

Investigating the Relation of Spirituality in the Workplace with Happiness of Employees

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Abstract

The present study is conducted with the aim of investigating the relation of spirituality in work and happiness observed in the behavior of employees. This research is an applied research objectively and in terms of the method of collecting data is survey-descriptive. The population of this research is all employees of the University of Qom that the sample includes 239 persons. The tool of data collection is questionnaire. In order to measure spirituality in the workplace, standard questionnaire of Miliman and his colleagues was used and to measure happiness due to components of Alexander Krolof model, a questionnaire was designed. To analyze the data, Friedman test and Spearman correlation test using SPSS software and test of confirmatory factor analysis by LISREL is used. The results showed that the components of spirituality of work (meaningful work, unity, alignment with organization's values) and happiness of employees are in desirable level. The results also showed there is a relation between spirituality in workplace and happiness in employees.

Key words: Spirituality, Spirituality in the workplace; Happiness

INTRODUCTION

Men were entered a new and unprecedented era in their lives; the period in which the world is extremely changing and evolving. Since late last century, in the nineties of the twentieth century, a kind of reintegration between the inner and outer life has been forming. Enter concepts such as morality, truth, honesty, morality, trust and... to studies and business and management practices, are all indicative of the emergence of a new paradigm (Farhangi and others, 2006, p. 7). In recent years, the place of spirituality in organizations increasingly from A) managers B) supervisors, C) employees D) researchers as a necessity is taken into consideration for extractions with organizations with employees, customers and community (Jafardoost, 2009, p. 69) The concept of spirituality is very important for organizations, since organizations can achieve profits through the creation of the human environment (based

on human values) in which employees be able to flourish their talents (Daniel, 2010, p. 442). Large organizations support spirituality in the workplace and if organizations by all means meet the needs of their members, they can be more successful this includes allowing individuals to express their spirituality. Spirituality is fundamental to human experience and therefore must create a part of the organizational culture. On the other hand, spirituality is one of happiness factors. Levinson and Graf (1973) introduced tend to the spirituality as one of the vitality activities. The result of true spirituality is to create a calmer, happier and more peaceful human. Spirituality, in addition to helping people in order to have a positive attitude to life, help him in difficult conditions and negative and annoying have more control on issues (Zarei Matin and Hafg Goyan, 2011, p. 60). The present study sought to evaluate the relationship between two variables spirituality in the workplace and happiness of employees in higher education institutions.

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SPIRITUALITY IN THE WORKPLACE

Ashmos and Duchon (2000) have defined spirituality: Understanding and recognizing that employees has an inner life that makes meaningful and worthwhile work and also

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reared by it that this happens in the context of society. (Ashmos and Duchon, 2000, p. 137).

Marcues (2005) states that: Spirituality in the workplace is experience a sense of interaction with the people and confidence in those who are involved in the process of work and is derived of good intentions of people, which in turn leads to the collaborative creation of corporate culture -incentive, that is the supreme sample of the relationship and a sense of unity and leads to the performance that is rising, eventually leading to permanent prosperity of organization (Marques et al., 2005, p. 85).

DIMENSIONS OF SPIRITUALITY AT WORK

Ashmos and Duchon (2000) considered three main components of meaningful work, a sense of unity and alignment with the organization's values for spirituality at work (Rego & Pina e Cunha, 2008, p. 58).

MEANINGFUL WORK

A main aspect of spirituality at work involves having a deep sense of worth and purpose in work. This aspect of spirituality in the workplace suggests that how employees interact with their daily work at the individual level. Manifestation and expression of spirituality at work include and involve the assumption that each individual has motives and facts and natural tendencies to engage in activities that give more value and significance to his life and the lives of others. (Rego & Pina e Cunha, 2008, p. 58).

FEELING OF SOLIDARITY

One important dimension of spirituality in the workplace, including a link or deep connections with others that in the form of a sense of unity will be explained in detail (Ashmos and Duchon, 2000, p. 136).

