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EMPLOYEES' PERCEPTIONS OF WORKPLACE SPIRITUALITY AND COMMITMENT TOWARDS ORGANIZATIONS IN SAUDI ARABIA

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ABSTRACT

Work environment spirituality instills practices of interconnectivity and a sentiment of trust between people, who are a piece of a specific work process. Thus, this work was done to evaluate employees' perception on workplace spirituality and commitment with organization in Saudi Arabia. Quantitative method was used to execute this work. The samples for this work comprised of 100 employees from private company in Jeddah, Saudi Arabia. Data collection was done using survey questionnaire that was distributed using Google form. The outcome of this work has shown that 58 % of the respondent agreed that work is more important. 59 % of the respondents have agreed that they are glad in working for the organization. 38 % of the employees agreed that they are spiritually energized by work and like to be self-absorbed with work. 37% of the respondents agree that the employees are caring towards each other. 35 % of the respondents have agreed that their organization is being concerned about employee's health. Thus, overall, the employees have agreed that workplace spirituality is evident in their association.

INTRODUCTION

Employees can prove to be efficient only if they have an effective workplace whereby one observes commitment and spirituality in it [1]. Change can start in the working environment when associations open them-selves to the development of their own representatives' spirituality [2]. Spirituality at work incorporates an idea of uprightness and solidarity in work and understanding the significant qualities in work. Spirituality at work comprises of an endeavor to hunt and locate a definitive significance of life for work life, to impart among people and their associates, and other individuals who by one way or another add to the work, likewise, amicability or solidarity between people's

fundamental faith with their associations' values [3]. Spirituality at work is a moving and rousing vitality for constant hunt to discover reason and significance in work life in terms of significant comprehension of work esteem and life. Spirituality at work is the acknowledgment that representatives have an internal life that supports and is contributed by significant effort that takes place in setting of working community [4].

Hence, a work unit that empowers one's profound spiritual personality can stimulate the work group [5]. On the other hand, if work element can furnish individuals with positive profound experience, it will result in spiritual improvement [6,7]. The concept of spirituality at work must incorporate the acknowledgment that employees have internal beliefs that push them towards the search for significance and satisfaction with consequential work [8]. In addition, it has been reported that by tending to the spiritual nature of employee, it enables associations to assist in reducing work stress, improve critical thinking and enhance work performances [9]. Spirituality at work isn't a periphery thought as it addresses employee's activity in terms of work development, learning and performance-oriented output [9].

Several works have reported on the evaluation of spirituality at workplace. Ahmadi et al. [10] evaluated the association between spirituality in the working environment and authoritative citizenship conduct, and found that there was significant connection between spirituality and hierarchical citizenship conduct in terms of work efficiency. Zare et al. [11] examined the impact of spirituality on employment execution and found that spirituality can be utilized by organization to improve employees work performances. Benefiel et al. [12] analyzed the application of spirituality in the work environment and found that employee's attitude and responsibility towards their work has significantly improved with the practice of work place spirituality. Naimon et al. [13] scrutinized the impacts of spirituality on work environment incivility recognitions, and found that work environment otherworldliness gave an interesting commitment in the forecast of incivility observations.

Van der Walt et al. [14] investigated the connection between work environment spirituality and employees' attitude towards work, and found positive connection between working environment spirituality and employment fulfillment. Afsar et al. [15] studied the impact of working environment spirituality and workers conduct, and found that spiritual management has positively influenced working environment spirituality, which has enhanced representatives work conduct. Mousa et al. [16] analyzed the connection between work environment spirituality and authoritative duty dedication among teachers and found that work environment spirituality had a noteworthy relationship with hierarchical responsibility. Pawar [17] examined the connection between work environment spirituality and representative prosperity, and found that working environment spirituality has a positive association with employee's well-being. Garg et al. [18] researched the effect of working environment spirituality on representative commitment and occupation fulfillment, and found that working environment spirituality had positive impact on worker responsibility and employment fulfillment.

The main aim of workspace spirituality is to bring about satisfaction and commitment coming from the side of the employees in order for the organization to perform better. The topic of this research is relatively new in Saudi Arabia as academicians are still trying to study more on it as there is lack of research to the author's best knowledge. Thus, this work has analyzed workplace spirituality and commitment of a private organization in Saudi Arabia. This work has evaluated on how employees perceive workspace spirituality and how this affected their commitment to the organization.

