

Effect Of Meaningful Work And Spirituality At Work On Happiness of Employees In Manufacturing Sector

Dr. BENITA. S. MONICA, Asst. Professor, Saveetha School of Management,
SIMATS, Chennai , benisrj@gmail.com

Ms.Nandhini.B, MBA Student, Saveetha School of Management,
SIMATS, Chennai – 77.
1996bnandhini@gmail.com

ABSTRACT

In any organization, the role of spirituality at work and meaningful work are the developing factor for the employees' effectiveness. In manufacturing sector, the spirituality at work and meaningful work are the greatest challenges faced by the employees. The aim of this study is to find the impact of spirituality at work and meaningful work on happiness. The data had been collected from 102 samples for the study using non-probability convenience sampling method. This study concludes that there is significant difference in the level of spirituality at work and meaningful work based on education and annual income earned by the employees, but there is a significant difference experience in the level of happiness based on their earnings of the employees. Also the result implicates that meaningful work influences happiness more than spirituality at work through regression analysis.

Keyword: Spirituality at work, Meaningful work, Happiness, Factor analysis

Introduction:

Spirituality is certainly not a new occurrence however spirituality at work is new and it is on the reasonable stage. In recent times, it has a massive measure of reflection in the field of the management research, since now associations have comprehended that employees are fulfilled not just with monetary things (money), they need more than that. Endeavors and the result of many years of inquire and studies have recognized a few factors that everyone could strengthen happiness, fulfillment and occupation related positive effect on the individuals in the work environment through certain way. Research confirmations propose that elements such as organizational and situational organizational well-being, leadership, organizational climate and culture, management frameworks and individual variables including perception, cognition, and individual qualities are the essential determinants of feeling content and enthusiastic encounters of individuals in work environment (Brief & Weiss, 2002; Grandey et al., 2002; Judge & Klinger, 2008; Duckworth et al., 2009)

Generally employees work for the welfare they gain through the work they do. Research proof and contextual analyses vouch for the truth that seeing how individuals approach work and what they get from it is indispensable to figuring out how to accomplish the most ideal results for people and associations. Happiness is regularly described by how people understand and evaluate their lives all in all. Generally people spend major part of their life in

doing their job, and hence it is necessary to understand the effect of the job and workplace environment in enhancing happiness for them (De Neve, Jan-Emmanuel and Ward, George, 2017). It is essential to note from the beginning that the connection among happiness and work is an overwhelming and dynamic association that keeps running in the two bearings. Ongoing exploration demonstrates that work and business are drivers of satisfaction, yet that happiness can likewise itself help to shape occupation advertise results, efficiency, and even firm execution. In this study, we analysis how the level of spirituality at work and meaningful work influences happiness.

The primary objective of this study signifies how happiness can be influenced by the meaningfulness and spirituality at work. The study also attempts to determine the level of employee's happiness in manufacturing sector; To measure the level of employee's spirituality at their work in manufacturing sector; To examine the level of meaningful work of employee's; To analysis which factor i.e., Spirituality at work or Meaningful work which majorly influences the happiness of the manufacturing sector employee's. The Scope of the study endeavored to comprehend and analyses different factors spinning around the impact on spirituality at work, meaningful work and happiness as well as it helps to analyses how the organizational culture effects on spirituality, meaningful work as well as happiness of the employees.

Review of Literature:

Golparvar & Abedini (2014) examines the relation between meaning and spirituality at working environment is measured for positive effect, job happiness and job satisfaction. The 204 representatives of two norm associations in Esfahan and Tehran. The exploration theories have been analyzed through structural equation modeling and Pearson's relationship. The outcomes demonstrated that there were noteworthy connections among meaning and spirituality at work, job satisfaction, job happiness and positive effect. The outcome of this examination demonstrated that the positive feel overflow from job happiness and positive affect to job satisfaction was caused by meaning and spirituality at work.

Lips-Wiersma & Wright (2012) have done inside and out subjective examinations to methodically create and approve a far reaching proportion of meaningful work. This scale gives a multidimensional, process-situated proportion of meaningful work that catches the unpredictability for development. The scale likewise measures motivation and its relationship to the existential should be genuine and grounded. Exploratory and corroborative factor investigations utilizing multicultural examples from a wide scope of occupations contributes legitimacy to the measure.

