

AN EMPIRICAL STUDY ON THE INFLUENCE OF WORKPLACE SPIRITUALITY ON SELF-EMPOWERMENT OF EMPLOYEES

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ABSTRACT

This study examines the relationship between workplace spirituality and the self-empowerment of employees within an organizational context. The research explores how spiritual values in the workplace contribute to employees' sense of self-worth, autonomy, and alignment with organizational goals. Using a structured questionnaire administered to 158 employees across various levels of the organization, the study employs correlation, regression, and chi-square analyses to understand the impact of workplace spirituality on self-empowerment. Findings indicate that workplace spirituality positively influences self-empowerment, with demographic factors such as age, gender, and job position also playing a significant role. The study suggests that organizations should integrate spiritual practices to enhance employee satisfaction and organizational commitment.

Keywords: Workplace Spirituality, Self-Empowerment, Employee Satisfaction, Organizational Commitment, Leadership, Human Resource Management.

1. INTRODUCTION

Workplace Spirituality refers to creating a work environment where employees feel connected to a higher purpose, find meaning in their work, and feel a sense of belonging and fulfillment. Self-Empowerment means having the confidence and ability to take control of your own decisions, actions, and life, feeling capable and in charge of your own growth and success. Workplace spirituality helps employees feel more connected and valued, which makes them more confident and motivated. This positive feeling gives them the strength to take charge of their work and grow personally. Workplace spirituality has gained prominence as a significant factor in enhancing employee satisfaction and organizational performance. By fostering a work environment that aligns with employees' personal values and promotes a sense of purpose, organizations can empower employees to take initiative and contribute meaningfully to their work. This study investigates the role of workplace spirituality in promoting self-empowerment among employees, focusing on how spiritual values such as integrity, respect, and purpose influence their confidence, autonomy, and overall job satisfaction. Moreover, the spiritually supportive workplace culture increases respect for self, as well as trust, which goes a long way in empowering the self. This indicates that the higher the level of perceived organizational support with regards to promotion, the higher the willingness of employees to take on new tasks and the higher the levels of behavioural control in terms of their ideas being offered freely. The respect shown is so much that it creates an environment in which people are free to take risks and seek promotions. Consequently, people become more involved and active, driven by the fact that their work is appreciated, and they can influence the positions.

2. LITERATURE REVIEW

a) (Gautham & Jhajharia, 2016) this study seeks to determine the extent to which workplace spirituality influences self-employment of employees in areas of globalisation, competition, work overload and M&A. Thus, Workplace Spirituality Model for Employee Self-Empowerment is recommended by the authors through the exploratory study developed on the secondary data gathered from journals, books, articles and the web. The way this theoretical model supports our claim is that by nurturing or creating 'Spiritual Intelligence' individuals are in a position to find out something new about thy self and because of the realization of meaning and purpose of workplace spirit Triangle, people are happy and contented to what they are. Some limitations of this study arise from the fact that this research uses secondary data only; thus, the conclusion highlights the necessity to conduct further research with the use of primary data. Conducted in the actual organizational setting, the study confirms that the relationships of workplace spirituality and self-actualization define the impact of spirit their employees and thereby overcomes the identified lacuna in literature on the functions of spirituality in enhancing the emotive and behavioural consequences of personnel.

b) (Hadrawi & Zurfi, 2021) This paper aimed at exploring the impact of WSP on the self-employment of the employees in filling the scholarly lack of both, the definition of WSP and theoretical clarification of the phenomenon as a methodological prerequisite for applied research. Carried out at the Shrine of Imam Ali (PBUH), the research adopted

