

**SPIRITUAL WELLNESS CONTRIBUTION TOWARDS THE CORPORATE'S WELLBEING IN
CHENNAI – SOUTHERN REGION**

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ABSTRACT

Purpose: *As a person, there are numerous ways to survive in this cutthroat society, but being a respectful and responsive team member is one of the hardest things to do. In the present context, unmanageable pressures such as shift cultures, deadline and target fixing, secure employment nature, etc., as well as personal concerns, give rise to these difficult situations. Nonetheless, a variety of wellness methods are available in the present day to achieve general wellbeing and stress-free living.*

Spirituality is one of the ageless disciplines. It is the trait of caring more for the human spirit or soul than tangible objects. Put another way, spirituality is the process by which a person's beliefs are transformed.

Objectives: *In this study, the authors attempt to investigate the influence of spirituality and its contribution towards the personnel wellbeing and corporate wellbeing in an organisation in the Chennai- South region.*

Theory: *After reviewing many articles, literatures and thesis work; the scope has been identified and the objectives were framed according to the gap of past studies. And found that spiritual connectivity between individual to group and to the whole of organisation has not been coordinated in a single framework so far. Conceptual framework has been developed to illustrate the correlation.*

Methodology: *The author intended this article as descriptive in nature, because of exploring the facts that already existed. In the big platform, the author constrained this to the southern region corporate companies and to derive the sample from the population, Simple random sampling technique has been used in this study to collect the data. The factor analysis method has been used in this study to analyse the connectivity of independent, mediating and dependent variable and reliability test has been used to validating the variables.*

Result: *Spirituality has significant effect on day to day life of every individual. Modernization has brought in variety of modifications in technology and techniques into human life to the every actions and work, but it is important to know that in the midst of all these advances and revolution, spirituality has its own role to play in an organisation.*

An individual employee with moral qualities typically displays hope, responsibility, integrity, a positive outlook, respectful, coordination, and forgiveness and so on. This current perception, gained in several socio-cultural factors, in MNC's and other corporates views spirituality as positively influencing many professionals in the workplace.

Also this study implied within this speech is the concept that agreeing and encouraging the spirituality in the workplace leads to improved ethical behaviour at a personal level as an employee and an enhanced ethical climate/culture at an organisational level which leads to a positive and productive change in an organisation. Spiritual wellness shows the progress over the employee attitude and outcome of an organisation.

Key words: *Spiritual wellness, workplace spirituality, individual spirituality and organisation effectiveness.*

I. INTRODUCTION

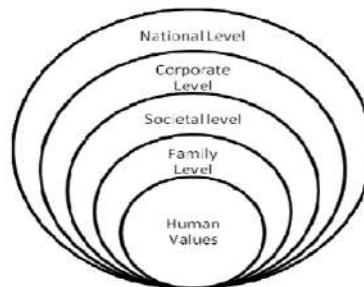
A broad concept with scope of many perspectives is hidden behind the word '*Spirituality*'. The word bears the meaning that the quality of being concerned with the human spirit or soul as opposed to material or physical things. Spirituality defines the purpose of human life; it integrates soul and mind in a straight line to achieve the purpose. Basically, an adult individual cannot be matured and single minded to the family, society and to the work at all the times. This kind of immaturity of an individual took the person to the disappointment at last towards his

family, work and society. But by succeeding spiritual behaviour within self can achieve spiritual wellness in everywhere in this era.

By knowing spiritual actuality, in the midst the spirituality gets popular among the people, and followed by the leaders. In this article, authors focused to study the spirituality in self, spiritual wellness in group behaviour and its outcome in an organisation. So, this study tries to cover-up the corporate companies in the southern Chennai.

Overall objective of the study is to investigate the influence of spirituality and its contribution towards the personnel wellbeing and corporate wellbeing in an organisation in the Chennai- South region.

- 1) The primary objective of this study is to analyse the impact of spirituality in an individual level and an organisation level.
- 2) The secondary objective of the study is:
 - a. Identifying the attributes of the mediating factors of individual level and to the group level.
 - b. To analyse the association between spirituality and meaningful growth in the workplace.



Source: Nandana prabhu k.p., lewlyn l.r. rodrigues & k.p.v. ramana kumar, 2016 transformational leadership and workplace spirituality: a structural model of team effectiveness

Manpower is the leading asset of every organisation; every individual's concern towards the human and dedication towards the work carry the organisation towards the goal. After reviewing many articles, literatures, past studies, and magazines; the authors have been derived several individual attributes and group attributes of spiritual behaviour.

