



A Study on impact of Workplace Spirituality on Job Involvement Among Private Sector Employees in India

Name: Karthikeyan.T (CB.BU.P2MBA15049)

Faculty Mentor: Udhayakumar CS, Professor, Amrita School of Business

ABSTRACT

A quantitative study on the impact of individual dimensions of workplace spirituality on job involvement. The dimensions under consideration for this research study are compassion, mindfulness, meaningful work and transcendence. Data collection done through survey floated to random samples. Analysis of data shows that meaningful work has a significant relationship with job involvement.

INTRODUCTION

Employees are no longer just the means of physical effort required for an organization. They are whole person with heart and soul. Employee centric approaches have been continuously taken up by many organizations in the recent past. The employees in turn analyse whether their purpose and values in life is inclined with the work they do. Workplace has become personal for many as they spend most of their time besides family at work.

WORKPLACE SPIRITUALITY

Workplace spirituality is a value framework found in a culture that encourages transcendence through the process followed at work, improving their feeling of connectedness with others in such a manner that gives out a sense of completeness and joy.

JOB INVOLVEMENT

Job Involvement can be expressed as the extent to which the job atmosphere and job condition is central to the one's life interest i.e. degree to which it satisfies the person's significant needs in his or her life.

DIMENSIONS OF WORKPLACE SPIRITUALITY



Compassion



Meaningful work

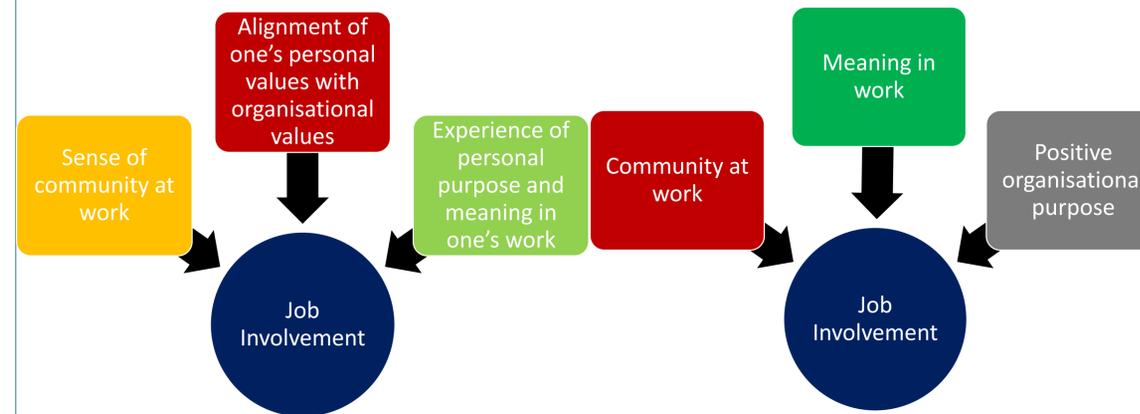


Transcendence



Mindfulness

LITERATURE REVIEW



Milliman et al [2011]

Pawar [2009]

Dimensions of spirituality in the workplace

Inner life, meaningful work, sense of community
 Engaging work, sense of community, spiritual connection, and mystical experience
 Compassion, mindfulness, meaningful work, and transcendence
 Meaningful work, community and organisational values

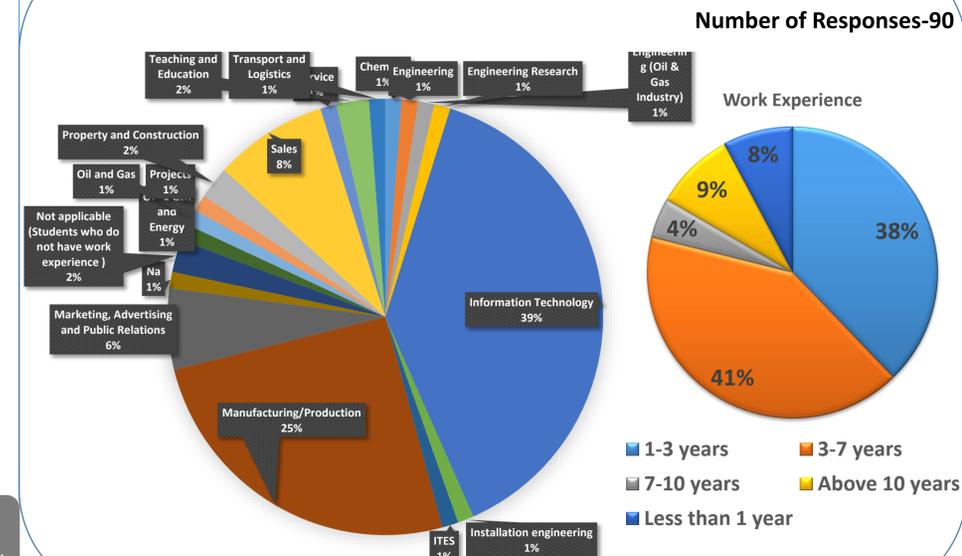
Sources

Ashmos and Duchon (2000)
 Kinjerski and Skrypnik (2006)
 Petchsawang and Duchon (2009)
 Milliman et al (2003)

HYPOTHESIS

- There is significant relationship between compassion and job involvement
- There is significant relationship between mindfulness and job involvement
- There is significant relationship between meaningful work and job involvement
- There is significant relationship between transcendence and job involvement

DATA



RESULTS AND CONCLUSION

- Workplace spirituality explains for 35% variance in Job Involvement (adjusted Rsquare→0.350; Rsquare→0.380)
- Meaningful work has a significant relationship with Job Involvement (Co-efficient value→0.948) at 95% confidence interval
- The other dimensions do not have a significant relationship with Job Involvement
- The results are consistent with works of Milliman et al [2011] and Pawar [2009]
- The same study could be conducted by taking other variables to explain for the rest of the variance in Job Involvement
- Meaningful work is the inclination of work with ones own purpose or goals in life
- It gives the person a sense of joy happiness and excitement in work that makes him involved in what he does.