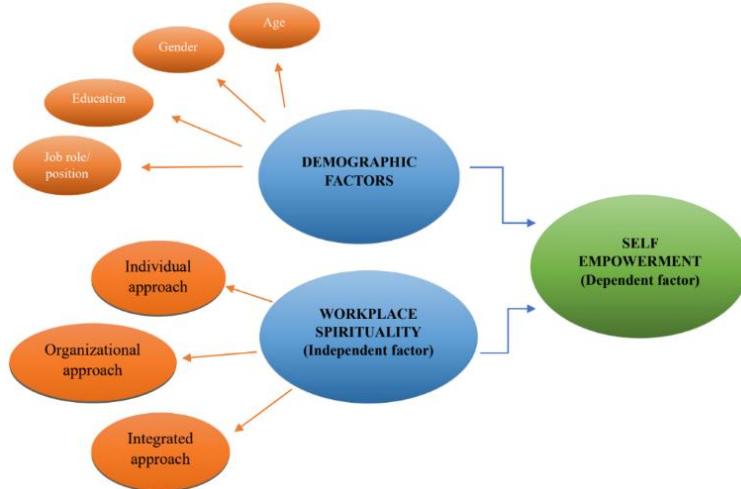
descriptive interpretative research. the questionnaires were distributed to 200 people of which 185 filled them correctly and the data analysed using SPSS. Thus, the evidence showed that WPS had a positive effect of transforming the employees and positively influenced their self-power. Besides, this investigation also benefits the literature EES area by providing suggestions to the organizational management and members about the positive impacts of workplace spirituality on the empowerment of the employees through practicing spirituality. Some limitations of the study include use of quantitative approach, although this strengthens the credibility of the study by using validated measures in data collection; there is, therefore, a need for qualitative research to discover this relation in other organisations.

c) (Ranasinghe, V. R., & Samarasinghe, S. M. 2019) the object of the research is the conception that has emerged rather recently – the workplace spirituality that is expected to raise the organizational performance. Claiming that the absence of WSM results in stress among employees, turnover, and decreased innovation, the authors consisted a conceptual model designed for the studies of the connection between WSM and IWB. Based on descriptive interpretative research design, the study includes intrinsic motivation from the componential theory of creativity in moderating the research framework. However, this literature review has recorded the following research gap though research interest has been escalating. This study, therefore, in the course of conducting the analysis of the literature suggested that workplace spirituality positively affects Innovation at the workplace, and the outcomes depict organizations' performance. Therefore, based on the research objectives of the qualitative study, it is important to note the need of a call for future empirical studies that would validate the proposed theoretical model and partially address this gap and contribute to developing the adequate theoretical and practical recommendations regarding the elements of the workplace spirituality and innovative work behaviour in organisational setting.

3. RESEARCH OBJECTIVES

- To assess the relationship between workplace spirituality and employee self-empowerment.
- To analyse the predicting power of workplace spirituality on employee self-empowerment.
- To evaluate the influence of demographic factors on employee self-empowerment.

Conceptual Framework:



This model illustrates that self-empowerment is influenced by both workplace spirituality (considering individual, organizational, and integrated approaches) and demographic factors (including age, gender, education, and job role/position). The factors interact to predict and shape employee self-empowerment.

Problem Statement:

Currently, there has been a shift towards enhancing spirituality at the workplace as well as offering the requisite tools for enriching work, in organizations. Nevertheless, as the topic of workplace spirituality becomes even more important, there is a shortage of research on the effects of the construct on employee self-empowerment. This now puts some critical questions about the use of spiritual values at the workplace, where they apply and how they can be used to empower persons.

Methodology:

The study employs a quantitative research design, using a structured questionnaire to collect data from 158 employees at various levels within the organization. The questionnaire measures variables related to workplace spirituality and self-empowerment, with responses analysed using correlation, regression, and chi-square tests. The study's hypotheses focus on the relationship between workplace spirituality and self-empowerment, as well as the influence of demographic factors such as age, gender, education, and job position.

Data Collection:

Primary Data: Collected through structured questionnaires distributed to the employees and through in-depth interviews.

Secondary Data: Gathered from academic journals and other relevant literature.

