

SURVEY THE RELATIONSHIP BETWEEN JOB SATISFACTION AND WORKPLACE SPIRITUALITY

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Abstract:

Nowadays, the importance of employee organization is perceived, it is also very important to be considered as one of the most important sources of satisfaction. Therefore, many researchers have focused on the analysis of job satisfaction and other work environment as one of the factors that may play role in job satisfaction. The aim of this study was to determine the relationship between workplace spirituality and job satisfaction of employees in government agencies in Jiroft. This study is a descriptive and correlational research that has been conducted through a survey. The study sample included all of the government agencies in Jiroft in 1390 and random samples of 322 subjects were selected. In order to analyze the data, descriptive and inferential statistics were used. For workplace spirituality mailman's standard questionnaire were used and for Job satisfaction we used Researcher made questionnaire. Findings suggest that the variables in the sense of working relationships with others, and alignment with organizational values and job satisfaction relationship has been reported.

Keywords:

Spirituality, spirituality in the workplace, job satisfaction, organizational effectiveness

1.Introduction:

The end of the last century, a further integration between the outer and inner life is emerging. One of the major areas where this integration discussed is enterprise environment. Many of issues were that previously classified in the private spheres, now are being forced into the public domain [2]. Spirituality is an emerging phenomenon in the management and organization of scholars and managers at various levels has attracted. due to close because the organization continues to operate in different fields require constant traveling between the two modes of change and stability.[6] In 1999, the Academy of Management last professional group entitled " religion and spirituality of work " consists data. Interest organizations due to workplace spirituality and organizational effectiveness are increased. Life is meaningless without job, but the Pedestrian jobs, ruined lives [12]. So, many people are interested to have spirituality, not only in private matters but also in other areas of work and life experience [14]. Spirituality in the workplace is the subject of numerous magazines' article such as Fortune and Business Week [10] and also many books are published in

this context. Numerous research centers on the spiritual implications of their research have been concerned with the business, but despite this growing trend of studying in this context, lack of strong theoretical research in this field is sensed.

Studies of the phenomenon of spirituality in the workplace can be a powerful experience, life is positive because it helps people to work towards integrated spiritual life, may be nearly one hundred thousand hours of work life and work of these individuals to give meaning and direction joyful, balanced and meaningful to create and nurture their spirit.

When people are free of workplace and return to their families and communities, while the rest have been satisfied, and instead of help each other escape from the pay due to the integration and synthesis of the people may and productive moral profitability more corporate.

Additionally, organizations can use in their workplace spirituality, humanity and community and environmental activities, responsibilities brought. If so, this is the most important task facing our society in the first decade of the new millennium. [8] Job satisfaction is the degree of positive feelings and attitudes that people have towards their jobs [5].

Job satisfaction, increase employee productivity, increase morale and organizational commitment provide. Employees who are out of work, job satisfaction compared to those who are not satisfied with product returns or more. If factors such as job satisfaction declines leave organize, protest, decreasing loyalty, reduced productivity and other negative actions will lead to [4]

In today's Organizations, employees are dissatisfied with their work environment and discontent are a variety of reasons, one of them does not respond quickly to changes in the work process and the

Empirical evidence of a positive relationship between workplace spirituality and work attitudes such as job satisfaction, job involvement, low self-esteem and a desire to leave the show based on [13].

Mytrvf and Denton (1999), the most serious empirical research on workplace spirituality questionnaire and conducted interviews with HR managers in U.S. work environments. Respondents: towards a definition of spirituality had a variety of perspectives. Unwilling to separate their life (family life, personal, work, family). Distinction between religion and spirituality were great emphasis.

Tendency to experience spiritual practices in their workplace. Often use the terms spirituality and religion in the workplace than feared. As in Western cultures, where the phenomenon of spiritual individual who understands. The researchers concluded that spirituality in the workplace is manageable and this is the most important and most essential duties. They believed in the West, the separation between science, religion, art and ... Taken over management methods and spirituality, without separating it from the other elements of management assessed [8].

Ashms and Dvchn (2000) in a comprehensive study of workplace spirituality conceptualization and tried to examine it. Their spirituality was defined: "Understanding and identifying the internal staff and esoteric dimension of life that is nurturing the next and by doing meaningful things in life developed" based on the definition of the next seven work environments spirituality were identified and factor analysis for each of these dimensions, the standard scale. The dimensions of spirituality in the workplace is based on measurement of the individual, group, organization, were described [9].