METHODOLOGY

This work was done based on quantitative analysis. The objective of this work was to analyze workplace spirituality and commitment of a private organization in Saudi Arabia. The population of this work comprised of employees from private organization in Saudi Arabia. The number of samples used for this work was 100 employees of a private company in Jeddah, Saudi Arabia. Data collection was done using survey questionnaire. The result findings will take place by the division of questionnaire in two parts. First part has demographically analyzed the respondents age and gender. Part two of the questionnaire contained question related to spirituality at workplace and employee's perception on it. The results of the questionnaire were gathered from the Google forms where (1 = Strongly disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree). The results were analyzed in terms of basic statistic and were presented in graphical form.

RESULT AND DISCUSSION

Demographic Characteristics

Based on Figure 1, 6% of the respondents were in the age group between of 18 – 25 years, 9% of the respondents were in the age group between of 26 – 30 years, 10% of the respondents were in the age group between of 31 – 35 years, 19% of the respondents were in the age group of 36 – 40 years, 19% of the respondents were in the age group of 40 – 45 years, 13% of the respondents were in the age group of 45 – 50 years and 23% of the respondents were in the age group of 50 and above. In addition, about 53% of the respondents are males while 47% of the respondents are female.
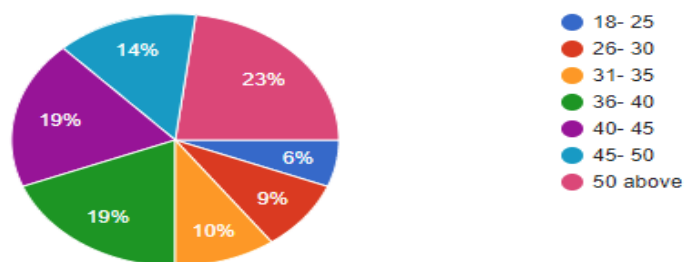
Figure 1. Age of the respondents.

Questionnaire analysis

In this work, the respondents were subjected question related to spirituality at workplace and employee's perception on it. Thus, the outcomes question statement is discussed in this section. Based on Figure 2, the employees were asked "if work should be considered central to life". Thus, based on Figure 2, 6% of the respondents who strongly disagree, 8% of the respondents who disagreed, 28% of the respondents chose neutral. This is compared to 35% of the respondents who agree and 23% of the respondent who strongly agree with the question statement. Thus, it is deduced that the work is more important to the people.

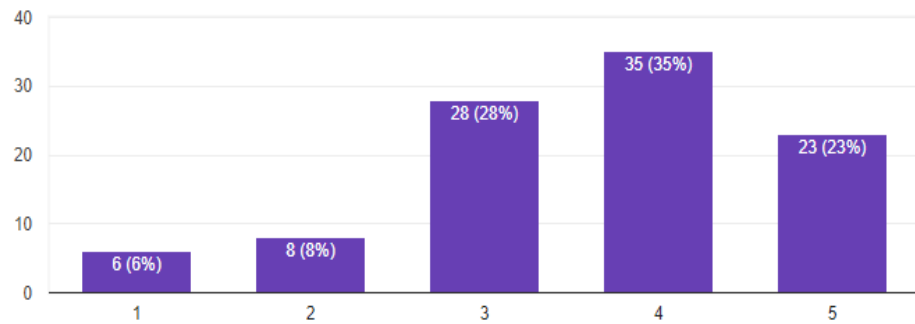**1. Work should be considered central to life.**

100 responses

Figure 2. Work central to life.

Based on Figure 3, the employees were asked "if the most important things that happen in life involve work". Hence based on Figure 3, 6% of the respondents who strongly disagree, 17% of the respondents who disagreed, 29% of the respondents chose neutral. This is compared to 31% of the respondents who agree and 17% of the respondent who strongly agree with the question statement. Thus, it is deduced that the result has neutral reaction in which people believe that all important things involve work.

