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An Analysis of the Connection Between Workplace Spirituality and Organisational Commitment: A Case Study of Udaipur City

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ABSTRACT

Background: Workers feel obligated to the company, frequently as a result of believing that they should return the favours that the company has given them. Technically, the two elements mentioned in the previous sentence are related to the two study heroes, organisational commitment and workplace spirituality. Finding the relationship between two distant but simultaneously highly related variables is the goal of the current investigation. The current study aims to observe the relationship between respondents' perspectives and how applicable it is to their daily lives.

Key objective: The core objective of the study is to identify the perception of the respondents on Workplace Spirituality and Organisational Commitment, and then to discover the relationship/association between the two, if any.

Idea behind the study: The present research paper attempts to identify the degree of association between the two variables. The applicability of the concepts in real life, in the perception of the respondents, was the main idea behind the study.

Research Methodology: The study was conducted utilising a sample of 211 teachers (both Private and Government schools) from Southern Rajasthan, usually meant to improve or preserve standards in a given field. The research is based on primary data and uses a method called Purposive sampling for data collection. Fifteen Likert questions were developed to find the opinions of the respondents on the application and association of Workplace Spirituality and Organisational Commitment.

Findings: The results exhibited that Workplace spirituality leads to life satisfaction through commitment to the company, which is tempered by a person's religious beliefs. The results showed that the two factors are perfectly related to each other in a good way. The hypothesis was accepted, showing that the people who answered the survey agree on what faith and organisational commitment mean in the workplace and how they can be used.

Keywords: Workplace Spirituality and Organisational Commitment, School Teachers, Southern Rajasthan.

INTRODUCTION

The current study establishes a connection between two crucial factors that are highly relevant to the curr-

ent situation. Beyond only the transactional aspects of work, workplace spirituality is identifying and incorporating spiritual ideals and practices to promote a feeling of purpose, meaning, and interconnectedness among employees. Finding purpose and worth in one's work, creating a sense of belonging, and advancing wellbeing above and beyond performance and paychecks are all aspects of workplace spirituality. Workers believe their efforts are part of something greater than themselves. Work is valued and considered a means of achieving personal fulfilment and advancement. In the workplace, a feeling of belonging and community is promoted. Workers are able to keep control and balance in their lives and feel supported. When workers believe their work has purpose, they are more likely to be engaged and motivated. A more upbeat and encouraging work atmosphere might result from a feeling of belonging and community. When workers can relate their work to their ideals, they feel more balanced and happy. Finding meaning and purpose at work might help employees feel less stressed and burned out. This is where workplace spirituality comes in. Establishing an inclusive workplace that honours a range of values and beliefs is essential. It is important to distinguish workplace spirituality from coerced religious rituals or religious proselytisation. The focus must be on common ideals and values that foster a fulfilling and happy workplace.

The research's opposing viewpoint discusses organisational commitment. It is the psychological connection that workers have with their company, which includes identification, loyalty, and a desire to stick around and contribute. In the end, this affects employee behaviour and organisational results. The degree to which a person identifies with and participates in a particular organisation, demonstrating their willingness to work hard and stick with the business, is known as organisational commitment. Because high levels of commitment can result in better employee performance, lower employee turnover, and a more engaged workforce, organisations work hard to cultivate them. This results from a worker's identification and emotional connection to the company and its principles. The perceived costs of leaving, such as investments in relationships or talents within the company, are the basis for this. This results from a sense of duty to remain, frequently brought on by anticipated advantages or expectations from the company. Employees who are committed are more likely to be proactive and task-focused. Dedication reduces the likelihood of employees quitting the company. Greater levels of drive and effort can result from commitment. Positive relationships with coworkers are more likely to be formed by dedicated individuals. A dedicated team can help a business succeed as a whole. Higher levels of commitment can result from supportive and successful leadership that cultivates a sense of belonging and trust. Employee commitment and value can be fostered in a positive and encouraging work environment. Workers are more likely to be dedicated to the company if they are happy in their positions. A strong and supportive corporate culture can encourage dedication and a sense of belonging. Employee dedication to the company can be strengthened by praising and recognising them for their contributions.

REVIEW OF LITERATURE

(Amelia Naim *et al.*, 2024) The research findings indicate that spiritual leadership variables, including Vision, Hope-Faith, Altruistic Love, Meaning Calling, and Membership, significantly influence the development of spirit at work capabilities, which in turn positively affect Job Satisfaction and Organisational Commitment. This demonstrates the critical role of spirituality in enhancing employee performance within the organisation. The study confirms that the intangible spiritual resources of the organisation are valuable in creating a competitive advantage in the service industry, as evidenced by the positive correlation between spirit at work and the proxies of performance, namely Job Satisfaction and

Organisational Commitment. This suggests that embedding spiritual values within the workplace can lead to improved service excellence and employee engagement.