A study of Kynjrsky and Askpnyk (2004) is another serious research aimed at defining spirituality in the workplace and qualitative exploratory manner taken. They met with 14 different methods such as interviews, telephone interviews, and written surveys. Their desired information collected about two issues: the concept of spirituality in the workplace and expressing the experiences that they had in this area. However, the most comprehensive definition of spirituality in the workplace, it was difficult, it simply spoke about his experiences.

The description reveals that spirituality in the workplace, in other words, is distinct from the perspectives of individuals with physical, emotional, cognitive, interpersonal, spiritual, and in fact contains a sense of connection with others and the purpose of the collective, a entity associated with a higher sense and a sense of perfection and excellence [11].

Studies around the world show that the level of job satisfaction for decades before 1920 Research in this important industry, especially in industrial engineering and management, along with Frederick Taylor's scientific management method on factors such as job security, and environmental factors has been the motivation and willingness [4].

In the 1920s and 1940s with the human relations movement in management practices, greater attention to the Working Group, an informal group of supervisory concern in determining job satisfaction, which can be of research Hasvrn at the factory, Western Electric Dixon USA by Elton Mayor (1932) and Berger pointed Rtays[3].

In the years 1970-1950, job creation as the determining factor in job satisfaction was considered. In 1952, Walker and extensive results of a study conducted on 180 workers at an automobile assembly plant in Detroit were released. The aim of this study was to evaluate different aspects of job satisfaction of employees.

Workers showed that an acceptable way of such things as wages, working conditions and quality supervision are satisfied. And their dissatisfaction with what they actually did say. The atmosphere is very noisy factories and jobs were highly specialized and standardized. Workers from six aspects as causes of job dissatisfaction were reported:

- 1 - mechanical environment resulting from the assembly line
- 2 - duplicate
- 3 - The need for low skilled
- 4 - involved
- 5 - Lack of control over the tools and techniques that are employed in jobs
- 6 - conflict with a small portion of the complete cycle of production

Another point about spirituality in the workplace is that in previous studies, including research Mailman and colleagues (2003) found that spirituality in the workplace, job attitudes, such as the causes of job satisfaction, organizational commitment, job involvement, reduced intentions to exit the job.

In fact, employees who feel their deep meaning, they believe that humans are linked, to feel solidarity with others in their workplace, their values and goals in line with the values and see believe that the and issues regarding the welfare of all staff is attentive and considerate and very likely to be satisfied with their job.

2. Methodology

Descriptive and correlational study preceding the Kendall and Spearman correlation coefficients test was used. This research can be research field into account. Methodology This survey is (survey). The research staff of government agencies that make up the city of Jiroft. The statistical population is 1,915 people.

To determine the sample size according to the number of available statistical calculation formulas so attempted Cochran that is as follows:

We have been used Mailman questionnaire to measure spirituality in the workplace. Inventory spirituality workplace personnel, including 14 question that spirituality workplace in the components of meaning in work, relationships with others, alignment with the values of the organization measure (our measure of spirituality in the workplace causes religious people would not consider we've since people are usually interested in these areas do not provide information on topics such schemes may be sensitive). Job satisfaction questionnaire included 15 questions, which covers 3 dimensions of job satisfaction.

Table 1 - Number of questions relating to various aspects of workplace spirituality and job satisfaction variables

Number of questions	Variable	Factors
5	Organizational factors	Dimensions of job satisfaction
5	Environmental Factors	
5	Nature of Work	
5	Sense of meaning in work	Dimensions of workplace spirituality
4	Solidarity with others	
5	Alignment with organizational values	

Table 2 - 5 item Likert scaled questions based on spectrum

Disagree Totally	Disagree	Somewhat Agree	Agree	Totally agree	Selector Variable
1	2	3	4	5	job satisfaction
1	2	3	4	5	workplace spirituality

Validity:

In order to determine the validity of job satisfaction questionnaire Content validity is used, meaning that we used the comment of five professors and faculty members. The validity of job satisfaction rate of 89% was calculated. Reliability level of Workplace spirituality was 94% and this index for job satisfaction of employees was 83, so our questionnaire had a good reliability. This paper describes the data collected with statistical indicators such as frequency; frequencies, descriptive statistics and a variety of statistical charts are used. Also, to determine the relationship between workplace spirituality variables and job satisfaction Kendall and Spearman correlation tests were used. It should be noted that the data collected were analyzed using SPSS software.