2. The most important things happen in life involve work.
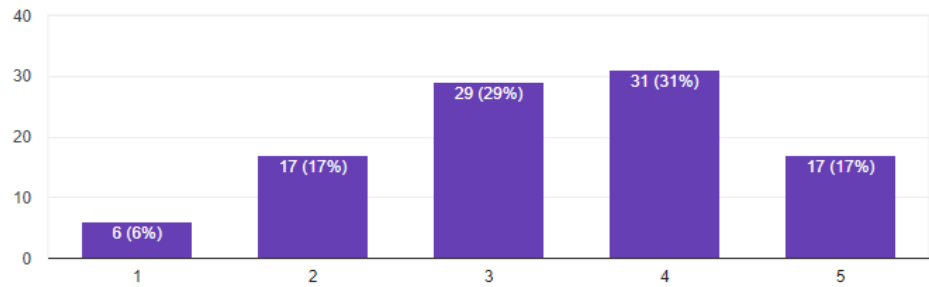
100 responses

Figure 3. Important things that happen in life involve work.

Based on Figure 4, the employees were asked "Life is only worth living when people get absorbed in work". Hence, based on Figure 4, 16% of the respondents who strongly disagree, 27% of the respondents who disagreed, 36% of the respondents chose neutral. This is compared to 18% of the respondents who agree and 3% of the respondent who strongly agree with the question statement. Thus, it is deduced that the respondents disagree with the act of self-absorbing in the work.

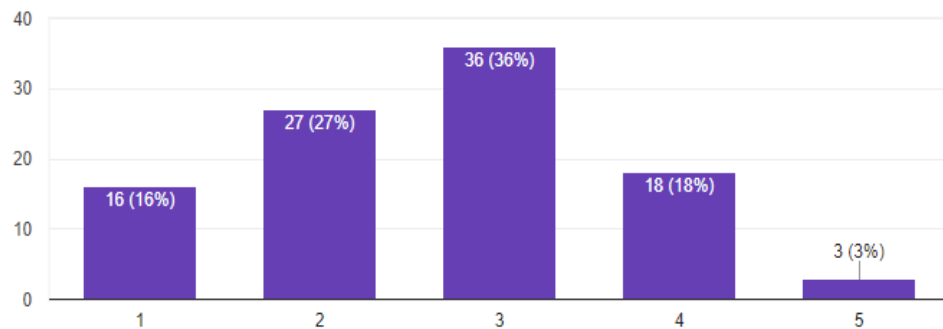## 4. Life is only worth living when people get absorbed in work.

100 responses

Figure 4. Self – absorbed in work

Based on Figure 5, the employees were asked "The organization cares about whether my spirit is energized by my work". Hence, based on Figure 5, 21% of the respondents who strongly disagree, 22% of the respondents who disagreed, 28% of the respondents chose neutral. This is compared to 23% of the respondents who agree and 6% of the respondent who strongly agree with the question statement. Thus, it is deduced that the result has distributed reaction in terms of employee's perception of spirituality, work energizing and organization care.

1. The organization cares about whether my spirit is energized by my work.
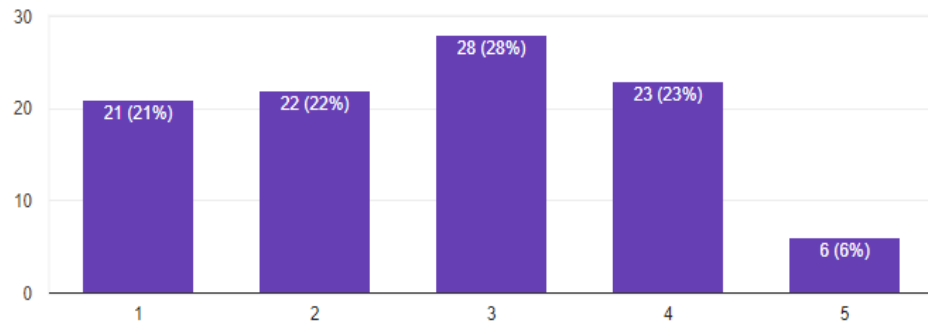
100 responses

Figure 5. Care by organization

Based on Figure 6, the employees were asked "I feel free in expressing my opinions". Hence, based on Figure 6, 8% of the respondents who strongly disagree, 20% of the respondents who disagreed, 30% of the respondents chose neutral. This is compared to 31% of the respondents who agree and 11% of the respondent who strongly agree with the question statement. Thus, it is deduced that the employees have the freedom of expression in their organization.