Jurkiewicz & Giacalone (2004) proposes that workplace spirituality has prompted the advancement of another worldview in hierarchical science. By the hypothetical suppositions, proliferate with respect to organizational performance might upgrade the workplace

spirituality, by most proposing a critical positive effect. Thus, the assortment of research has been assessed and investigated, and a resulting standard framework for workplace spirituality is presented, giving the foundation to experimental testing.

Singhal & Chatterjee (2006) have explored the concept of Spirituality at Work. They have related Spirituality with Person-Organization Fit. In any case, the Spirituality at Work (SAW) development is joined by overwhelming discussions about the idea itself and on how it is to be examined. The authors presented the focal applied discussions that have described the SAW to rise with three definitional subjects to comprehend and study SAW, and afterward contend for using the individual association fit focal point to study SAW. They have proposed an applied structure that would empower analysts to make a far reaching investigation regarding the complexity of SAW.

Sheng & Chen (2012) have proposed that spirituality in workplace is step by step esteemed. They have also concluded that spirituality is viewed identically by the various pioneers in field of organizational behaviour. Therefore, researchers attempt to build a comprehensive system to enable pioneers to perceive complicated spiritual advancements in the work environment. Individuals have acknowledged that there is extensive spiritual awareness and subconscious presence of spirituality. This examination takes the perspective on the Oriental culture and plans estimation instruments for workplace spirituality, through a cause-effect connection model, that includes variables of workplace spirituality as the standard for futuristic approach.

Steger, Michael & Dik, Bryan & Duffy, Ryan. (2012) have projected that many people strive for work that's purposeful. However, analysis during this space has attracted various concepts regarding meaningful work (MW), in the midst of associate equally disparate assortment of how to assess MW. For further advance study in this area, the authors have proposed a three-dimensional model of work as subjective meaningful expertise which includes experiencing positive meaning in work, sensing that job may be a key avenue for creating that means, and perceiving one's work to teach you be smart. MW scores correlated in expected ways with work-related and general well-being indices, and accounted for distinctive variance on the far side common predictors of job satisfaction, days reported absent from work, and life satisfaction. The authors discuss ways that within which this conceptual model provides advantages to scholars, counselors, and organizations curious about fostering MW.

Orsila, Luukkaala, Manka & Nygard (2011) have evaluated work related well-being from the organizational behaviour perspective. The well-being measures longitudinal work related well-being. It was evaluated with a 147-item questionnaire covering both organizational and characteristic variables of work related well-being. The study comprised the 147 items to 27 classifications. From the broad survey a shorter version of questionnaire with 33 scale items was generated through principal component analysis. The unwavering quality of the short

form was synonymous to that of the first survey. The short one could be appropriate for Internet and versatile survey applications.

Sousa & Porto (2015) have explored the enormous amount of research on person-organization (PO) fit. The researchers have observed that there is dearth of practical research utilizing axiological theories pertinent to the assessment structure at the individual and organisational levels. The authors have considered Schwartz' values theory, PO fit literature and Warr's vitamin analogy to assess the impact of PO fit on happiness at work. Utilizing 145 surveys gathered in a military association, data examinations were performed applying various hierarchical quadratic regressions and surface analysis of polynomial regressions, directed at an individual level. We inferred that axiological PO fit influences happiness at work and give experimental help to Warr's vitamin analogy.

Singh, David & Mikkilineni (2018) have analyzed organizational virtuousness, happiness and engagement. Although there is extensive exploration has been done on organizational virtuousness and performance, there is constrained research that investigates the connection between workers' impression of organizational virtuousness and work commitment. The solution was given by the researchers that a cross-sectional overview was done on an example of information laborers from differing Indian businesses. The discoveries of the examination demonstrated that the workers' view of organizational virtuousness predicts work commitment straightforwardly as well as by implication through happiness. The stakeholders parts suggested that the managers can support organizational virtuousness in associations to upgrade worker happiness and advance an increasingly connected with workforce. Thinking about the discoveries of the investigation, Human Resource Development (HRD) experts should utilize their human capital by cultivating positive mental states, for example, work commitment.

