

PRACTICE OF WORKPLACE SPIRITUALITY AMONG HIGHER EDUCATION ACADEMICIANS

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ABSTRACT

Purpose of the Study: This paper aims to explore various factors that valuates various management practices among higher education academicians in workplace.

Research Design: Simple random method is used to obtain data. Questionnaire framed on various demographics' and Five point Likert scale. For data analysis Chi-square test and Friedman test has used in this study.

Findings:Analyzing various factors impacting the spiritual practices among higher educational faculties in workplace.

Research Implication:This study focuses on various research implications and this study is conducted on higher education academicians among arts and science faculty members in Salem District.

Practical Implication:The result might help teachers and higher education faculties to improve their spiritual practices and happiness among employees to work holistically.

Educational Implication:This study improves modern HR practices and it will understand and easy to learn the concept during their learning and training period.

Societal Implication:This practice has great impact among working employees and this leads to happiness and commitment and it reflects in their surrounding and society.

Originality of the Research:This study found various factors impacting workplace spirituality among higher education academicians.

Keywords: Workplace Spirituality, academicians, education, higher education, practices, implications.

Introduction

It's important to understand that workplace spirituality occurs within the context of an organisational community. Employees have a mind and Organizations that foster a spiritual culture are aware that people want a sense of meaning in their job as well as a desire to connect with one another and be a part of a community. The job is one of the most significant social environments outside of the family, which serves as "a core idea for several entities, including the worker and his or her family, the employing organization, the organization's clients, and the community at large."The point here is to examine the degree of individual Spirituality, Organizational Spirituality, Interactivity Conceptualization of spirituality is predictive General Attitude Components and Attitudinal components related to attachment (e.g. participation in work, organization identification).

Significance of the study

The job is one of the most important social environments outside of the family, which serves as "a core idea for several entities, including the worker and his or her family, the employing organization, the organization's clients, and the community at large."

Objectives

To learn the relationships between spiritual practices in workplaces and higher educational institutions.

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Literature review Workplace Spirituality

The education sector is one of the most agile sectors in the world, with innovations, new teaching methods, and constant changes in teaching methods (Saeed, 2022) Workplace spirituality to work performance through the mediating effects of work engagement, emotional engagement, and organizational trust. (Aboramadan, 2021) Motivate your employees to live purposeful lives, improve their performance, and increase their commitment to your organization. (Noorani, 2021) Motivate your employees and keep them working. Moreover, today's workers progressively seek intrinsic benefits that go beyond the material rewards of their work (Habeeb, 2019) With the rise of social anomie, or the search for meaning in an increasingly chaotic world, the search for spiritual meaning has expanded far beyond the personal into the professional realm (Giacalone, 2010)

Higher Educational Institution

Near examination explores the impact of workplace mentality on faculty engagement, agility, confidence and empowerment. Quantitative approach by collecting questionnaires (Soliman, 2021) An empirical study of a sample of 369 full-time university employees working at a university investigated university employees' perceptions of innovative leadership styles, commitment to work, and workplace mentality (Arokiasamy, 2020) additionally affords key guidelines for lecturers and HR managers searching for methods to growth task pleasure ,organizational engagement and HR managers looking for ways to increase job satisfaction and organizational engagement (Amen, 2019) This paper focuses on the role of workplace mental regulation/control between workplace bullying and employee productivity in public and non-public or private higher education (Khan, 2016) it reports research findings that focus on the relationships between three key players in the spotlight on spirituality people, organizations, units of work. (Harrington, 2001)

How to Practice Spirituality in Workplace?



We should not only engage in spiritual activity when it is convenient for us in terms of place and time. Wherever we move, it should be preserved and fostered. Since we spend the majority of our time at work, it is crucial that we carry our spiritual principles with us there as well. They are vision, partnership, energy, creativity, communication, respect, and flexibility.

All seven of these are pertinent to our workplace and related. Thus, living a spiritual life entail doing the following:

Be Creative: Being creative is enjoyable, and individuals work considerably harder when they appreciate what they are doing. The use of colour, laughter, independence, and increased happiness all contribute to creativity. Thus, creativity entails deliberate attempts to view things from fresh perspectives, to break free from old habits and ideas, and to discover novel approaches to thinking, doing, and wellbeing.