(**Ariyani Wahyu *et al.*, 2024)** The research findings confirm that both spiritual leadership and workplace spirituality positively influence organisational commitment, indicating that effective leadership and a spiritually supportive work environment enhance employee dedication to the organisation. The study highlights the significant mediating role of workplace spirituality in the relationship between spiritual leadership and organisational commitment, suggesting that when leaders promote spiritual values such as integrity, empathy, and shared purpose, employees are more likely to feel connected and motivated, leading to increased commitment to organisational goals.

(**Budiman Al *et al.*, 2024)** The study found that maintaining a work environment that fosters otherworldliness can enhance work commitment, characterised by qualities such as sympathy, mindfulness, and a sense of meaningful work. This suggests that integrating spirituality into the workplace can lead to improved employee engagement and satisfaction. The research highlights the importance of human resources practices that include care contemplation as part of individual development programs, which can increase empathy among employees. This, in turn, supports a culture of care and sympathy within the workplace, contributing to overall organisational well-being and success.

(**Chaoxin *et al.*, 2024)** The study found a direct positive effect of spiritual climate on job performance among social workers, with a significant coefficient ($b = 0.130$, $p < 0.001$), indicating that a supportive spiritual environment enhances their job performance. The research identified significant indirect effects of spiritual climate on job performance through organisational commitment ($b = 0.640$, $p < 0.001$) and work engagement ($b = 0.516$, $p < 0.001$), highlighting a sequential mediating pathway where organisational commitment leads to increased work engagement, ultimately improving job performance.

(**David Paul *et al.*, 2024)** The study found a significant positive relationship between spiritual experience and various forms of organisational commitment among nurse educators, specifically affective commitment, normative commitment, and overall organisational commitment. This indicates that higher levels of spiritual experience are associated with greater loyalty and commitment to the workplace. Spiritual experience was identified as a significant predictor of affective commitment, normative commitment, and overall organisational commitment, suggesting that enhancing and promoting spirituality in the workplace could lead to increased organisational commitment among nurse educators. However, it was noted that spiritual experience did not relate to or predict continuance commitment.

(**Felix *et al.*, 2024)** The study found that the dimensions of workplace spirituality, specifically meaningful work, value orientation, and interconnectedness, have a significant effect on employees' commitment to work in manufacturing firms in South-South, Nigeria. The research emphasises the importance of fostering meaningful work, value orientation, and interconnectedness within organisations to enhance employees' commitment, which in turn can lead to improved organisational productivity.

(**Minh *et al.*, 2024)** The study found a positive relationship between workplace spirituality and employee wellbeing, with an adjusted R-squared of .521 and a p-value of less than .001, indicating a strong correlation. This relationship was further enhanced in social enterprises, where the adjusted R square was .527 and the p-value remained less than .001. Additionally, the research indicated that both the type of organisation and workplace spirituality positively influenced the likelihood of employee commitment to their current employment, with social enterprises exhibiting higher levels of workplace spirituality, employee wellbeing, and employee commitment compared to non-social enterprises.

(Satarupa, 2024) The case study findings support the hypothesis that workplace spirituality acts as a buffer or moderator against the effects of stress on health, indicating that higher levels of workplace spirituality can lead to reduced occupational stress and improved health outcomes for employees. The research suggests a negative relationship between stress and health, where increased stress levels correlate with more symptoms of poor health, while workplace spirituality helps to diminish the perception of workplace stressors, thereby enhancing overall well-being.

(Syafari *et al.*, 2024) Emotional intelligence significantly enhances HR performance, indicating its crucial role in improving the effectiveness of civil servants in the Police Human Resources Bureau ($p < 0.05$). In contrast, spiritual and intellectual intelligence do not show significant effects on HR performance. Both spiritual and emotional intelligence significantly improve organisational commitment among civil servants, while intellectual intelligence does not contribute to this aspect. This highlights the importance of emotional intelligence in fostering commitment within the organisation.

(Ulfah *et al.*, 2024) The study found that there is a very significant influence between perceived organisational support and workplace spirituality on teacher organisational commitment, with a combined contribution of 55.6% to organisational commitment. When analysed separately, perceived organisational support contributed 35.8% positively to organisational commitment, while workplace spirituality contributed 19.8%, indicating that both factors play a crucial role in enhancing teachers' commitment to their organisation.

RESEARCH METHODOLOGY

RESEARCH OBJECTIVE: The primary objective of the survey was to identify the respondents' perceptions of Workplace Spirituality and Organisational Commitment, and then to explore the relationship between the two.

RESEARCH DESIGN: The study is exploratory due to the absence of any pre-existing data or earlier studies utilised for statistical analysis by the researcher.

SAMPLING TECHNIQUE: The sampling method employed in the thesis was Judgmental Non-Probability Sampling.

DATA: The study was carried out using a sample of 211 school teachers from Southern Rajasthan, typically established to enhance or uphold standards in a specific discipline. The study is Primary data-based and involves purposive sampling as the methodology utilised for data sampling. A set of fifteen Likert statements (7 on Workplace Spirituality and eight on Organisational Commitment) was created to determine the respondents' views on Workplace Spirituality and Organisational Commitment.

SAMPLE AREA: The sample area for research is Southern Rajasthan, which includes: Udaipur, Rajsamand, Dungarpur, Banswara, Pratapgarh, and Chittorgarh. An attempt was made to rationally collect the data from the stated areas.