Wesarat, Sharif & Majid (2015) have stated that happiness at the work environment is essential for improving efficiency in any organization. Happy individuals are beneficial individuals while those individuals who are despondent may not give full consideration to any errand. A few researchers accept that associations which can keep up long-term happiness at the work environment could likely increment and support profitability. In this way, they should realize what elements could influence happiness so as to adequately improve happiness at the work environment. The issue of happiness at the working environment should be appropriately conceptualized with the goal that valuable research on it could be directed. This study displays a potential applied system of happiness at the working environment that could give profitable commitment to future research here.

Fernández, Gamez, de Querol Aragón & Gil (2018) have studied the business behaviors which may make noteworthy increase in their satisfaction at work through their positive performances. They have also explored the effect of workplace environment on their satisfaction. The data was collected from 83 laborers working in American global

organization. The examination distinguished the activities that ought to be stayed away from or improved to make authoritative models that motivate and advance happiness at work. Without preference to the acknowledgment of codes of work on in regards to morals that seek to equity, the investigation distinguished such activities from the understanding that the quest for satisfaction is exactly the target that most promptly controls the activities of human subjects as good operators.

Palihakkara&Weerakkody(2019)investigated the effect of employee happiness on organizational citizenship behaviour with unique reference to the official level workers in mobile telecommunication companies. Standard questionnaire was utilized to gather the primary data from 153 managerial workers using simple random sampling technique. Research incorporates the components of employee happiness as indicated by the Fisher's conceptualization of happiness and how each measurement connects to make organizational citizenship behaviour in workers, which at last used to construct a connection between organizational citizenship behavior and employee happiness. Further, outcomes acquired from frequencies, mean analysis and correlation analysis uncovered that there is a positive solid connection between the organizational citizenship behavior and employee happiness. Therefore, the exploration further analysed the effect of the two factors and results portrayed that there is a noteworthy effect of employee happiness on organizational citizenship behaviour.

Maziriri, Mapuranga & Madinga(2018)have explored whether work locus of control, employee job satisfaction and employee organizational commitmenteffects the work spirituality and procedural justice amongst employees from private establishments in South Africa. An assessment was carried out and data were gathered by using techniques for surveys on a pattern of 150 academic and support staff working in university. By methods of partial least squares (PLS) structural equation modelling method, this investigation approves that components of work environment spirituality, procedural justice and work locus of control are instrumental in invigorating the worker occupation fulfillment and commitment.The present examination offers propositions to academicians of how working environment spirituality and procedural justice effects work locus of control, employee organizational commitment and employee job satisfaction.

Research Methodology:

The sample considered in this study are 102 representatives working in manufacturing sector. The reason for picking distinctive departments is to cover the representatives of various work nature and to get the data from the major working units in the manufacturing sector.For the study, the researcher has chosen the manufacturing sector. To collect the data from the respondents the researcher used non probability convenient sampling method.The five-point Likert scale was designated as the response mode for the survey. For every one of the estimations the respondents are requested to tell whether and how strongly agree or disagree

with the statement, to contradict the proposal which is made. The data collected is analyzed and interpreted in the systematic manner with the help of statistical tools. The demographic profile of the sample respondents are reported in Table 1.

Table no. 1: Demographic profile

Demographic	Frequency	Percentage
AGE		
18 -25 Years	1	1.0
26 – 40 Years	28	27.5
41 – 55 Years	47	46.1
55 - TILL RETIREMENT	26	25.5
GENDER		
Male	65	63.7
Female	37	36.3
EDUCATION		
SCHOOL	22	22.5
DIPLOMA	13	12.7
UNDER GRADUATE	53	52.0
POST GRADUATE	13	12.7
ANNUAL INCOME		
<Rs. 2 Lakhs	2	2.0
Rs. 2 – 5 Lakhs	36	35.3
Rs. 6 – 10 Lakhs	51	50.0
>Rs. 10 Lakhs	13	12.7

INFERENCE: The data is analysed in two phases using IBM SPSS version 21. The first phase determines the dimensions of spirituality at work. The second phase determines whether spirituality at work and meaningful work has an effect on happiness of employees.

The results of the exploratory factor analysis are tabulated as follows. The Table 2 depicts KMO and Bartlett's test. The results conclude that the data is sufficient to run the test. The KMO value (0.723) being greater than 0.6 and significant value being less than 0.05 has confirmed the same.