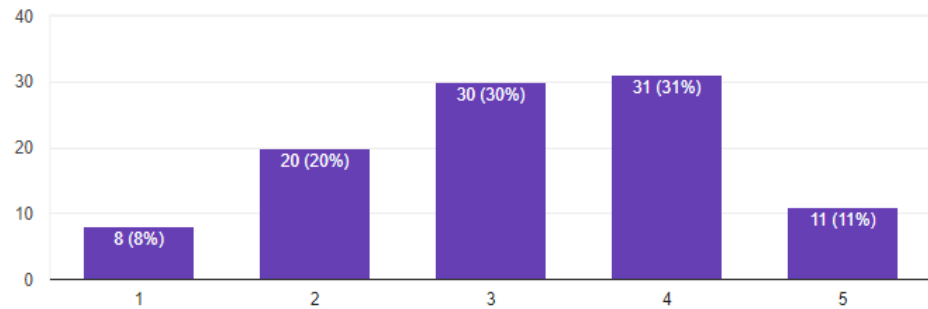## 2. I feel free in expressing my opinions.

100 responses

Figure 6. Freedom of expression

Based on Figure 7, the employees were asked "I am glad I chose to work for the organization". Hence, based on Figure 7, 8% of the respondents who strongly disagree, 7% of the respondents who disagreed, 26% of the respondents chose neutral. This is compared to 41% of the respondents who agree and 18% of the respondent who strongly agree with the question statement. Thus, based on this, it is deduced that the employees are glad in working for the organization.

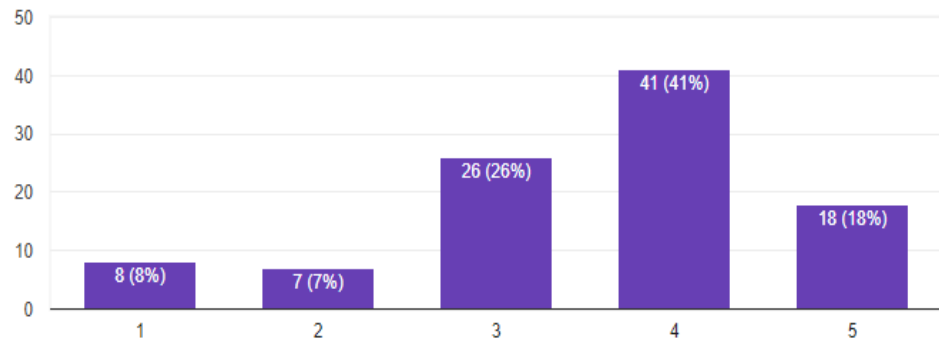## 3. I am glad I chose to work for the organization.

100 responses

Figure 7. Choosing to work for organization

Based on Figure 8, the employees were asked "I live, eat and breath my job". Hence, based on Figure 8, 23% of the respondents who strongly disagree, 23% of the respondents who disagreed, 32% of the respondents chose neutral. This is compared to 18% of the respondents who agree and 4% of the respondent who strongly agree with the question statement. Thus, based on this, it is deduced that the employees are have disagreed to this statement, which means that the look to life more than their job.

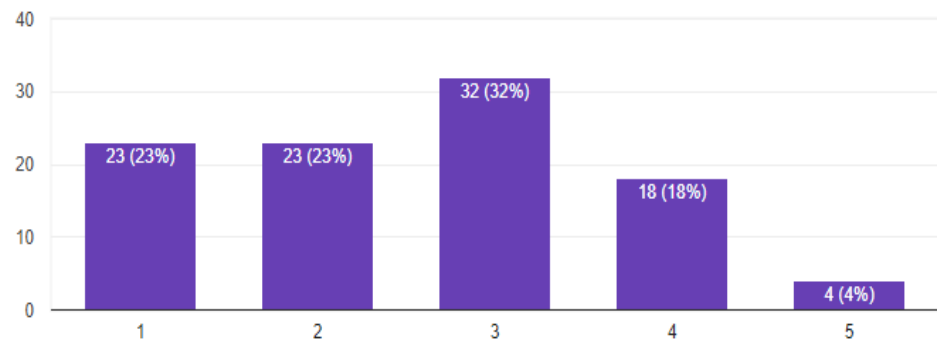## 4. I live, eat and breathe my job.