ALIGNMENT WITH ORGANIZATION'S VALUES

The third dimension of spirituality at work is created when individuals experience a strong sense of alignment between the values of their own and mission and their organization's goal. This component of spirituality at work includes employees' engagement with larger goal of organizations (Daniel, 2010, p. 443). Alignment with the organization's values means that people believe that managers and employees in the organization have appropriate values, a strong consciousness and conscience and concerned about the welfare of employees and society (Rego & Pina e Cunha, 2008, p. 58).

HAPPINESS

Nix, Ryan, Manly and Deci (1999) define happiness specifically, as a feeling of great satisfaction that seeks to achieve the desired results without attention to incentive mode that caused those results. (Khalkhali and Golestane, 2011, p. 2990).

Argyle (2001) in the sense of happiness defined happiness as having three independent components: (1) the average level of satisfaction during a specific time period; (2) the frequency and amount of positive emotions (3) the relative absence of negative emotions. (Moltafet and others, 2010, p. 63).

ALEXANDER KROLOF MODEL FOR HAPPINESS IN THE WORKPLACE

In a model that Alexander Krolof has presented for happiness, six measures are considered that include:

- 1 Thinking positive
Joy and happiness requires thinking positive and searching for good and beauty. Thinking positive is considered an important factor for happiness and success in the workplace.
- 2 Learning
Nowadays, knowledge management and learning ability is considered the most important asset for organizations. The speed of learning in any organization is considered comparative advantage. Learning is a process in which the behaviors and mental models of people change, people think and act otherwise (Zarei Matin, 2008). One can learn deeply. So, if you're looking to build an organization that is more compliant with human nature, you will build an extensive organization (Sanjesh, 2005, p. 444).
- 3 Self-opening
Self-opening causes happiness in the workplace and vice versa hiding the real thoughts and feelings leads to lack of happiness and joy in the workplace (Korolof, 2007). "Self-disclosure" that means the disclosure of private and confidential information about self is a gradual process. People usually in early contact with others do not reveal the innermost and most private thoughts and feelings (Wayer, 2003, p. 125).
- 4 Participation
Psychological studies have shown that the ability to control environmental factors is the most essential component for happiness. When we participate in decisions that are important for us and we act actively to build our future, we'll be happier (Korolof, 2007).
- 5 Meaningful work
Meaningfulness of work and life is the most important factor that causes dilation of the human spirit. Most of

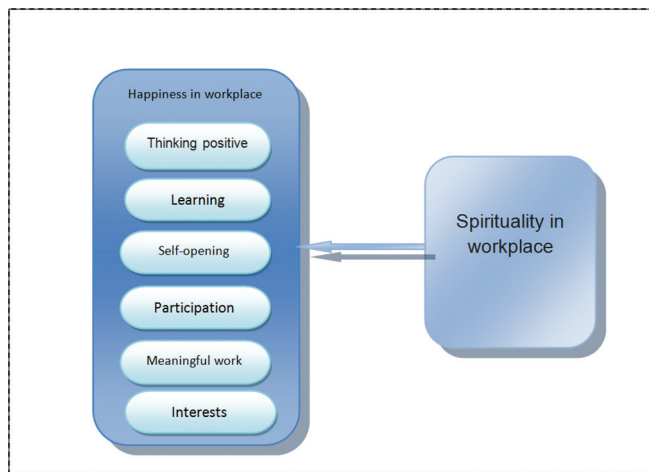
the psychologists consider the existence of meaning in life as the basic factor to force people to continue living in general and providing a happy life with happiness specially.

6 Interests in work

"Love" is the most powerful force in the world and involves the world of work as well. Today's organizations lead human toward psychological poverty. In order to counter this trend, people speak about the presence of love in work and spirit in the workspace. Sometimes defend the theory of "presence of love in work" up to the point that even leads to conclusions such as the presence of love in work causes more profit, leads (Kanfield and Miller, 1379, p. 1) Happy workplace is an environment that provides required background to perform these actions. These six factors is practical for each job and for each work environment.