DATA ANALYSIS

Likert statements: The two variables under study were presented to the respondents through a set of 15 Likert statements, which have been mentioned below:

WORKPLACE SPIRITUALITY:

1. A sense of spirituality at work facilitates a comfortable working environment.
2. The attitude of needless burden-taking is significantly diminished.
3. Workplace spirituality naturally fosters a holistic purpose in work.

4. A respectful and compassionate work environment is guaranteed by workplace spirituality.
5. It makes me more reliable when working for the company.
6. When it comes to job stability, focus is more crucial than faith.
7. Working becomes a form of worship.

ORGANIZATIONAL COMMITMENT:

1. It cultivates a more robust and efficient staff.
2. Greater staff retention is a result of organisational commitment.
3. It guarantees more contentment at work.
4. Committed workers guarantee overall improved organisational performance.
5. Workers who have a strong sense of belonging to their company are less inclined to take unscheduled leaves of absence or look for work elsewhere.
6. Organisational dedication can aid in establishing a constructive and encouraging workplace where staff members are treated with respect and feel appreciated.
7. Committed workers have a competitive edge in the market since they are better able to draw in and keep talent.
8. Leaders are the ones who develop committed workers.

HYPOTHESIS

The following was the hypothesis drafted

H_{01}: There is no significant impact of Workplace Spirituality on Organisational Commitment.

To test the abovementioned hypothesis, the primary data collected with the help of a Likert statement was averaged for each respondent and was labelled as "Workplace Spirituality" and "Organisational Commitment"

A regression equation was applied, and the results so derived have been presented below.

Model Summary

R	R^2	Adjusted R^2	Standard error of the estimate
0.73	0.54	0.54	0.68

ANOVA

Model	df	F	p
Regression	1	243.22	0.001

Regression Coefficients

	Unstandardized Coefficients	Standardized Coefficients			
Model	B	Beta	Standard error	t	p
Constant	1.27		0.13	9.71	<.001
Workplace Spirituality	0.65	0.73	0.04	15.6	<.001

Interpretation

The regression model showed that the variable *Workplace Spirituality* explained 53.78% of the variance in the variable Organisational *Commitment*.

The positive coefficient (0.65) for Workplace Spirituality suggests that as Workplace Spirituality increases, Organisational Commitment also increases.

The high F-statistic and low p-value show that the relationship between these variables is statistically significant, F=243.22, p = <.001, R^2 = 0.54.

Regression Equation

Organizational Commitment = 1.27 + 0.65 · Workplace Spirituality

The positive coefficient (0.65) for Workplace Spirituality suggests that as Workplace Spirituality increases, Organisational Commitment also increases.

Based on the above results, the null hypothesis is rejected, and thus it is concluded that there is a significant impact of Workplace Spirituality on Organisational Commitment

FINDINGS

The results indicate that emotional well-being was impacted by workplace spirituality on an individual basis. But for workers to thrive in the company, they also need to be in good psychological and social health. Therefore, organisations shouldn't ignore the other aspects of thriving in favour of concentrating solely on social, psychological, or emotional well-being. The findings showed that in order to cope and thrive in the workplace, employees require psychological, social, and emotional well-being. Thus, a comprehensive approach should be taken when evaluating psychological, emotional, and social well-being. Given the advantages of workplace spirituality and the possible consequences of its absence, it appears imperative that organisations give it more thought. Establishing wellness initiatives within the company, having managers meet one-on-one with staff members on a regular basis, and making sure managers are available to assist staff members as business coaches or by outsourcing business coaching are all ways that organisations can promote well-being. In order to help employees who are having personal or professional issues, organisations can also make sure that the employee assistance program is operational. These wellness programs have the potential to improve workers' physical and emotional health.

SUGGESTIONS

Employee development in any type of firm is mostly dependent on workplace spirituality and organisational commitment. The following are some crucial recommendations that can assist staff members in enhancing their performance using the details in this paper:

1. Organising conferences and workshops that concentrate on particular subjects or pedagogical approaches: Although government instructors are competent, there aren't enough workshops and events for them. Testing, curriculum design, and technological integration are a few areas that require significant improvement. The government school system must regularly offer webinars or online courses on these subjects.
2. Improved teamwork and communication: Any school that wants to succeed must have strong teamwork and communication. Establishing a school-wide communication system, such as an online messaging platform or a parent-teacher communication app, or encouraging teachers to collaborate on

lesson plans and other resources could all help teachers, administrators, and other staff at Government schools communicate and collaborate more easily.

3. Student-centred learning: Schools must adopt a more individualised, student-centred approach to instruction in place of the outdated "one size fits all" approach. A method of instruction that takes into account the requirements and goals of each individual learner. It may involve approaches such as inquiry-based learning, project-based learning, and problem-based learning.
4. Technology integration: This is a very popular area that needs to be carefully considered to enhance school instructors' skills. In addition to making it simpler for teachers to monitor their students' progress and communicate with parents, technology in the classroom can increase student engagement and learning.

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