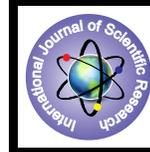


Spirituality and Job Satisfaction Among I T Personnel In Bengaluru



Management

KEYWORDS : Spirituality, Job Satisfaction, I T Professionals

Kamala H

Researcher, Jain University, Bengaluru

Jayasankara Reddy. K

Research Guide, Jain University, Bengaluru

ABSTRACT

Pargament (1997) defines spirituality as a "search for the sacred". According to this definition "Search" incorporates functional view of religion and spirituality. "Sacred" refers to the special substance of search that distinguishes religion and spirituality from other life domains.

Present study tries to disclose the level of Organizational Role Stress and Stress Coping Strategies of academic staff serving in first grade colleges of Karnataka. It was hypothesized that there will be a significant difference among the staff in Organizational Role Stress and Stress Coping Strategies based on the demographic variables- Gender and location of organization. 300 teachers were involved in present study following a random purposive sample. The Organizational Role Stress Scale and Brief COPE are used. Following the keys and norms scoring is done. Through applying appropriate statistical techniques results will be analyzed and discussed.

INTRODUCTION:

Spirituality:

Pargament (1997) defines spirituality as a "search for the sacred". According to this definition "Search" incorporates functional view of religion and spirituality. "Sacred" refers to the special substance of search that distinguishes religion and spirituality from other life domains. People are spiritual to the extent that they are trying to find, know, experience or relate to what they perceive as sacred (Pargament & Mahoney, 2002).

In Pargament's conception, spirituality is not limited to belief in God. Value of spirituality and religion clearly depend on their particular form and use. Like any other complex system of beliefs and practices, people can use them for both constructive and destructive purposes and can experience both negative and positive outcomes.

Tepper (2003, 183) defines spirituality as "the extent to which an individual is motivated to find sacred meaning and purpose to his or her existence."

According to Shankar (2009), spirituality has several purposes in the workplace. It covers the qualitative personal growth and development of an individual when spiritual experience is involved in work. It results in satisfaction and achievement in life. Spirituality also supports in balancing work and family life. Spirituality in the workplace is reinforced through institutional leaders, organizational culture, policies and so on.

Ashmos & Duchon (2000) have defined spirituality at work as the recognition that employees

have an *inner life* that nourishes and is nourished by *meaningful work* that takes place in the context of *community*.

Four dimension is considered under the scale developed by Ashmos & Duchon to measure spirituality at work namely,

1. Compassion :

a deep awareness of and sympathy for others and a wish to relieve their suffering (Farlex 2007). In this sense, a spiritual person generates an awareness of the needs of others and a desire to help other people (Ingersoll 2003). (alpha coefficient .63)

2. Mindfulness :

a person's mind being present, not wandering with past, future thoughts or other distractions. It is important to note that mindfulness is about acting with awareness.(alpha coefficient .79)

3. Meaningful work :

one's experience that his/her work is a significant and meaningful part to his/her life. Indeed, one feels that work has meaning for him/her beyond the material rewards Meaningful work also creates a sense of joy and energy at work (Duchon and Plowman 2005). (alpha coefficient .78)

4. Transcendence :

a connection to higher power. Kinjerski and Skrypnek (2006, 12) describe a mystical experience dimension as "a positive state of energy or vitality, a sense of perfection, transcendence, and experiences of joy and bliss". (alpha coefficient .75)

Job satisfaction:

Since the early 1903's and the conclusion of the Hawthorne studies there has been a great interest in Job satisfaction found in the workplace. Job satisfaction came into light in 1935 when R.Hopppock studied job satisfaction. Job satisfaction is becoming increasingly recognized as a substantial predictor of work related psychological well- being. Job satisfaction has a long and popular history of inclusion in psychological research and especially within occupational stress investigators.

Job satisfaction has been defined as the extent to which a staff member had favorable or positive feelings about work or the work environment. It refers to the positive attitude or emotional dispositions people may gain from work or through aspects of work or work environment

Robbins (2005) defines job satisfaction as "a collection of feelings that an individual holds towards his or her job." This implies that a person with a high level of job satisfaction will hold positive feelings towards the job and a person who is satisfied will hold negative feelings about the job.

Factors affecting Job Satisfaction includes:

Personal Factors: Age, Sex, Length of Service, Level of Aspiration etc

Factors related to Job: Nature of Job, Skill of Work etc

Factors controlled by the Management: Salary, Security, Promotion, Supervision etc

Present study tries to disclose the relationship between spirituality and Job satisfaction of

Information technology personnel serving in different I T sectors. It was hypothesized that there will be a significant correlation be-

tween spirituality and Job satisfaction among the staff serving in IT companies. Spirituality at work (SAW) and Job Satisfaction Scale were used.