RESEARCH PLAN

According to conducted studies as well as research topic, the conceptual model is presented as follows:



According to the conceptual model, main and sub hypotheses have been proposed as follows:

The main hypothesis: Spirituality in the workplace has relationship with happiness of employees.

Sub hypotheses:

1. There is a relationship between spirituality in the workplace and thinking positive of employees.
2. There is a relationship between spirituality in the workplace and learning of employees.
3. There is a relationship between spirituality in the workplace and self-opening of employees.
4. There is a relationship between spirituality in the workplace and participation of employees.

5. There is a relationship between spirituality in the workplace and meaningful work of employees.
6. There is a relationship between spirituality at the workplace and interest of employees.

RESEARCH METHODOLOGY

Methods: The present study regarding the purpose is an applied research and in terms of the data collection method is descriptive (non-experimental) and is correlational. The population of the research is employees of all higher education institutions in Qom. In order to determine the sample size, the University of Qom, Qom Pardis, Bagher Al-Olum, Mofid, Medical Sciences, Payame Noor and Azad University are selected, and the sampling was conducted among employees. The total population of the study has been 678 patients that using Cochran formula, the sample size of 239 people was obtained and given the sample size, 325 questionnaires were distributed and finally 246 questionnaires were collected. Of the 246 patients, 162 were male and 84 were female. 64.6% (n=159) were BA, 31.3% (n = 77) were MA, 4.1% (n = 10) were PhD. Miliman and colleagues (2003) standard questionnaire is used to measure spirituality in workplace, as well as to measure happiness due to components of Alexander Krolof model, a questionnaire is designed. Cronbach's alpha is used to determine the reliability of the questionnaire for this study, Cronbach's alpha for both questionnaires of this research is higher than 0.7 and this is indicative of the reliability of the questionnaires.

DATA ANALYSIS AND RESULTS

In order to test hypotheses, Spearman correlation test is used. The results in Table 1 show that the significance level is less than 0.01, so all the null hypotheses are rejected and the alternative hypothesis is accepted, as a

Table 1: The results of correlation test of spirituality in the workplace

Spirituality in the workplace	Sig	N	Spearman correlation
Spirituality in the workplace and thinking positive of employees	0.000	290	0.588
Spirituality in the workplace and learning of employees	0.000	290	0.559
Spirituality in the workplace and self-opening of employees	0.000	290	0.547
Spirituality in the workplace and participation of employees	0.000	290	0.617
Spirituality in the workplace and meaningful work of employees	0.000	290	0.848
Spirituality in the workplace and interest of employees	0.000	290	0.532

result, with confidence of 99%, there is a relationship between spirituality in the workplace and all components of happiness.

	Sig	N	Spearman correlation
Spirituality in the workplace and happiness of employees	0.000	290	0.790

In a general conclusion, the results of Spearman correlation between spirituality in the workplace and happiness of employees showed that about the main research hypothesis, null hypothesis is rejected and the alternative hypothesis is accepted, As a result, with 99% confidence, it can be said that there is a relationship between spirituality in the workplace and happiness of employees.

Investigating the Status of Spirituality in the Workplace and its Components in the Higher Education Institutions in Qom (Table 2)

$$\begin{cases} H_0: \mu = 3 \\ H_1: \mu \neq 3 \end{cases}$$

As can be seen in Table 3, significant level (sig) of components of meaningful work and feeling of solidarity is considered less than significant levels (0.05), so on these two components can be said that by confidence of 95%, the null hypothesis is rejected and the alternative hypothesis is accepted and given that the average difference for these two components is positive, it can be said that the status of these two components is desired. In the case of the components of alignment with the organization's values,

significant level is larger than 0.05 so the null hypothesis is accepted and it can be said that the status of the components of alignment with the organization's values is moderate.

In a general conclusion of the spirituality in the workplace can be seen that significant level of this component is smaller than the significance level considered (0.05), so with 95% confidence can be said that the status of components of spirituality in the workplace is desirable. The overall results obtained from this test are shown in Table 4.