100 responses

Figure 8. Living, eating, and breathing job

Based on Figure 9, the employees were asked "The work I do is connected to what I think is important in life". Hence, based on Figure 9, 6% of the respondents who strongly disagree, 9% of the respondents who disagreed, 32% of the respondents chose neutral. This is compared to 33% of the respondents who agree and 20% of the respondent who strongly agree with the question statement. Thus, based on this, it is deduced that the employees perceive that the work they are doing is connected to what is important in life.

5. The work I do is connected to what I think is important in life.
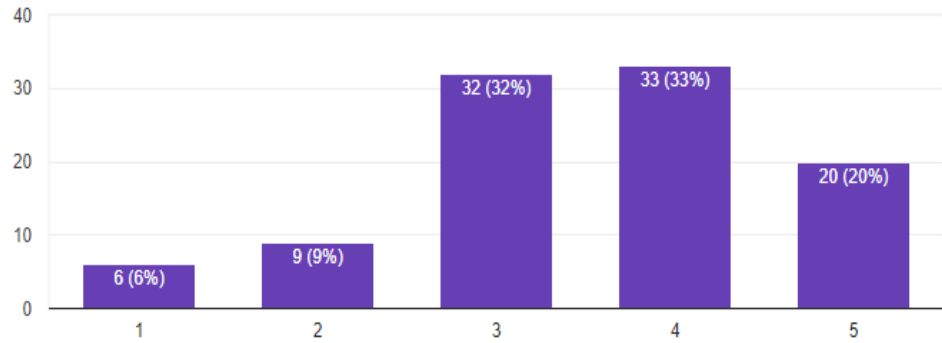
100 responses

Figure 9. Connection of work

Based on Figure 10, the employees were asked "My spirit is energized by my work, I like to be absorbed in my job". Hence, based on Figure 10, 12% of the respondents who strongly disagree, 10% of the respondents who disagreed, 40% of the respondents chose neutral. This is compared to 31% of the respondents who agree and 7% of the respondent who strongly agree with the question statement. Thus, based on this, it is deduced that the employees are spiritually energized by work and like to be self-absorbed with job.

6. My spirit is energized by work I like to be absorbed in my job.
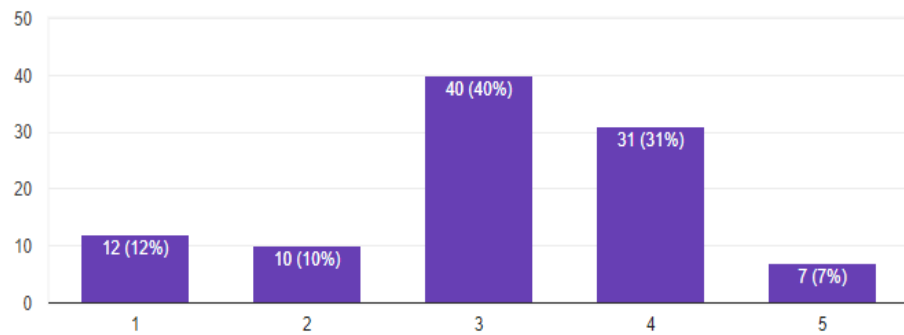
100 responses

Figure 10. Energized by work and self-absorbed with job

Based on Figure 11, the employees were asked "I like to be absorbed in my job". Hence, based on Figure 11, 10% of the respondents who strongly disagree, 20% of the respondents who disagreed, 26% of the respondents chose neutral. This is compared to 39% of the respondents who agree and 5% of the respondent who strongly agree with the question statement. Thus, based on this, it is deduced that the employees like to be absorbed by job.

