

Influence Of Demographic Variables On Factors Of Spirituality In Information Technology Organisations

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ABSTRACT

Workplace Spirituality is now influencing individuals across all organisations. Organisations also have started to focus on the various dimensions of spiritual values and in providing a spiritual work culture. This study aims to find the impact of demographic variables on the different factors of workplace spirituality. The study was conducted on selected Information Technology (IT) organisations in Chennai. A well structured questionnaire was used for collecting information from the respondents. The responses were recorded and analyzed to achieve the purpose of the study. From the study it was evident that there was a significant relationship between the demographic variables and the factors of workplace spirituality. Therefore, the demographic variables have a major role to play in influencing the factors of workplace spirituality.

KEYWORDS: Demography, Factors, Spirituality, Workplace.

INTRODUCTION

Workplace spirituality is budding in every organisation. It is recognized and acknowledged in different dimensions. Workplace spirituality is seen more beyond the religious aspects. It is the resultant of various factors such as purpose and spiritual belief, connection with higher power and connection with others. These factors have an important role to play in the individual's work life. Organisations are starting to give attention to workplace spirituality. The influence of demographic variables may boost the level of workplace spirituality in the organisation.

Information Technology (IT) organisations demand maximum work from their employees. Due to the increase in global competition and downsizing of the industry the employees are forced to work for longer hours. They do not have the necessary time to bring their personal aspects to work. Workplace spirituality is the need of the hour during these kinds of circumstances. When organisations realize its need and importance it will be able to make the employees free from stress and enjoy work as play.

REVIEW OF LITERATURE

The need for a spiritual connection has become important to a wider audience, partly because of an ongoing upheaval in organizational structure, which often results in feelings of insecurity regarding one's place in the system (Giacalone & Jurkiewicz, 2003). The core of spirituality is about people sharing and experiencing some common attachment, attraction, and togetherness within their work unit and the organization as a whole. (Harrington, 2004; Mitroff & Denton, 1999). Mitroff & Denton (1999) defined spirituality as the desire to find one's ultimate purpose in life, and to live accordingly. In the workplace context, spirituality has been defined as our inner consciousness (Guillary, 2000), a specific form of work feelings that energizes action (Dehler & Welsh, 1994), access to the sacred force that implies life (Nash & clennan, 2001) and the unique inner search for the fullest personal development through participation into transcendent musters (Delbecq, 1999).

Krishnakumar and Neck (2002) found that the encouragement of spirituality in the workplace can lead to benefits in the areas of creativity, honesty, personal fulfillment and commitment which ultimately lead to increased organizational performance. The need for a spiritual connection has become important to a wider audience, partly because of ongoing changes in organizational structure, which often results in feelings of insecurity regarding one's place in the system (Heaton, Schmidt-Wilk & Travis, 2004).

Johnson (2004) found that over 61% of respondents to his research think their workplaces would benefit from a greater sense of meaning and spirituality. This means that workers souls long for deeper meaning, deeper connection, greater simplicity and a connection to something higher (Oldenburg & Bandsuch, 1997).

OBJECTIVES

The following are the objectives taken for the study:

- To study the influence of employees' age on factors of Spirituality in IT organizations
- To study the influence of gender on factors of Spirituality in IT organizations
- To study the influence of employees' marital status on factors of Spirituality in IT organizations
- To study the influence of employees' experience on factors of Spirituality in IT organizations

RESEARCH METHODOLOGY

A descriptive research was done to study the influence of demographic variables on workplace spirituality. From the main population of selected IT organisations in Chennai, a sample size of 340 employees was taken. The samples were selected at random.

For the purpose of the study primary data was collected through a well structured questionnaire Likert's five point scale was used to measure the items. Responses were collected through mail. Reliability tests were conducted using Cronbach Alpha test and all the scales had coefficient Cronbach Alpha greater than 0.7.

Three hundred and forty (340) questionnaires were distributed and three hundred and fifteen (295) were received in usable condition. Data Analysis was done using the Statistical Package for Social Sciences (SPSS). The demographics of the respondents were analysed using descriptive Statistics. In order to analyse the data, factor analysis and one way ANOVA was used.

Limitations

Time was the major constraint for not doing an in depth analysis. The research was done in selected IT organisations and the results of the research cannot be generalized for the entire industry. There are chances for biased information given by the respondents

RESULTS AND DISCUSSION

Influence of employees' age on factors of Spirituality in IT organizations.

Twelve variables are reduced into fewer factors by analyzing correlation between variables (spirituality of employees in IT organizations). In this case twelve variables are reduced in to three factors which explain the much of the original data. From the cumulative percentage column, the three factors extracted together accounts for 65.99% of the total variance (information contained in fifteen variables). The three factors evolved with their components are represented in the table 1.