Investigating the Status of Happiness of Employees and its Components in Higher Education Institutions in Qom

$$\begin{cases} H_0: \mu = 3 \\ H_1: \mu \neq 3 \end{cases}$$

As it can be seen in Table 6, significant level of all components of happiness of employees is less than significant level considered (0.05), so with 95% confidence, the null hypothesis is rejected and the alternative hypothesis is accepted and given that the average difference is positive for all these components, it can be said that the status of components of happiness of employees is desirable.

As it can be seen, significant level of happiness of employees is less than (0.05), so with 95% confidence, the null hypothesis is rejected and the alternative hypothesis is accepted and given that the average difference is positive, it can be said that the status of happiness of employees is desirable in higher education institutions in Qom. In table 7 overall results obtained from testing average of a population for happiness of employees and its components are shown.

Table 2: Status of mean and standard deviation of spirituality in the workplace and its components One - sample statistics

Variable	Number	Mean	Standard deviation
Meaningful work	290	3.4971	0.78302
Feeling of solidarity	290	3.1911	0.69249
Alignment with organization's values	290	3.0300	0.79642
Spirituality in the work	290	3.2394	0.66903

H0: the current situation of spirituality in the workplace there is no significant difference.

H1: significant gaps between components of spirituality in the workplace there is a significant difference.

Table 3: Average test results of a population for spirituality in the workplace and its components One - sample test

Variables	Value of mean equal to 3					
	T	Degree of freedom	Sig	Difference of mean	95% confidence distance for difference	
					Low range	High range
Meaningful work	10.812	289	0.000	0.49713	0.4066	0.5876
Feeling of solidarity	4.700	289	0.000	0.19113	0.1111	0.2712
Alignment with organization's values	0.643	289	0.000	0.03005	-0.0620	0.1221
Spirituality in the work	0.095	289	0.000	0.23944	0.1621	0.3162

Ranking of Components of Spirituality in the Workplace in Higher Education Institutions in Qom

H0: there is no significant difference between the current status of components of spirituality in the workplace.

H1: There is a significant difference between the current status of components of spirituality in the workplace.

As it can be seen in Table 8, significant level of test is less than 0.05, so with 95% confidence, the null hypothesis is rejected and the alternative hypothesis is accepted and in other word, it can be said that there is a significant difference between the status of components of spirituality in workplace. These components are respectively shown in Table 9.

Ranking of Components of Happiness of Employees in Higher Education Institutions in Qom

H0: there is no significant difference between the current status of components of happiness of employees.

Table 4: Investigating the status of spirituality in the workplace and its components

Variable	Status
Meaningful work	Desirable
Feeling of solidarity	Desirable
Alignment with organization's values	Moderate
Spirituality in the work	Desirable

Table 5: The status of mean and standard deviation of happiness of employees and its components One - sample statistics

Variable	Number	Mean	Standard deviation
Meaningful work	290	3.4971	0.78302
Thinking positive	290	3.6069	0.78494
Participation	290	3.4129	1.17369
Self-opening	290	3.2943	1.06966
Learning	290	4.0112	0.70134
Interest	290	4.0345	0.80819
Happiness of employees	290	3.6428	0.61857

Table 6: Test results of mean of a population for happiness of employees and its components One - sample test

Variables	Value of mean equal to 3					
	T	Degree of freedom	Sig	Difference of mean	95% confidence distance for difference	
					Low range	High range
Meaningful work	10.812	290	0.000	0.49713	0.4066	0.5876
Thinking positive	43.167	290	0.000	0.60690	0.5162	0.6976
Participation	5.991	290	0.000	0.41293	0.2773	0.5486
Self-opening	4.658	290	0.000	0.29425	0.1706	0.4179
Learning	24.553	290	0.000	1.01121	0.9301	1.0923
Interest	21.798	290	0.000	1.03448	0.9411	1.1279
Happiness of employees	17.697	290	0.000	0.64282	0.5713	0.7143

H1: There is a significant difference between the current status of components of happiness of employees.

