration, significant value obtained ( ): 0.032) <05, thereby rejecting the null hypothesis and depicting that alignment with personal value and ethics does portray a statistical difference between two gender groups.

**H2o: There is no significant difference in workplace spirituality score among respondents with different experience levels**

**TEST USED: Kruskal-Walls Test**

**Hypothesis Test Summary**

	Null Hypothesis	Test	Sig.	Decision
1	The distribution of MEANINGFULWORK is the same across categories of Experience.	Independent Samples Kruskal-Wallis Test	.017	Reject the null hypothesis.
2	The distribution of MINDFULNESS is the same across categories of Experience.	Independent Samples Kruskal-Wallis Test	.136	Retain the null hypothesis.
3	The distribution of WORKLIFEINTEGRATION is the same across categories of Experience.	Independent Samples Kruskal-Wallis Test	.529	Retain the null hypothesis.
4	The distribution of FULFILMENTANDSATISFACTION is the same across categories of Experience.	Independent Samples Kruskal-Wallis Test	.509	Retain the null hypothesis.
5	The distribution of ALIGNMENT TOVALUES is the same across categories of Experience.	Independent Samples Kruskal-Wallis Test	.060	Retain the null hypothesis.
6	The distribution of EMOTIONALWELLBEING is the same across categories of Experience.	Independent Samples Kruskal-Wallis Test	.754	Retain the null hypothesis.
7	The distribution of IMPACT ON OTHERSLIFE is the same across categories of Experience.	Independent Samples Kruskal-Wallis Test	.895	Retain the null hypothesis.
8	The distribution of PERSONALFULFILMENT is the same across categories of Experience.	Independent Samples Kruskal-Wallis Test	.012	Reject the null hypothesis.
9	The distribution of OVERALLINNERPEACE is the same across categories of Experience.	Independent Samples Kruskal-Wallis Test	.064	Retain the null hypothesis.

Asymptotic significances are displayed. The significance level is .05.

Above table depicts the test result on hypothesis there is no significant difference in workplace spirituality score among respondents with different experience levels. Workplace spirituality is measured on the basis of nine variables: meaningful work, mindfulness, work life integration, fulfilment and satisfaction on work, alignment to personal values and ethics, personal satisfaction, emotional wellbeing, positive impact on others and overall inner peace.

Test result indicates that, with regard to

- variables like mindfulness, work life integration, fulfilment and satisfaction on work, alignment to personal values and ethics, emotional wellbeing, positive impact on others and overall inner peace distribution of scores are similar across different categories of experience as the significant value in all these cases are greater than .05.
- However with regard to meaningful work and personal fulfilment there is difference in scores across different categories of experience as the null hypothesis is rejected due to significant values lower than .05.

**Findings Of The Study**



- From the data collected by general profile questions in the questionnaire it is evident that majority of respondents are females belonging to age category of 20-30 & 30-40 years and are basically with an experience level of less than 5 years.
- In relation to assessment of work place spirituality more favorable responses were attained in relation to meaningful work and less favorable response was attained in relation to overall inner peace. This is evident from the mean scores obtained by these variables in relation to other variables.
- With respect to hypothesis testing relation between gender and level of workplace spirituality was tested using Mann-Whitney U test results showing that there are considerable disparities in variables like alignment to values and work life integration scores between the two gender groups, with females often scoring differently from males. The other factors (meaningful work, mindfulness, overall inner peace, personal fulfilment, impact on others life, fulfilment and satisfaction, and emotional wellbeing) investigated, however, show no statistically significant differences.
- Similarly for testing relationship between level of experience and workplace spirituality Kruskal-Wallis Test was used, results indicating that other than meaningful work and personal fulfilment rest of the seven variables namely mindfulness, overall inner peace, positive impact on others life, emotional wellbeing, alignment with personal values and beliefs, fulfilment & satisfaction related to job and work life integration, showed no difference in data distribution at different levels of experience.

## Conclusion

Workplace spirituality is a concept gaining significant importance in management literature. Change in attitude of employees towards the work performed by them has compelled managements to shift the focus from physical incentives to energizing the spirit of employees. This transformation is because of the awareness of management about the positive effect that spirituality at workplace can have on employees work attitude. This study tried to assess workplace spirituality among educational professionals by giving special focus on the faculty of self-financing colleges in Idukki district. For this purpose workplace spirituality was assessed on the basis of 9 dimensions, namely meaningful work mindfulness, work life integration, fulfilment and satisfaction, alignment to values and ethical dimension, personal fulfilment, emotional wellbeing and positive impact on others. From analysis result



of these dimensions favorable responses was attained in respect of meaningful work and less favorable response was attained in respect of overall inner peace. Hypothesis testing reveals that responses relating to variables like work life integration and alignment to personal values shows significant difference in consideration to gender groups i.e. male & female. With regard to the assumption on relation with experience level and workplace spirituality only meaningful work and personal fulfilment showed difference in data distribution. To conclude from the responses collected from the respondents, spirituality at workplace is an important matter which should be looked into seriously by management of every organization. When the focus is on educational institution, when the spirit of employees is enlightened we are paving way for molding an enlighten generation engraved with values and looking forward towards a purpose driven life.

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