

The Impact Of Spiritual Well-Being On Workers' Performance At Work Place And The Role Of Gender.

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Abstract

A sense of meaningful and purposeful life is a sign of spiritual well-being. Our capacity to complete a task in the workplace is known as our job performance. The study's goal was to look into the association between spiritual well-being and job performance among university lecturers in western Odisha. It was also suggested to investigate how gender differs in terms of spiritual wellbeing. Using the random sampling method, an appropriate sample (N= 200), (M= 100), and (F= 100) of lecturers from several universities in western Odisha was selected. The data were analyzed using descriptive and inferential statistics. The findings showed a strong relationship between spiritual well-being and job performance. The finding also showed that there is not a significant distinction between male and female lecturers in terms of spiritual wellbeing. It was suggested that in order to increase the employee performance, the organizational leaders should place a greater emphasis on spiritual well-being.

Key words – spiritual well-being, job performance, gender

1.INTRODUCTION

A person's life may be full of ups and downs, such as balancing a 9 am to 5 pm job, caring for his/her family and personal health, or pursuing his/her passion. Over time, the concept of wellbeing has grown in research fields. The work-life balance can be significantly impacted by the growing significance of health and wellness. Hence, it is important for workplaces to prioritize employees' choices, lifestyles, and spiritual well-being. Dispirituality and a lack of energy and desire at work are two issues that affect the modern workplaces frequently and go unaddressed. Because of their apparent demotivation, stress, health issues, exhaustion, apathy, work pressure, and a host of other factors, employees cannot give their all at workplace. Therefore, encouraging a sustainable and spiritual work culture has become essential for solving these issues. By integrating their spirituality into the workplace, so many individuals today are finding inspiration for the appropriate purpose in their lives and

fulfilment in their job. The rise of spirituality in the workplace indicates a desire for work to be more than just a means of subsistence.

1.2 SPIRITUAL WELLBEING

Spiritual well-being is a subjective concept, most of individuals belief that spirituality means religious practice. The majority of people believe that spirituality entails religious practice, however this is a subjective idea. Religion and spirituality are two distinct concepts that are tied to one another. The key distinction is that religiosity is a component of spirituality, it is not the entirety of it. The entire well-being of a person associated to spirituality is described in this study as a component of spiritual wellbeing. The word "spiritual wellbeing" combines the concepts of "spiritual" and "well-being." The term "spiritual" refers to our spirit, immateriality, and metaphysics (Gomez and Fisher 2003). The terms "wellbeing" and "state of wellbeing" (Ellison, 1993) describe the same thing. Spiritual well-being refers to a human's harmonious state when these two ideas are together. According to Hawks et al. (1995), the definition of spiritual well-being is having a sense of communication with oneself and others, having a purpose and goals in life, and believing in and having a connection with an exalted power. Spiritual well-being indicates the capability to and integrate meaning and purpose in life through person's connectedness with self and other. Spiritual well-being has two components: religious wellbeing and Existential wellbeing. Religious wellbeing indicate to the connection with God or higher being and Existential wellbeing, which related to the meaning and goal in life. A person's spirituality is mostly influenced by his/her social environment and and his/her relationship with others. Spiritual wellbeing is deeply personal and will mean something different to everyone.

1.2 JOB PERFORMANCE

At order to improve academic and non-academic work at educational institutions and maintain the quality of education, evaluation of job performance in the academic sectors is absolutely essential. The ability of an employee to complete a task at work is measured by their job performance. The quality of learning and students' academic performance will both be influenced by a lecturer's performance. According to Motowidlo, Borman, and Schmit (1999), job performance is characterized as actions or conduct directed at achieving the goals of the organization. Performance is the outcome of an individual's or group's work in an organization at a particular time, representing how well the person or group carries out the duties of a position in the organization's mission.

1.3 STATEMENT OF THE STUDY

This study aims to investigate the relationship between spiritual well- being and job performance of lecturer of Higher Education department in Odisha.