As in results obtained of Friedman test in Table 10 is shown significance level obtained of this test is less than 0.05, so the null hypothesis is rejected and the alternative hypothesis is accepted, so with 95% confidence, it can be said that there is a significant difference between the current status of components of happiness of employees. These components are respectively shown in Table 11.

Confirmatory Factor Analysis of Measurement Models

In order to ensure the accuracy of measurement models of spirituality in the workplace and happiness of employees, the measurement models of these two variables are estimated respectively. In investigating each of those models, fundamental question is whether this is the right measure? To answer this question, the appropriateness criteria of fitness must be investigated.

First and Second Rank of Confirmatory Factor Analysis Model to Measure the Spirituality in the Workplace

As it can be seen in Figure 1, all significant numbers of spirituality in workplace is larger than 1.96, also according

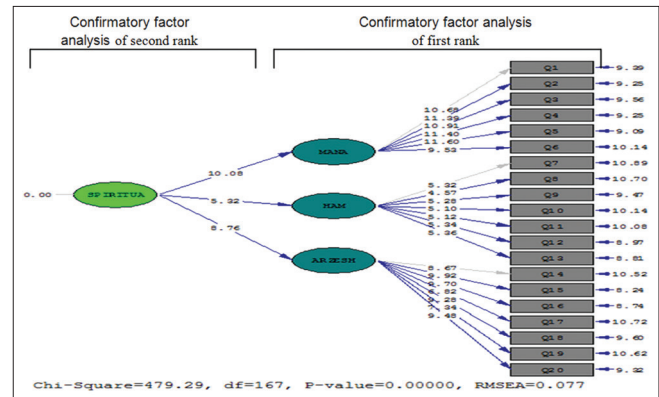


Figure 1: Measuring model of spirituality in the workplace using confirmatory factor analysis in significant numbers mode

to Figure 2, it is observed that all standardized coefficients of spirituality in workplace are greater than 3.0. This model represents the relationships in the model is approved.

In investigating the fitting model of spirituality in workplace is observed that the value of X^2/df index in this model is obtained 2.87 and since the amount is smaller than 3, so

Table 7: Investigating the status of happiness of employees and its components

Variable	Status
Meaningful work	Desirable
Thinking positive	Desirable
Participation	Desirable
Self-opening	Desirable
Learning	Desirable
Interest	Desirable
Happiness of employees	Desirable

Table 8: The significant of Friedman test of components of spirituality in the workplace

Static indices	Calculated value
Number	290
Chi-square	108.767
Degree of freedom	2
Sig	0.000

Table 9: Prioritize the components of spirituality in the workplace

Priority	Components of empowering behaviors of leader	Mean of rank
1	Meaningful work	2.45
2	Feeling of solidarity	1.96
3	Alignment with organization's values	0.59

Table 10: Friedman test significance of components of happiness of employees

Static indices	Calculated value
Number	290
Chi-square	356.296
Degree of freedom	5
Sig	0.000

Table 11: Prioritize the components of behaviors of happiness of employees

Priority	Components of empowering behaviors of leader	Mean of rank of leader
1	Interest	4.63
2	Learning	4.54
3	Thinking positive	3.48
4	Meaningful work	3.08
5	Participation	2.58
6	Self-opening	2.42

we can say the fitting model of spirituality in workplace is acceptable.

First and Second Rank of Confirmatory Factor Analysis Model to Measure the Happiness of Employees

In Figures 3 and 4, measuring model of happiness of employees in significant numbers and standard estimate is shown. As it can be seen in Figure 3 all significant numbers of happiness of employees is larger than 0.96, also according to Figure 4 all standardized coefficients are greater than 3.0. This model represents the relationships in the model of the happiness of employees is approved.

Given that the value of X^2/df index in this model is obtained 0.27 and the amount is smaller than 3, so we can say the fitting model of happiness of employees is acceptable.