Literature Review

Vaibhav Chawla and Sridhar Guda(2010) in their study explored the relationship between individual spirituality at work and sales professionals' job satisfaction, 'propensity to leave' and 'job commitment'. Results revealed that sales professionals' spirituality at work is positively related to job satisfaction and job commitment and is negatively related with propensity to leave.

With an objective to determine the relationship between workplace spirituality and , job satisfaction.

Manu Gupta, Vinod Kumar and Mandeep Singh(2013) in their study examined the effect of spirituality on job satisfaction through meaningful work, sense of community, organizational values and compassion among 100 payroll employees in private insurance companies in Punjab(India)

Results showed a positive relationship between all the dimensions of spirituality in workplace and job satisfaction.

Van der Walt F, and de Klerk JJ conducted a study on 600 white-collar workers, chosen from two organizations in different industries in South Africa. results indicate that there is a positive relationship between workplace spirituality and job satisfaction

Aim:

To assess Spirituality and Job Satisfaction among I T Personnel in Bengaluru

Objective:

To study the correlation between Spirituality and Job Satisfaction among I T Personnel in Bengaluru

Hypothesis:

There will be a significant relation between spirituality and job satisfaction among

I T Personnel in Bengaluru

Variables:

Independent variable: Spirituality

Dependent variable: Job Satisfaction

Design: Correlational Design was opted for the study.

Sample: Random purposive sample of forty four I T personnel serving in different I T sectors were involved in the present study.

Tools:

Spirituality at work (SAW) (2000) by Ashmos and Duchon. This scale has 22 items, each with five alternatives between Strongly disagree to Strongly agree. These items are covered under four dimensions namely Compassion, Mindfulness, Meaningful Work and Transcendence. The alpha coefficient of these factors are as follows: Compassion (0.63), Mindfulness(0.79), Meaningful Work(0.78) and Transcendence(0.75).

2. The Job Satisfaction Scale (2006) by Dr. Amar Singh and Dr. T. R. Sharma.

This scale consists of 30 items on the patterns as suggested by McClelland and Atkinson, out of which 06 are negative and 24 are positive items. Each statement has 5 alternatives from which any one will be chosen by the respondent to express one's re-

sponse. The test - retest reliability worked out to be 0.9253 and validity coefficient is found to be 0.8437.

Procedure:

After establishing rapport with the subject Spirituality at work and The Job Satisfaction Scale is administered. Though there is no time limit, the subject is expected to work fast and give honest, frank and spontaneous response to each item. When the subject responses all the items, the responses are scored and interpreted according to the scoring keys and norms.

Statistical Analysis:

Mean, standard deviation, correlation tests are applied & the results are analyzed to find out the level of significant correlation between the two.

Table 1 showing the descriptive statistics of the sample

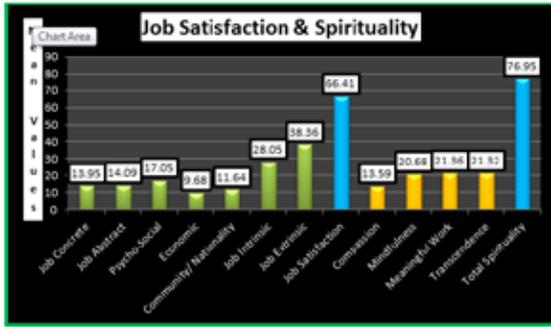
	Minimum	Maximum	Mean	Std. Deviation
Compassion	11.00	15.00	13.59	1.35
Mindfulness	18.00	23.00	20.68	1.38
Meaningful Work	18.00	27.00	21.36	1.79
Transcendence	17.00	25.00	21.32	1.96
Total Spirituality	65.00	86.00	76.95	4.04
Job Concrete	10.00	17.00	13.95	2.08
Job Abstract	11.00	17.00	14.09	2.18
Total Job Intrinsic	21.00	34.00	28.05	3.63
Psycho-Social	12.00	22.00	17.05	3.10
Economic	6.00	11.00	9.68	1.47
Community/Nationality	8.00	16.00	11.64	1.87
Total Job Extrinsic	27.00	48.00	38.36	5.49
Total Job Satisfaction	60.00	81.00	66.41	5.60

As shown in the descriptive statics of table 1 quantitative result of Spirituality shows that the dimension of Meaningful work has highest mean value (Mn=21.36) expressing a feeling of one's work is significant and meaningful part to their life beyond the material rewards. Compassion has a minimum mean value (13.59) which is a deep awareness of sympathy and responsibility for others.

job satisfaction is given under job intrinsic and job extrinsic factors (outside the job). Job intrinsic factors in turn include job concrete and job abstract statements. Under job extrinsic there are statements related to psycho social, economic and Community/National factors. As shown in the table 1 under job intrinsic job abstract has highest mean value (Mn=14.09) expressing the importance of co-operation, democratic functioning and as on. Under job extrinsic, psycho social factors related to intelligence, social circle has the highest mean value (Mn=17.05) followed by minimum mean value (Mn=9.68) related to economic factors such as salary and allowances.