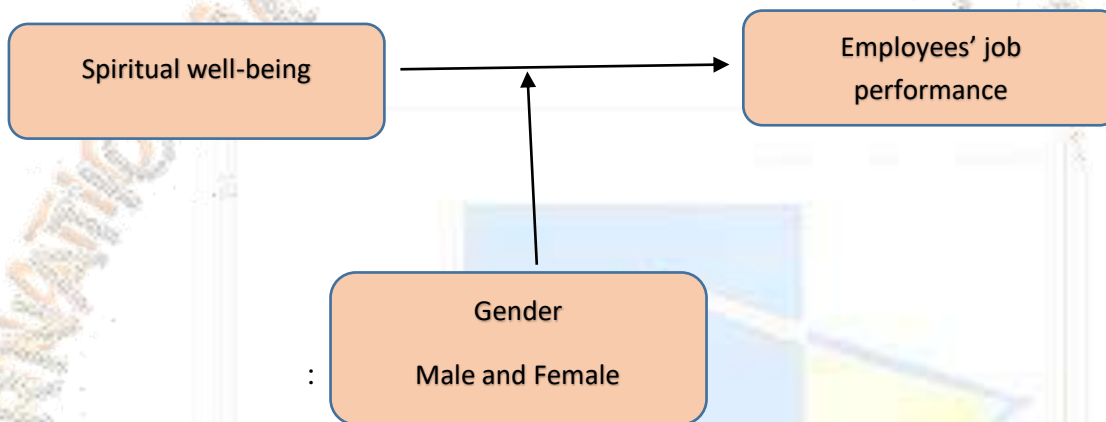
RESEARCH OBJECTIVES:

- To find out the association between the spiritual wellbeing and employees' job performance.

- To determine, whether there is significant difference between male and female employees with respect to the spiritual wellbeing.

2. THEORETICAL FRAMEWORK

The following elements were put together in this paper based on a variety of spirituality theories, employee job performance, the role of gender, etc. In this study, gender served as the controlled variable to assess the influence of spiritual wellbeing on workers' job performance.



RESEARCH OBJECTIVES:

- To find out the relationship between the spiritual well-being and employees' job performance.
- To find out if there are any major disparities in the spiritual wellbeing of male and female employees.

HYPOTHESES

The following are the hypotheses based on the framework mentioned above:

- H1: There is a significant relationship between spiritual well-being and employee's job performance.
- H2: The spiritual well-being of female employees is greater than that of male employees.

3.METHOD

3.1 PARTICIPANTS

The data required for the study were collected from both the primary sources and secondary sources. The pre-defined, well-structured questionnaire was used to collect the primary data directly from teachers. The sample

for this study consists of 200 lecturers (100 men and 100 women) from different degree colleges of western Odisha of India. The respondents included both married and unmarried lecturer of different age group. The secondary data were collected from the published journals, books, magazines, and websites.

VARIABLES UNDER THE STUDY

In this study, 'spiritual wellbeing' is independent variable and 'employee job performance' is the dependent variable. Gender is taken as demographic variable in this study.

3.2 INSTRUMENTS

In this study, three questionnaires have been used. These research tools were used for collecting data as a structure and the questionnaires are mentioned below:

1. *Personal information sheet*

The personal information sheet was developed by the investigator to collect data on demographic variables. It includes information covering the participants' name, sex, age, education, and service tenure.

2. *Spiritual well-being*

The spiritual well-being scale (SWBC) was originally developed by Paloutzian and Ellison(1982) and has become a widely used and well-researched instrument. It is a 20- item self-reported paper-pencil instrument. Each item is answered on a six- point Likert Scale ranging from 1= 'strongly disagree' to 6 = 'strongly agree'. The SWBS consists of two sub-scales: the religious well-being subscale (RWBS) and Existential well-being subscale (EWBS). The odd-numbered items (10items) are designed to measure the religious well-being. The even number items (10 items) measured existential well-being and asked such things as life satisfaction, meaning and purpose, and life direction etc. The overall spiritual well-being score is computed by summing up the responses of all 20 items after reversing the negatively worded items. The total score of SWBS ranges from 20 to 120 with higher scores representing greater well-being.

3. *Job Performance:*

Job performance was measured by the scale developed by Singh, Vebeke and Rhoads (1996) having 6 items using a 5-point Likert scale (1= poor performance to 5=excellent performance).