CONCLUSION

The results of hypotheses test showed that there is a significant relationship between spirituality in work and

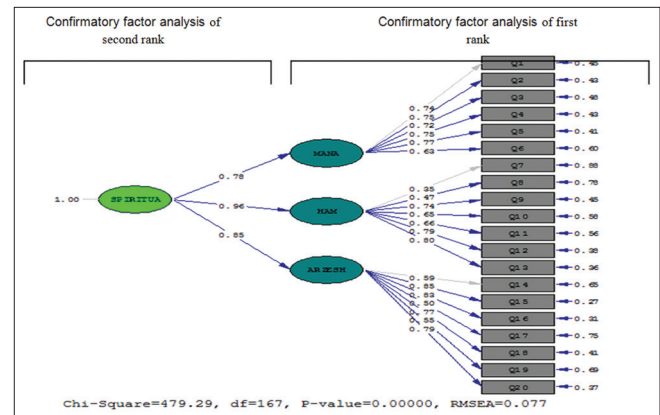


Figure 2: Measuring model of spirituality in the workplace using confirmatory factor analysis in standard estimate mode

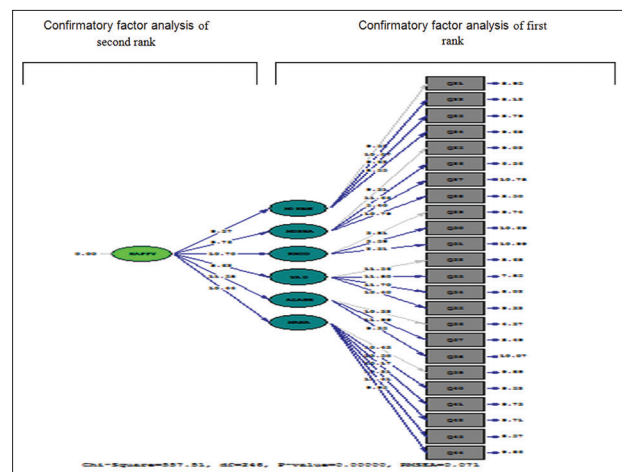


Figure 3: Measuring model of happiness of employees using confirmatory factor analysis in significant numbers mode

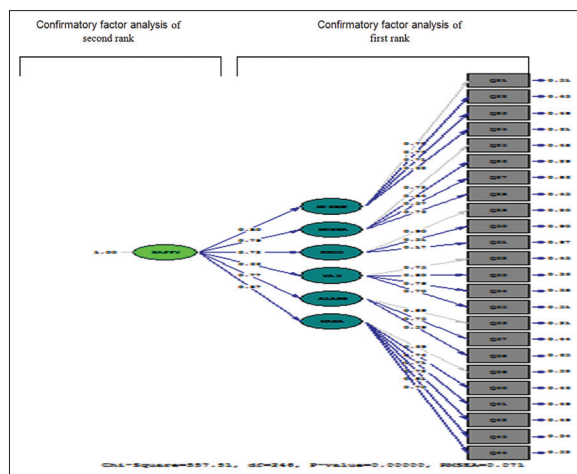


Figure 4: Measuring model of happiness of employees using confirmatory factor analysis in standard estimate mode

happiness and its component. So, people who have higher spirituality in work are happier than others.

If we discover things that are associated with more happiness, we can achieve more happiness. Spirituality causes people positively interpret stress and unexpected events that happen to them and give them hope of a better life. These people often show high commitment to hard work. In cognitive theory, it is believed that happy people experience happier events in the life and that these people consider all inert events as positive. In fact, these people are able to increase happiness through controlling their thoughts. Those who have positive thoughts and behaviors they see anything clear, fight to success. Some researchers have found that the effect of spirituality on health and happiness has shown that spirituality has a strong impact on the life and reducing the unhappiness.

Improve spirituality in people and personnel causes that they consider life with a holistic perspective, consider different patterns of life, enhance their communication skills and have a strong sense of a larger purpose in life that all of them cause they recognize the true meaning of events and provide a work climate for them that will cause to more happiness. When people feel happy in workplace, they can be more useful for themselves and for colleagues

and also the organizations which they work, because when employees feel happiness, they will be more creative and more efficient and can make better decisions and improve their relationships with others.

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