When a comparison is made the mean value of Job Intrinsic is 28.05 and the mean value of Job Extrinsic is 38.36 which shows that factors such as place of posting, working conditions, co-operation, democratic functioning have a less effect in resulting job satisfaction.

Figure 1 indicating the job satisfaction and spirituality adopted by IT personnel.



Graphical representation of descriptive statistics as shown in Table 1 indicates the scores of job satisfaction. On the whole, the mean value of the representatives is 66.41. Of the five factors, highest mean value is of psycho social factors (Mn=17.05) which covers social status, efficiency, competence, social relations, habits, positions, promotions and so on play a vital role. Economic factor (Mn=9.68) of job satisfaction has a minimum value indicating salary, monetary security, medical facility, housing facility, travelling allowances and so on may not be very important for deriving job satisfaction.

H₁: There will be a significant relation between spirituality and job satisfaction

Table 2 indicating the correlation between spirituality and job satisfaction

	JOB CONCRETE	JOB ABSTRACT	JOB INTRINSIC	PSYCHO SOCIAL	ECONOMIC	COMMUNITY NATIONAL	JOB EXTRINSIC	TOTAL JOB SATISFACTION
COMPASSION	-.305*	-.224	-.309*	.201	-.493**	-.323	-.181	-.428
MINDFULNESS	-.181**	-.564**	-.145**	.054	-.411**	.081	-.178	-.305
MEANINGFUL WORK	.287	-.235	.022	-.313*	-.451**	-.334*	-.402**	-.188**
TRANSCENDENCE	-.114	-.243	-.113	-.188	-.304	-.043	-.078	-.347
TOTAL SPIRITUALITY	-.172	-.412**	-.249*	-.193	-.118	-.088	-.102	-.324*

Pearson correlation results computed between spirituality at work and job satisfaction is shown in table 2. Compassion, has a significant correlation with job concrete (-.305*), total job intrinsic

(-.309*) and economic factor of job extrinsic (.493**). However, it does not has a significant correlation other factors of job satisfaction.

Mindfulness another dimension of spirituality shows a significant negative correlation with both job intrinsic factors i.e. job concrete (-.395**) and job abstract (-.564**). The total job intrinsic correlational value with mindfulness is (-.565**). There is no significant correlation with the remaining factors of job satisfaction.

The other dimension of spirituality, meaningful work has a significant correlation only with job extrinsic factors and total job satisfaction. The values are as follows: Psycho social (-.312*), economic (-.413**), Community/Nationality (-.334*). The total job extrinsic has the value of

(-.386**)

Finally, Transcendence shows no significant correlation with any of the factors of job satisfaction.

On the whole spirituality at work and job abstract (-.412**), job intrinsic (-.346*) and the total job satisfaction are (-.324*) are negatively correlated at a significant level.

Hypothesis is retained keeping in mind the correlatonl value between the total spirituality scor and the total job satisfaction score.

Conclusions:

1. It is found that under spirituality at work compassion is at the lowest level and meaningful work is at highest.
2. Under job satisfaction economic factor is the lowest level, while psycho-social is at the highest.
3. Spirituality and Job Satisfaction are negatively correlated at a significant level.

Limitations and Suggestions:

1. This study may be repeated with a large and randomized purposive sample.
2. Classification of groups based on demographic variables may be carried out.
3. A comparative study may be done with other professions.

REFERENCE

1. Manu Gupta, Vinod Kumar and Mandeep Singh(2013): Creating Satisfied Employees through Workplace Spirituality: A Study of the Private Insurance Sector in Punjab (India); Journal of Business Ethics(Impact Factor:0.96),06/2013; DOI:10.1007/s10551-013-1756-5 | 2. Pawinee Petchsawang and Dennis Duchon: Measuring workplace spirituality in an Asian context; Published in Human Resource Development International 12:4 (September 2009), pp. 459–468; doi: 10.1080/13678860903135912 | 3. Steve R. Baumgardner and Marie K. Crothers: Positive Psychology, Dorling Kindersley India Pvt.Ltd. (2009), page- 226 | 4. Vaibhav Chawla and Sridhar Guda: Individual spirituality at work and its relationship with job satisfaction, propensity to leave and job commitment: A exploratory study among sales professionals: SAGE Publications Los Angeles/London? New Delhi/Singapore/Washington DC, DOI:10.1177/97168581001600203.Journal of Human Values 16:2(2010):157-167 | 5. van der Walt F, de Klerk JJ: Workplace spirituality and job satisfaction. | Int Rev Psychiatry. 2014 Jun;26(3):379-89.PMID:24953156 [PubMed - | in process] | 6 http://www.google.co.in | 7. http://www.researchgate.net