Many authors have studied the spirituality in organisation to the individual level and in other dimensions. So far no studies have profound to the group level. Authors have framed the objectives according to the gap of past studies. And originate that spiritual connectivity between individual to group and group to the whole of organisation has not been coordinated in a single framework so far.

Each variable and its attributes used in this study are to analyse the effectiveness of overall performance and its contribution towards the organisation. The author worked out to derive the framework for this concept to define the relationship between the variables evidently with the help of past studies.

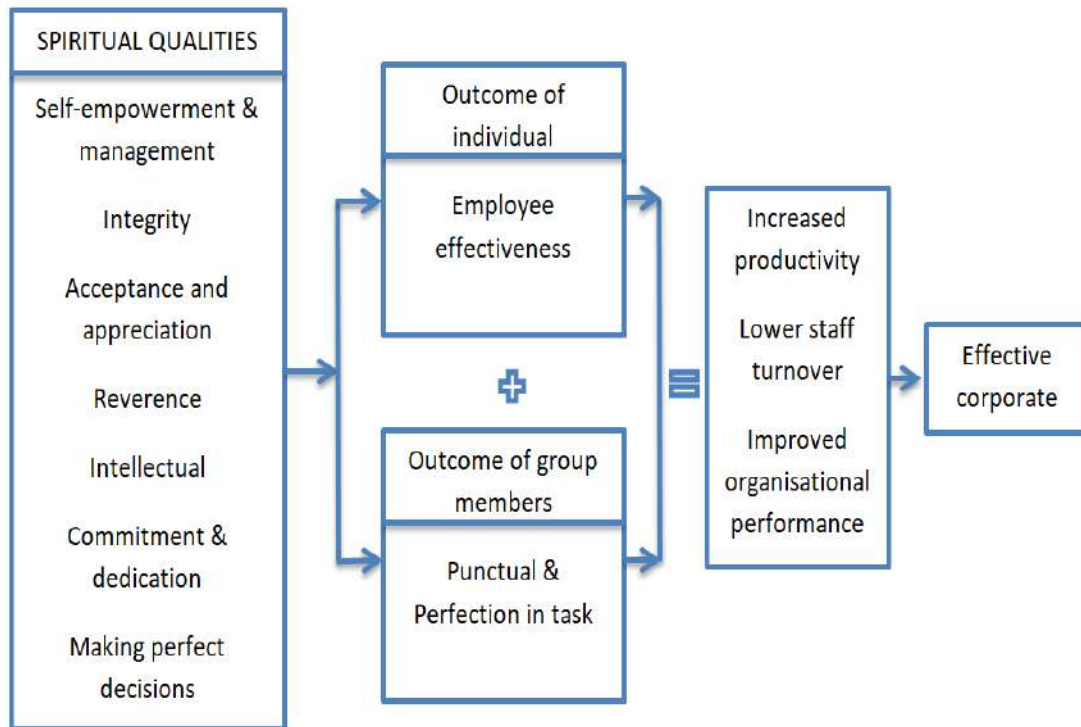
In future, the scope for the researchers is can consider the whole platform to the study in the similar concept of spirituality. And can include countless attributes to the variables of this study. These days many industries stress the importance of spiritual qualities and its wellness to the workers. And further they made provision to follow the spiritual practice in a many organisations. So, the scope of this study is highly progressive in mere future.

II. THEORY

There are several factors and attributes have been studied by many authors about the contribution of spirituality to the society under the various circumstances. In which the most important variables and its factors and unconsidered factors of the variables have been focused by authors.

II.1 FRAMEWORK OF THE STUDY

In addition, the researchers intended to contribute the innovative conceptual framework to the study to clearly portrait the correlation and association between the variables and its factors. The framework has been demonstrated above (figure2.1).



Akansha Atul Bansal (2015), has been studied Workplace Spirituality is an effective HR to enhance Productivity, Spirituality in self-taken in an optimistic way at workplace to face the tough situations. Implementing spiritual values inside the organisation helps in refining the inner conscious and integrity of the employee in the organization. Resulted that Indian and foreign corporates expressed that cheering and encouraging the employees towards spirituality will carry great assistances to the Organization and through the productivity increases.

Armenio Rego and Miguel Pina e Cunha (2008), the empirical study aims to explore the spirituality in workplace and commitment inside the organization. In this study, the authors try to explore the impact of five magnitudes of workplace spirituality that is team sense of community, enjoyment at work, sense of contribution to society, on affective, alignment with organizational values, opportunities for inner life, normative and continuance commitment. The researcher suggested that continuous commitment helps to enthusiastic in their work and five magnitudes are highly impacted in their inner lives.