3.Finding

Cumulative percentage	percentage	frequency		variable
48/4	48/45	156	Female	Sex
100	51/55	166	male	
-	100	322	total	
14/6	14/6	47	under diploma	Educations
33/5	18/9	61	diploma	
90/4	56/8	183	bachelor	
100	9/6	31	master and high	
-	100	322	total	
45	45	145	<10	Experience
69/9	24/8	80	11-20	
100	30/2	97	>20	
-	100	322	total	
10/6	10/6	34	20-25	Age
49/1	38/5	124	26-30	
82/6	33/5	108	30-35	
100	17/4	56	>40	
-	100	322	total	

Table 3: Distribution of demographic variables

The data in Table 3 shows that more than half of the respondents are males. About 89/8 % of respondents have a bachelor's degree and below and only about 10/2 % of them have Master's degree or higher. More than half of respondents have over 10 years of Experience. About 1/49% of respondents was under 35 years old.

spearman		Kendal's		frequency	Dependent variable	Independent variable
sig.	The correlation coefficient	sig.	The correlation coefficient			
0/000	0/628	0/000	0/467	322	Job satisfaction	sense in jobs
0/000	0/653	0/000	0/503	322	Job satisfaction	solidarity with others

0/000	0/68	0/000	0/514	322	job satisfaction	Align with the organization's values
0/000	0/754	0/000	0/578	322	employee job satisfaction	Workplace spirituality

Table 4: Assessment of correlation between the independent variables (spirituality in the workplace) and the dependent variable (job satisfaction)

Research hypotheses

Main hypothesis:

H1: there is a significant relationship between workplace spirituality and job satisfaction.

According to Table 4, Kendall correlation value is 0.578 and Spearman correlation value is 0.754, and both significant correlations between workplace spirituality and job satisfaction are meaningful in the level of 0.01. It means that there is a relationship between meaningful work environment and job satisfaction, and according to Kendall and Spearman correlation values there is a positive relationship is exist between job satisfaction and meaningful work environment.

Subsidiary hypotheses:

H1: There is a significant relationship between Meaningful in job and job satisfaction.

According to Table 4, Kendall correlation value is 0.628 and Spearman correlation value is 0.476, and both significant correlations between Meaningful in job and job satisfaction are meaningful in the level of 0.01. It means that there is a relationship between Meaningful in job and job satisfaction, and according to Kendall and Spearman correlation values there is a positive relationship exists between Meaningful in job and job satisfaction.

H2: There is a significant relationship between job satisfactions and Sense of Community.

According to Table 4, Kendall correlation value is 0.653 and Spearman correlation value is 0.503, and both significant correlations between job satisfactions and Sense of Community are meaningful in the level of 0.01. It means that there is a relationship between job satisfactions and Sense of Community, and according to Kendall and Spearman correlation values there is a positive relationship exists between job satisfactions and Sense of Community.

H3: There is a significant relationship between the alignment with organization values and employees' satisfaction.

According to Table 4, Kendall correlation value is 0.514 and Spearman correlation value is 0.680, and both significant correlations between alignment with organization values and employees' satisfaction are meaningful in the level of 0.01. It means that there is a relationship between alignment with organization values and employees' satisfaction, and according to Kendall and Spearman correlation values there is a positive relationship exists between alignment with organization values and employees' satisfaction.

4. Conclusion

Spirituality in the workplace generally include the quest for finding one's ultimate goal in working life, in order to establish a strong link between an individual and his colleagues and others who participate in the way, and the compatibility unique beliefs values in an organization is essential, the other part of job satisfaction compared with the actual conditions of work and the expectations of other people's attitudes towards work is derived. The attitudes of individuals in the workplace could be a factor of motivation and satisfaction

The findings of this study that there is a significant relationship between job satisfaction and workplace spirituality component have been approved. Confirmed the existence of a positive relationship between workplace spirituality and employee job satisfaction, organizations must seek ways to improve their spirituality in the workplace to improve the internal environment of the organization, such as job satisfaction of staff to provide effective behavior.

According to the results, the following suggestions are offered:

A) Measures such as job rotation, job enrichment and empowerment and enjoyable due to the work done to improve perceptions of meaning.

B) Create a friendly atmosphere and is based on cooperation rather than competition can also reduce employee stress and creating a sense of solidarity and consensus of social capital in organizations, and employees for the increase. Strengthening relationships within the organization so that they can feel themselves members of a group and try to care and support of their colleagues, ultimately leading to increased cohesion and sense of individuals and groups within the organization to increase employees.

C) Clearly define the organization's mission and vision for employees, trying to convey the goals and get feedback from employees , according to a survey of employees about the organization's values and efforts to address the health and morale of employees can also lead to accept the more goals and organizational values to employees .

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