Hypotheses:

- **H1:** There is a significant relationship between workplace spirituality and self-empowerment.
- **H2:** Workplace spirituality is a significant predictor of self-empowerment.
- **H3:** Age has an influence on self-empowerment.
- **H4:** Gender has an influence on self-empowerment.
- **H5:** Education has an influence on self-empowerment.
- **H6:** Work experience has an influence on self-empowerment.
- **H7:** Job position has an influence on self-empowerment.

Data Analysis:

The data analysis includes descriptive statistics, correlation analysis, regression analysis, and chi-square tests to examine the relationships between workplace spirituality, self-empowerment, and demographic factors.

- Descriptive Statistics that is, The sample consists of 158 respondents, with a majority being in the 18-25 age group. Gender distribution shows a higher representation of females (59%). The education level of respondents indicates a well-educated workforce, with most holding postgraduate degrees.
- The correlation analysis reveals a strong positive relationship between workplace spirituality and employee self-empowerment (Pearson correlation coefficient = 0.787). This significant correlation (p-value = 0.000) indicates that as workplace spirituality increases, so does self-empowerment. The findings, based on a sample of 158 people, confirm that increasing workplace spirituality is critical for increasing employee empowerment.
- The regression analysis confirms that workplace spirituality is a significant predictor of employee self-empowerment. With a highly significant p-value of 0.000 and a Beta value of 0.787, the results indicate that a one-unit increase in workplace spirituality leads to a 78.7% increase in self-empowerment. The model's F-value of 254.135 and substantial explained variance (31.735 out of 51.216) further emphasize the strong relationship between these variables. The regression equation, $\text{Workforce Spirituality} = 0.889 (\text{Self-Empowerment}) + 0.420$, highlights the predictive power of workplace spirituality in enhancing employee self-empowerment.
- Chi-square tests indicate that demographic variables such as age, gender, and job position significantly affect the relationship between workplace spirituality and self-empowerment.

Major Findings:

- 1. Identify specific dimensions of workplace spirituality:** Identifying these key dimensions can help organizations focus their efforts on fostering those aspects of workplace spirituality that have the greatest impact on employee well-being and performance.
- 2. Investigate the threshold effect of workplace spirituality:** There might be a point at which increasing levels of workplace spirituality yield diminishing returns in terms of self-empowerment. Understanding this threshold can help organizations optimize their efforts to promote workplace spirituality.
- 3. Explore other factors that may contribute to self-empowerment beyond workplace spirituality:** While workplace spirituality is a significant predictor of self-empowerment, it is likely not the sole determinant. Identifying other factors can help organizations create a more comprehensive approach to fostering employee well-being and empowerment.
- 4. Investigate the potential for interaction effects between workplace spirituality and demographic factors:** It might be that the impact of workplace spirituality on self-empowerment varies depending on individual characteristics such as age, gender, education, and work experience.

Suggestions: Based on the findings, the following suggestions are proposed to enhance self-empowerment through workplace spirituality:

- **Leadership Development:** Organizations should develop leadership programs that emphasize the integration of spiritual values, promoting a work culture that aligns with employees' personal values.
- **Employee Engagement:** Encourage employee involvement in decision-making processes to foster a sense of autonomy and self-worth.
- **Work-Life Balance:** Implement policies that support work-life balance, contributing to employees' overall well-being and satisfaction.

4. CONCLUSION

The study shows that workplace spirituality has a strong, direct impact on self-empowerment, with a high correlation value of 0.787 and significant p-values. Further analysis reveals a positive relationship between price-to-earnings ratio and size, and linear regression confirms workplace spirituality as a strong predictor of self-empowerment. Demographic factors like age, gender, education, and work experience do not significantly influence self-empowerment, indicating that workplace spirituality is a universally effective tool for enhancing employee empowerment and job satisfaction. The study highlights the significant role of workplace spirituality in promoting self-empowerment among employees. By aligning organizational practices with spiritual values, companies can create a supportive work environment that enhances employee satisfaction, commitment, and overall performance. Future research could explore the long-term effects of workplace spirituality on organizational outcomes.

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