David Adewuyi(2013), the study about impact of workplace spirituality and employees wellbeing at the industrial sector at the nigerian experience. This descriptive study examined 275 samples representing three industries to test the employee's wellbeing and effectiveness of spirituality. Found that Introducing workplace spirituality to assist human hearts, spirits and souls to become creative, innovative, compassionate and productive in all accomplishments of the workstation.

David Geigle (2012), A Literature Review based study on workplace Spirituality, the author has been reviewed many literatures and demonstrated that workplace spirituality has proven results in self-career management, reduced frustration, altruism and conscientiousness, involvement, reduced inter-role conflict, retention, organization based self-esteem and ethical behaviour.

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Fares Djafri and Kamaruzaman Bin Noordin (2017), the writers examined the impact of workplace spirituality on organizational commitment, this case study is based on Takaful agents in Malaysia. This study examines the forecasters and antecedents of organizational commitment. They observed that the workplace spirituality has a substantial and positive effect on organizational commitment through their study and found that workplace spirituality will assist the employees of takaful agencies & operators to manage effectively by the self-empowerment, self-management from stress, tensions, confusions and dilemma at last to improve organisational commitment.

Idethia S. Harvey and Myrna Silverman (2013) studied the Role of Spirituality in the Self-management. In this article the author stressed the role of spirituality in self-management and time management. And found that spiritual practice plays in significant role in personality and health.

John Milliman, Andrew J. Czaplewski and Jeffery Ferguson (2013), Workplace spirituality and employee work attitudes aimed to explore that relationship between workplace spirituality and five prevalent employee job attitudinal variables. Authors have been analysed and established that organization commitment, reduced staff turnover, intrinsic work satisfaction, job involvement; and OBSE (organisation based self-esteem).

Jordan R. Jensen & Christopher P. Neck (2017), examined that The relation of religion and spirituality to time management practices. Authors aim to understand acquaintance between time management and spirituality through this study. Found that Spiritual practice has a significant role in managing time and being punctual in work. So, it results in strong association between the variables to overall effectiveness.

Nour-Mohammad Yaghoubi, Nour-Mohammad Yaghoubi and Seyyed Ali Banihashemi (2010), have studied the Relationship between Spirituality Leadership and Empowerment. In this study, the researchers surveyed 183 respondents. And found there is the significant relationship between self-empowerment and motivation through it builds the quality of intellect and dedicated leadership.

Santosh Kumar Sharma, Renu Rastogi and Pooja Garg (2013), they have studied about the workplace spirituality and managerial effectiveness among Indian managers and intended to discover the association between workplace spirituality and managerial effectiveness among Indian managers. From this article, they come up with the finding as the spirituality is a key driver of managerial effectiveness. They concluded that an organisation which followed workplace spirituality is enhanced in managerial effectiveness.

III. METHODS

The descriptive technique is adopted by the researchers in this study to explicit the contributions of spirituality to the organisation in the southern region of Chennai. Data collection method is both Primary and secondary. The assets of spirituality have been collected by secondary data and primary data. And it helps to analyse the mediating factor of spirituality and organisation among the corporates. Primary data has been composed through the Reliability (cronbach's alpha) tested questionnaire; and sample size was drawn from the population by the convenient sampling techniques; the author opted this method because of the samples are selected only on the basis of convenience in terms of availability. Total respondents are 146 from the south region, but the appropriate respondents are the 119. The past literatures, magazines, articles, journals and thesis are the main source of secondary data. Nearly 50 articles and studies have been referred to get the gap of studies. The sample area is focused on corporate companies of southern Chennai; and it restricted to southern Chennai due to author's accessibility.

The researcher has identified so many spiritual factors influenced the individual employees and group of employees in many aspects. But; the author segregates the spiritual factors influencing individual and group towards the effectiveness and perfection in the work in an organisation. The findings have been arrived after testing the hypothesis. To test the implications and significance level at 0.05%, with the help of constructed questionnaire, the author has been derived the null hypothesis. Hypothesis enclosed for this study is given below:

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A. Hypothesis I: Ho: There is no association between the spiritual contributions and to individual outcome and group outcome.

B. Hypothesis II: Ho: there is no significant difference between spiritual wellness factors and, outcome of individual, outcome of group and increased productivity & creativity.

C. Hypothesis III: Ho: there is no association between the spiritual contributions and lower staff turnover & improved organisational performance.

