

Relationship Between Workplace Spirituality With Job Performance, Well-being and Health

Dinesh Nagar* and Preeti Sadhu**

Abstract

The present study was planned to examine the relationship between workplace spirituality, health and well-being in two large public sector organizations. Of the total sample size of 210 equal number of respondents (N=35) were randomly selected from senior, middle and junior managerial levels across production and service sector organizations. The subjects were required to respond to a brief survey which incorporated items on demographic information, workplace spirituality, health and well-being. The confirmatory factor analysis of the modified version of the spirituality scale constructed by Dunning (2009) revealed that the four components ---spiritual awareness, spiritual belief, spiritual need and spiritual practice individually explained 16.6, 15, 10, and 9 percentage of variance respectively. The major results of two way analysis of variance revealed no significant difference across three managerial levels and two types of organizations on components of workplace spirituality and on various measures of well-being, and health. The total sample disregarding type of organization and managerial levels was considered for further correlation and regression analysis. The results of multiple regression revealed that self-awareness and spiritual belief predicted mental health, well being and job satisfaction while the spiritual need and spiritual practice failed to predict outcome measures. Interestingly components of workplace spirituality failed to predict physical health. Content analysis was performed to understand the respondent's subjective version with regard to concept of spirituality and its relationship with health and well-being. Being a good human being and belief in oneself, leading a meaningful/purposeful life, being united to god were found to be the major components of workplace spirituality. An overwhelming majority of eighty five percent respondents felt a strong positive impact of workplace spirituality on health and well-being. The results and implications of the study are discussed within the framework of workplace spirituality.

Key Words: Spirituality, job performance, well being, health

*Professor of Psychology at Barkatullah University, Bhopal.

**M.A Clinical Psychology student at Barkatullah University, Bhopal.