Table 1 Factor scores of Spirituality of employees working in IT organizations

Factor	Statements	Factor Scores
Factor1: Purpose and Spirituality beliefs	Find strength in faith or spiritual Beliefs	0.802
	Life lacks meaning and purpose	0.735
	Seek meaning and purpose in the workplace	0.689
	Believe there is a spiritual part in you that will exist forever	0.611
	Passionate about work all the time	0.501
Factor 2: Connection with higher power	Feel connected to a higher power	0.704
	Believe in a higher power	0.655
	Important to receive guidance from a higher power	0.598
	Believe there is a connection between spirit and the higher power	0.532
	Activities in order to connect with a higher power	0.504
Factor 3: Connection with others	Feel connected to other people in the Workplace	0.602
	Believe there is a connection between spirit and the higher power	0.553

From table 1 it is inferred that factor 1 is a combination of five variables such as “Find strength in faith or spiritual Beliefs”, “Life lacks meaning and purpose”, “Seek meaning and purpose in the workplace”, “Believe there is a spiritual part in you that will exist forever” and “Passionate about work all the time” which is named as Purpose and Spirituality beliefs factor.

Factor 2 is a combination of five variables such as “Feel connected to a higher power”, “Believe in a higher power”, “Important to receive guidance from a higher power”, “Believe there is a connection between spirit and the higher power” and “Activities in order to connect with a higher power” and is termed as Connection with higher power factor.

Factor 3 is a combination of two variables such as “Feel connected to other people in the Workplace” and “Believe there is a connection between spirit and the higher power” which is named as Connection with others factor.

To test the significant influence of employees’ age on factors of spirituality (Purpose and Spiritual Beliefs, Connection with higher power and Connection with others) in the selected IT Organizations, one way ANOVA was applied. The following null hypothesis was framed:

H₀ 1: There is no significant influence of employees’ age on (a) Purpose and Spiritual Beliefs (b) Connection with higher power (c) Connection with others in IT Organizations.

Table 2 shows the results of influence of employees’ age on factors of Spirituality in IT Organizations.

Table 2 Influence of employees’ age on factors of Spirituality

	Age	Mean	S D	F-value
Purpose and Spiritual Beliefs	Less than 30 Years	19.33	2.872	26.452** (p<.001)
	30-35 Years	18.01	3.072	
	Above 35 Years	18.02	2.457	
Connection with higher power	Less than 30 Years	19.44	3.230	11.006** (p<.001)
	30-35 Years	18.24	5.134	
	Above 35 Years	17.32	2.333	
Connection with others	Less than 30 Years	8.02	1.145	20.472** (p<.001)
	30-35 Years	7.33	1.167	
	Above 35 Years	7.23	1.079	

**** significant at 1% level**

Purpose and beliefs

The obtained 'F' value is 26.452 and it is significant at 1% level. The value indicates that there is significant influence of employees’ age on Purpose and Spiritual beliefs.

Further, the mean table 2 indicates that the employees with age less than 30 years have scored higher mean value of 19.44 and the lowest mean value was scored by the employees with age 30-35 years (18.01). This shows that employees with less than 30 years are good in Purpose and spiritual beliefs in IT organizations and the employees with age 30- 35 years are little lacking in Purpose and spiritual beliefs in IT organizations.

Therefore, the formulated hypothesis H0 3(a) that “there is no significant influence of employees’ age on Purpose and Spiritual beliefs” is rejected.

Connection with higher power

The obtained 'F' value is 11.006 and it is significant at 1% level. The value indicates that there is significant influence of employees’ age on Connection with higher power.

From table 2 it is found that the employees with less than 30 years have scored higher mean value of 19.44 and the lowest mean value was scored by the employees with age more than 35 years (17.32). This shows that employees with age less than 30 years are more connected with higher power in IT organizations and the employees with age above 35 years are less connected with higher power in IT organizations.

Therefore, the formulated hypothesis H0 3(b) that “there is no significant influence of employees’ age on Connection with higher power” is rejected.

Connection with others

The obtained 'F' value is 20.472 and it is significant at 1% level. The value indicates that there is significant influence of employees’ age on Connection with others.

Table 2 indicates that the employees with less than 30 years have scored higher mean value of 8.02 and the lowest mean value was scored by the employees with age above 35 years (7.32). This shows that employees having age less than 30 years are connected more with other employees in IT organizations and the employees with age above 35 years are connected less with other employees in IT organizations.

Therefore, the formulated hypothesis H0 3(c) that “there is no significant influence of employees’ age on Connection with others” is rejected.

Influence of employees’ gender on factors of Spirituality in IT organizations.