Tools used in this study are:

- Regression analysis.
- Correlation.
- One way Anova.

IV. RESULTS AND DISCUSSION

From this study, the spiritual factors and its contribution level to the individual and to the group resulted in effective organisation are identified by the primary data and secondary data.

The primary data has been collected through questionnaire and the variable has been tested under reliability test. The overall reliability score is 0.810 decent to progress further and it assistances to identify the association between the demographic profile of the corporate workers and the spiritual wellness factors in a contemporary situation. From the below analysis the researchers can analyse the factors of spirituality and its relationship between the employees and to know the extent factors contributing to the effective organisation.

Table 1: Reliability test for all the variables

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.810	.807	28

Source: Computed using SPSS 16.

Regression analysis: To identify the spiritual contributions and to individual outcome and group outcome.

Table 2: Analysis between the spiritual contributions and individual outcome and group outcome

Model Summary					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin Watson
1	.372a	.137	.114	2.56456	2.185

a.Predictors: (Constant), individual outcome and group outcome.

Coefficients a

Model	Unstandardized Coefficients		Standardized Coefficients	t	.sig
	B	Std.error	Beta		

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1 (constant)	1.201	.991		1.201	.218
Individual outcome	.163	.254	.064	.646	.408
Group outcome	.501	.681	.074	.728	.350

a. Dependent Variable: spiritual contributions

Source: Computed using SPSS 16.

The output of regression shows that there is no significant difference between the spiritual contributions and individual outcome and group outcome. Hence R-square value is greater than adjusted R-square value; there is an association between the spiritual contributions and individual outcome and group outcome. Hence, H₀ is accepted.

Correlation: To identify the association between the spiritual wellness factors and, outcome of individual, outcome of group and increased productivity & creativity.

Table 3: Analysis between spiritual wellness factors and outcome of individual, outcome of group and increased productivity & creativity
Correlations

	Q16	Q17	Q18	Productivity
Q16 pearson correlation	1	.421**	.413**	.012
Sig.(2-tailed)		.000	.000	.868
N	119	119	119	119
Q17 pearson correlation	.421**	1	.498**	.147
Sig.(2-tailed)	.000		.000	.078
N	119	119	119	119
Q18 pearson correlation	.413**	.498**	1	.008
Sig.(2-tailed)	.000	.000		.832
N	119	119	119	119
Productivity pearson correlation	.012	.147	.008	1
Sig.(2-tailed)	.868	.078	.832	
N	119	119	119	119

**. Correlation is significant at the 0.01 level (2-tailed).

Source: Computed using SPSS 16.

The output of correlation shows that there is a significant difference between spiritual wellness factors and outcome of individual, outcome of group and increased productivity & creativity.

This is greater than p value. So, it can be concluded that H₀ is rejected and varies significantly.

Anova: To assess the extent of moonlighting among the IT employees.

Table 4: Analysis of association between the spiritual contributions and lower staff turnover, improved organisational performance

Finished off before deadline					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	6.568	4	1.634	4.795	.001
	4.429	4	1.100	3.060	.018
	9.147	4	2.431	8.171	.000

Source: Computed Using SPSS 16

The output of one way anova shows that there is a no significant difference between the finished off work before deadline and spiritual intellect. This is lesser than p value. So, it can be concluded that H0 is accepted and no need of setting alternate hypothesis.

From the above all inference, the authors have identified that the contributions of spirituality and its association between effectiveness of employee, group and effectiveness of organisation.

V. CONCLUSION

The authors have established several spiritual factors that determine the employees and group behaviour and personality in an organisation and there is strong association between the spiritual factors like self-empowerment, management and employee effectiveness. And also vice versa, the study shows that the independent variables of spirituality determine the dependent variable (organisational effectiveness) through the mediating variables like individual effectiveness and group perfection in task completion. This study also revealed that the individual and group factors are also interdependent in nature.

From the framework, author can conclude that the achievement of increased productivity, lower staff turnover, and improved organisational performance in an organisation through the workforce is resulted in effective organisation.

Similarly, if an individual employee filled up with spiritual qualities will reflect in the group behaviour in a corporate field. Generally, spirituality enhances many good qualities in an individual. But, in this article researchers selected independent variables as related to the organisational corporates wellness.

So, it is suggested that the corporate companies need to offer serious attention to build the spirituality in the workplace by upcoming situation to manage stress free life and increased productivity and improved organisational performance to the whole.

This article has contributed to the society and corporates to a small extent, intended to create consciousness and responsiveness among the employers of corporates.

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