Table No. 2 KMO and Bartlett's test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.723
Bartlett's Test of Sphericity	Approx. Chi-Square	903.914
	df	351
	Sig.	.000

No. 3 Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.501	24.079	24.079	6.501	24.079	24.079
2	1.830	6.776	30.855	1.830	6.776	30.855
3	1.689	6.256	37.111	1.689	6.256	37.111
4	1.619	5.995	43.106	1.619	5.995	43.106
5	1.441	5.339	48.444	1.441	5.339	48.444
6	1.406	5.207	53.651	1.406	5.207	53.651
7	1.205	4.463	58.114	1.205	4.463	58.114
8	1.124	4.162	62.276	1.124	4.162	62.276
9	1.028	3.807	66.083	1.028	3.807	66.083
10	.990	3.667	69.749			
11	.929	3.440	73.189			
12	.875	3.242	76.431			
13	.812	3.009	79.440			
14	.731	2.708	82.148			
15	.621	2.299	84.447			
16	.568	2.104	86.551			
17	.540	2.000	88.551			
18	.447	1.657	90.208			
19	.424	1.569	91.777			
20	.378	1.398	93.175			
21	.358	1.326	94.501			
22	.349	1.292	95.793			
23	.312	1.156	96.949			
24	.247	.915	97.864			
25	.218	.808	98.672			
26	.204	.755	99.427			
27	.155	.573	100.000			

Principal Component Analysis method was used to extract the dimensions. The 27 items of Spirituality at work (SAW) are confined to nine dimensions. And these nine dimensions explains 66% of SAW. The values are reported in Table 3.

Table No. 4 Rotated Component Matrix

	Component								
	1	2	3	4	5	6	7	8	9
SAW1	.769								
SAW2	.601								
SAW3	.570								
SAW4	.427								
SAW5	.419								
SAW6		.766							
SAW7		.679							
SAW8		.450							
SAW9			.753						
SAW10			.612						
SAW11			.508						
SAW12				.707					
SAW13				.518					
SAW14				.516					
SAW15				.491					
SAW16					.778				
SAW17					.611				
SAW18					.523				
SAW19						.735			
SAW20						.579			
SAW21							.772		
SAW22							.535		
SAW23							.452		
SAW24								.832	
SAW25								.539	
SAW26									.812
SAW27									.416

Varimax with Kaimar normalization method is used to rotate and finalise the nine dimensions. The nine dimensions are Integrity, Enthusiasm, Self-realization, Commitment, Effectiveness, Conciliation, Cognitive, Challenge and Self-sufficient.

The second phase of Data analysis was conducted using multiple linear regression analysis. The results are depicted in Table 5.

$$\text{Happiness} = \alpha + \beta_1 \text{ Spirituality at work} + \beta_2 \text{ Meaningfulness at Work}$$

Table 5

Independent Variable	β Coefficient	Standard Error
Spirituality at Work	.228*	.119
Meaningful Work	.465**	.118

Dependent variable = Happiness

Independent variables = Spirituality at work & Meaningfulness Work

The results conclude that R is the correlation and its value is 0.566 and R square is the degree of determinants, its value is 0.321. The degree of determinants shows the extent to which meaningfulness and spirituality at work influences the happiness. Here the happiness varies to an extent of 32.1% by meaningfulness and spirituality at work. Table 5 shows the value of beta and its significance value. It is found that the significant level is less than 0.05. Hence, that the Spirituality at work ($\beta = 0.228$) and Meaningful work ($\beta = 0.465$) have positive effect on Happiness. Though, Meaningful work is a better predictor than Spirituality at work of happiness.

Conclusion:

The employee's perception towards work is ever-changing since globalization. Recently, the researchers also proposed that Spirituality at work and meaningful work plays a vital role in the employee's life. With the help of the survey, we could able to analysis which factor affects happiness more in the employee's life. The study helps us to realize how an employee is motivated to stay happy in an organization. In the present scenario, even a small disruption in personal and professional life disturbs an individual emotionally. But the study concludes that when an employee is spiritual towards their job and when they perceive their job is meaningful, they tend to feel happiness in their life. However, the result implicates that meaningful work encroaches happiness more than spirituality at work.