7. I like to be absorbed in my job.
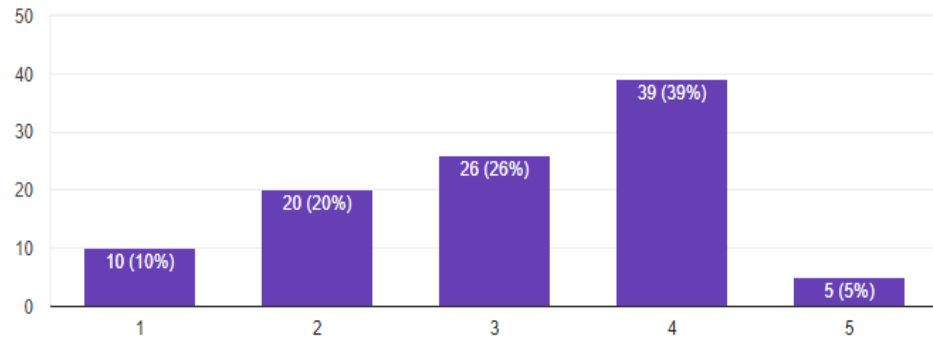
100 responses

Figure 11. Absorbed in job

Based on Figure 12, the employees were asked "I believe employees genuinely care about each other. Hence, based on Figure 12, 8% of the respondents who strongly disagree, 16% of the respondents who disagreed, 39% of the respondents chose neutral. This is compared to 26% of the respondents who agree and 11% of the respondent who strongly agree with the question statement. Thus, based on this, it is deduced that the employees are caring towards each other.

8. I believe employees genuinely care about each other.

100 responses

Figure 12. Employees care about each other.

Based on Figure 13, the employees were asked "the organization is concerned about health of employee". Hence, based on Figure 13, 16% of the respondents who strongly disagree, 13% of the respondents who disagreed, 36% of the respondents chose neutral. This is compared to 23% of the respondents who agree and 12% of the respondent who strongly agree with the question statement. Thus, based on this, it is deduced that the employees feel that their organization is being concerned about health of employee.

9. The organization concerned about health of employee.
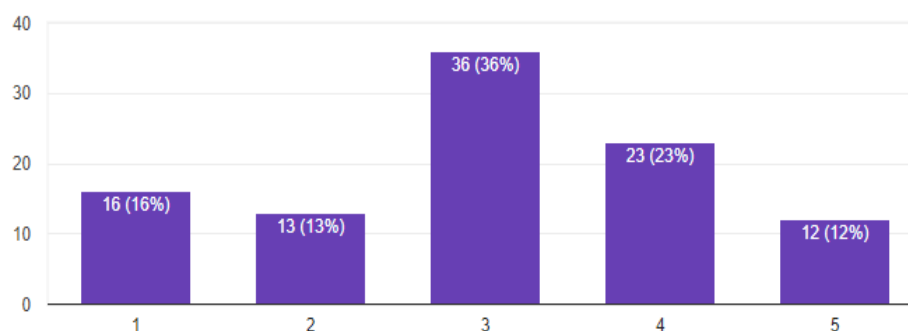
100 responses

Figure 13. Organization being concerned about health of employee

Overall discussion

This work has analyzed employee perceptions of workplace spirituality. Thus, based on the questionnaire analysis, the employees believe that the work is more important to them. This outcome is also agreed by Alas et al. [19] where it was reported that employee have demonstrated that work life is more important to them as most of their time is spent on performing work duties. In addition, it was stated that spirituality towards work has contributed to this trend of work involvement.

The outcome of this work has shown that most respondents agree to the statement that they chose to work for their respective organization. According to the work of van der Walt et al. [20], it was stated that employee prefer to work in organization which is spiritually active as it enhances their work performance.

On the other hand, the outcome of this work has shown that most respondents agree with getting absorbed in the job. Petchsawang et al. [21] has explained that with the existence of good workplace spirituality, employee's engagement and involvement towards work will increase. Thus, this explains the outcome of this work in term of getting absorbed in the job.

Furthermore, the respondents have agreed with the organization being concerned about the health of employee and also with the employees caring about each other. Gupta et al. [22] has stated that the involvement of organization towards their employee wellbeing and cooperation of fellow employees towards each other indicate the existence of good work spirituality practice. Overall, the employees have perceived that work spirituality is apparent in their organization.

CONCLUSION

This work has achieved it objective in evaluating the employees perceive workspace spirituality in their organization. The outcome of this work has shown that employees perceive workplace spirituality to have a positive impact on towards their job. Thus, to enhance employees work performances,

organizations ought to perceive and regard these spirituality qualities in the work environment. On the other hand, this work was based on basic statistical analysis, thus for future work, the authors would like to recommend for a more detailed analysis to further analyze the relationship between the workplace spirituality and employee's work commitment.

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