Be Communicative: Working together is made possible via communication. We should communicate how we feel without holding back and let others know where we stand in our society and educational process.

Respecting colleague: Respect for the environment, other people's privacy, their physical space and possessions, diverse points of view, philosophies, religion, gender, lifestyle, ethnic origin, physical ability, beliefs, and personality traits are all part of the concept of respect for oneself and others. When we learn to accept our peers, we also learn to accept our differences. We can discover ways to capitalize on our differences for both of our advantages.

Have vision: Leaders, businesspeople, academics, workers, and entrepreneurs are all said to possess vision. They have always had an innate ability to perceive things that others are unable to see, and once catching a glimpse of it, they immediately move in that direction.

Learn to be a Partner: Partnership recognizes the value of varying opinions and worldviews, and it makes use of these diversity to enhance teamwork. The male and female sides of us are encouraged to work together in partnership rather than one overpowering or dominating the other. Isolation and unhealthy competitiveness result from a lack of collaboration.

Be Energetic: When people feel creative, have the freedom to express their thoughts, and receive respect from their peers and management, very positive energy forces are released. Utilizing your own imagination, communicating effectively, showing respect for others, adjusting to changing circumstances, cooperating with others, and enjoying what you do all contribute to the collective positive energy.

Be Flexible: Flexibility involves being able to adjust to shifting circumstances and being willing to change one's own views and routines as necessary. Flexibility can be developed, for example, by learning to recognize patterns and plan for them.

Methodology

Table 1

H0: The type of work and monthly income has no evident relationship

Profile of the Respondent	Value	DF	P Value	Remark
Nature of work Vs Monthly income	102.945	12	0.001	S

S stands for Significant at the 5% level (P value = 0.05); NS stands for Not Significant at the 5% level (P value > 0.05).

Interpretation: Table 1 shows that the P value is less than 0.05 and the results are significant at the 5% level. As a result, the null hypothesis (H0) is excluded from the analysis, and it is determined that there is a relationship between nature of employment and monthly income.

Table 2
Ranking the Spiritual Practices among higher education faculties in workplace



S. No	Spiritual Practices	Min	Max	Mean	Standard Deviation	Mean Rank	Reliability
1	Encourage among Faculty Members	1	4	2.39	0.66	7.8	0.693
2	Potential in workplace	1	4	1.89	0.6	6.1	
3	Flow of doing work	1	4	1.81	0.61	5.8	
4	Helping co-workers	1	5	1.65	0.72	5.1	
5	Treating everyone equal	1	4	1.6	0.69	5	
6	Decision making	1	4	1.63	0.71	5	
7	Healthy Communication	1	5	1.59	0.73	4.9	
8	Work culture	1	4	1.77	0.77	5.6	
9	Grievance handling	1	4	1.68	0.79	5.2	
10	Retaining the workers	1	4	1.41	0.68	4.2	

Interpretation: The above table 2 shows the factor wise distribution of mean, standard deviation and mean rank on ranking the management practices in academicians among workplace. Among 10 different factors the highest mean score (2.3+ .66) and the rank is 7.81 was obtained by Encouraging Faculty Members and also the mean score (1.8+.60) and the rank is 6.18 was obtained to the fullest potential. And the reliability is 0.693. Thus it is understood that the respondents were given first rank for Spiritual Practices among higher education faculties in workplace.

Findings

It is found that there is association between nature of work and monthly income and in Fried Man's Test the respondents were given first rank for Spiritual Practices among higher education faculties in workplace. These are the major findings in this paper.

Conclusion

The reason for testing these factors to identify the most appropriate thing to find the maximum spiritual

practice that followed in institution. This research helps to understand some clear picture about workplace spirituality. Spirituality in the workplace has many benefits for the company. Honesty, integrity, trust, inner commitment, and self-discipline are just a few of the values that represent spirituality. In short, hardworking people who find meaning and purpose, fulfillment in the workplace, and employee spirit levels experience reduced stress, conflict, and absenteeism, but increase their well-being, quality of life and work performance. Additionally, a culture of sharing and caring ultimately reaches out to all stakeholders in an organization. Suppliers, Customers and Stake holders with such humanism working environment, employees are more creative and have higher morale.

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