3.3 Data Collection

Data were gathered from lecturers at various educational institutions in western Odisha. The participants in this study were divided into two segments, such as male and female, for the sake of the study's scope. All of the respondents were contacted during working hours, and it was asked of them to be honest in their comments. They were made aware that the information would be kept private and utilised only for study. They were also given the assurance that no one outside the organisation would know who they were.

4. RESULTS

The comparison of spiritual well-being and job performance mean score of lecturers in western Odisha (N= 200) in table 1 shows that spiritual wellbeing and job performance are nearly the same.

Table No.1 Mean and SD of spiritual well-being and job performance

Variables	Mean	Std.Deviation
Spiritual well-being	2.3450	.31322
Job Performance	2.1521	.23158

In this study, the Pearson product-moment correlation (table 2) was used to establish the association between spiritual well-being and job performance in order to test the hypothesis 1.

Table No 2. Correlation between spiritual well-being and job performance.

Variables	r value
SWB x job performance	.198**

** The 0.01 level of significance for correlation (2 tailed)

There is a positive and significant relationship between spiritual wellbeing and job performance ($r = .198$, , $p < 0.01$). The result indicates that there is a positive correlation between spiritual well-being and job performance. That means the spiritual well- being positively enhances the job performance; hence, the first hypothesis (H1) is therefore significant at the 0.01 level.

However, an independent sample t-test was carried out to ascertain the group difference in gender among the lecturers in order to test the second hypothesis. The results are shown in table no.3

Table No 3. Impact of Gender on spiritual well-being.

Spiritual well-being	N	M	SD	SED	df	t
Male	100	92.15	21.89	5.77	99	0.99
Female	100	95.03	25.76			

Note: *.05 level of significance, N= Number of the respondents, SD = Standard Deviation, SED= Standard Error of Difference, df= Degree of freedom.

The second hypothesis is stating that spiritual wellbeing of female lecturers is higher than the spiritual wellbeing of male lecturers. From table no.3, it was found that the calculated t-ratio is .099 which is less than the tabulated t-value p_0 of 1.99 at 0.05 level of significance. Hence hypothesis H2 is not supported. As a result, it maybe stated that; there is no significant difference

in spiritual well-being between male and female lecturers.

4.1 DISCUSSION AND CONCLUSION

There has been little research on spiritual well-being, despite the fact that it is an issue that has recently gained attention in organizational psychology. This study's major goal was to examine the relationship between spiritual health and occupational performance. The results of the research revealed a significant and favorable association between spiritual well-being and work performance. Another finding of this study showed, that there is no discernible difference between the male and female lecturers in terms of their spiritual wellbeing. Even so, this essay made an effort to uncover the additional perspectives on spiritual health. According to this research, an organization's goal should involve the full person at work and to recognize its people as spiritual beings (Agrawal & Khan, 2015). According to Pawar's (2016) empirical research, encouraging employees' spiritual wellbeing improved their performance and organizational experience, raised morale, and reduced stress and burnout at work place. Actually, having a strong spiritual foundation helps people to cope with stress, promotes a physically and psychologically healthy lifestyle, and encourages helpful behaviors (Harvey, 2004). According to prior study, a person's spiritual well-being is positively correlated with a variety of personal characteristics, including how it affects mental health, strengthens moral convictions and coping mechanisms, leads to a positive lifestyle,

and contributes to subjective well-being. All of these personal characteristics of a person actually affect, how they perform at work or interact with others in an organization. In order to sustain a high level of performance inside the organization, the researchers advised to focus on improving the spiritual well-being of personnel.

4.2 LIMITATIONS AND SUGGESTIONS

The current research may have several weaknesses. First, because the data was only gathered from colleges and institutions, the sample for this study lacked diversity. It would have been better to incorporate the samples from different demographic groups to broaden the sample's diversity. Second, the phenomena in the current study are investigated using quantitative approaches; as a result, it is crucial to incorporate the qualitative analysis that will enhance the understanding of variables in detail. Third, due to the study's limited sample size, the findings should not be extrapolated to the total teaching community. To explore more on spiritual wellbeing, and its impact on job performance, the future researcher can take a cultural approach.

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