References:

- Arnold, K. A., Turner, N., Barling, J., Kelloway, E. K., & McKee, M. C. (2007). Transformational leadership and psychological well-being: the mediating role of meaningful work. *Journal of occupational health psychology*, 12(3), 193.
- Brief, A. P., & Weiss, H. W. (2002). Organizational behavior: Affect in the workplace. *Annual Review of Psychology*, 53, 279-307.

- De Neve, Jan-Emmanuel and Ward, George, Happiness at Work (February 1, 2017). Saïd Business School WP 2017-07. Available at SSRN: <https://ssrn.com/abstract=2943318> or <http://dx.doi.org/10.2139/ssrn.2943318>
- Duckworth, A. L., Quinn, P. D., & Seligman, M. E. P. (2009). Positive predictors of teacher effectiveness. *The Journal of Positive Psychology*, 4(6), 540–547
- Fernández, J. L. F., Gamez, M. A. F., de Querol Aragón, N., & Gil, A. C. (2018). Happiness at work, Business behaviour, And worker Perceptions: a case Study. *Ramon Llull Journal of Applied Ethics*, (8), 33-64.
- Golparvar, M., & Abedini, H. (2014). A comprehensive study on the relationship between meaning and spirituality at work with job happiness, positive affect and job satisfaction. *Management Science Letters*, 4(2), 255-268.
- Gotsis, G., & Kortezi, Z. 2008, Philosophical Foundations of Workplace Spirituality: A Critical Approach. *Journal of Business Ethics*, vol. 78, no. 4, pp. 575-600.
- Grandey, A. A., Tam, A. P., & Brauburger, A. L. (2002). Affective states and traits in the workplace: Diary and survey data from young workers. *Motivation and Emotion*, 26(1), 35-55.
- Heng, Chieh-Wen & Chen, Ming-Chia. (2012). Workplace Spirituality Scale Design—the view of Oriental Culture. *Business and Management Research*. 1. 10.5430/bmr.v1n4p46
- Judge, T.A., & Klinger, R. (2008). Job satisfaction: Subjective well-being at work. In M. Eid & R.J. Larsen (Eds.), *The science of subjective well-being* (pp. 393–413). New York: Guilford Press.
- Jurkiewicz, C. L., & Giacalone, R. A. (2004). A values framework for measuring the impact of workplace spirituality on organizational performance. *Journal of business ethics*, 49(2), 129-142.
- Lips-Wiersma, M., Wright, S., & Dik, B. (2016). Meaningful work: differences among blue-, pink-, and white-collar occupations. *Career Development International*, 21(5), 534-551.
- Lips-Wiersma, M.S. and Wright, S. (2012), “Measuring the meaning of meaningful work: development and validation of the comprehensive meaningful work scale (CMWS)”, *Group & Organization Management*, Vol. 37 No. 5, pp. 655-685, doi: 10.1177/ 1059601112461578
- Maziriri, E. T., Mapuranga, M., & Madinga, N. W. (2018). Examining the Impact of Workplace Spirituality and Procedural Justice on Work Locus of Control, Employee Job Satisfaction, and Employee Organisational Commitment.
- Palihakkara, N., & Weerakkody, W. A. S. (2019). The Impact of Employee Happiness on Organizational Citizenship Behavior: A Study of Executive Level Employees in Selected Mobile Telecommunication Companies. *Kelaniya Journal of Management*, 8(1).

- Singh, S., David, R., & Mikkilineni, S. (2018). Organizational virtuousness and work engagement: Mediating role of happiness in India. *Advances in Developing Human Resources*, 20(1), 88-102.
- Singhal, M., & Chatterjee, L. (2006). A person-organization fit-based approach for spirituality at work: Development of a conceptual framework. *Journal of Human Values*, 12(2), 161-178.
- Sousa, J. M. D., & Porto, J. B. (2015). Happiness at work: Organizational values and person-organization fit impact. *Paidéia (Ribeirão Preto)*, 25(61), 211-220.
- Steger, Michael & Dik, Bryan & Duffy, Ryan. (2012). Measuring meaningful work: The Work as Meaning Inventory (WAMI). *Journal of Career Assessment - J CAREER ASSESSMENT*. 20. 322-337. 10.1177/1069072711436160.
- Wesarat, P. O., Sharif, M. Y., & Majid, A. H. A. (2015). A conceptual framework of happiness at the workplace. *Asian Social Science*, 11(2), 78.