The significant influence of employees’ gender on factors of Spirituality (Purpose and Spiritual Beliefs, Connection with higher power and Connection with others) in IT Organizations was tested by independent sample t-test is applied to ascertain the influence of employees’ gender on factors of Spirituality in IT Organizations. The following null hypotheses were framed:

H₀ 4: There is no significant influence of employees’ gender on (a) Purpose and Spiritual Beliefs (b) Connection with higher power (c) Connection with others in IT Organizations.

Table 3 shows the results of influence of employees’ gender on factors of Spirituality in IT Organizations.

Table 3 Influence of employees’ gender on factors of spirituality

	Gender	Mean	S D	t-value
Purpose and Spiritual Beliefs	Male	18.77	2.987	1.072 (p=.257)
	Female	18.33	2.876	
Connection with higher power	Male	19.00	4.333	2.120* (p=.025)
	Female	18.21	3.433	
Connection with others	Male	7.99	1.055	3.935** (p<.001)
	Female	7.33	1.217	

** significant at 1% level * significant at 5% level

Purpose and Spiritual beliefs

The obtained 't' value is 1.072 and it is not significant at 5% level. The value indicates that there is no significant influence of employees’ gender on Purpose and Spiritual beliefs.

Therefore, the formulated hypothesis H0 4(a) that “there is no significant influence of employees’ gender on Purpose and Spiritual beliefs” is accepted.

Connection with higher power

The obtained 't' value is 2.120 and it is significant at 5% level. The value indicates that there is significant influence of employees' gender on Connection with higher power.

Further, the mean table 3 indicates that the male employees have scored higher mean value of 19.00 than the female employees (18.21). This shows that the men are more connected with higher power in IT organizations.

Therefore, the formulated hypothesis H0 4(b) that "there is no significant influence of employees' gender on Connection with higher power" is rejected.

Connection with others

The obtained 't' value is 3.935 and it is significant at 1% level. The value indicates that there is significant influence of employees' gender on Connection with others.

Further, the mean table 3 indicates that the male employees have scored higher mean value of 7.99 than the female employees (7.33). This shows that the men are connected more with others in IT organizations.

Therefore, the formulated hypothesis H0 4(c) that "there is no significant influence of employees' gender on Connection with others" is rejected.

Influence of employees' marital status on factors of Spirituality in IT organizations.

To test the significant influence of employees' marital status on factors of Spirituality (Purpose and Spiritual Beliefs, Connection with higher power and Connection with others) in IT Organizations, independent sample t-test is applied to ascertain the influence of employees' marital status on factors of Spirituality in IT Organizations. The following null hypotheses were framed:

H₀ 5: There is no significant influence of employees' marital status on (a) Purpose and Spiritual Beliefs (b) Connection with higher power (c) Connection with others in IT Organizations.

Table 4 shows the results of influence of employees' marital status on factors of spirituality in IT Organizations.

Table 4 Influence of employees' marital status on factors of spirituality

	Marital Status	Mean	S D	t-value
Purpose and Spiritual Beliefs	Single	19.36	2.928	5.183** (p<.001)
	Married	18.20	3.100	
Connection with higher power	Single	19.88	4.606	6.342** (p<.001)
	Married	17.95	3.456	
Connection with others	Single	8.03	1.257	3.972** (p<.001)
	Married	7.64	1.388	

** significant at 1% level

Purpose and Spiritual beliefs

The obtained 't' value is 5.183 and it is significant at 1% level. The value indicates that there is significant influence of employees' marital status on Purpose and Spiritual beliefs.

Further, the mean table 4 indicates that the employees who are living as single have scored higher mean value of 19.36 than the employees who are married (18.20). This shows that the employees living as single are good in Purpose and spiritual beliefs in IT organizations than the married employees.

Therefore, the formulated hypothesis H0 5(a) that "there is no significant influence of employees' marital status on Purpose and Spiritual beliefs" is rejected.

Connection with higher power

The obtained 't' value is 6.342 and it is significant at 1% level. The value indicates that there is significant influence of employees' marital status on Connection with higher power.

Further, the mean table 4 indicates that the employees living as single have scored higher mean value of 19.88 than the employees who were married (17.95). This shows that the employees living as single are more connected with higher power in IT organizations than the married employees.

Therefore, the formulated hypothesis H0 5(b) that "there is no significant influence of employees' marital status on Connection with higher power" is rejected.

Connection with others

The obtained 't' value is 3.972 and it is significant at 1% level. The value indicates that there is significant influence of employees' marital status on Connection with others.

Further, the mean table 4 indicates that the employees living as single have scored higher mean value of 8.03 than the employees who were married (7.64). This shows that the employees living as single are more connected with others in IT organizations than the married employees.

Therefore, the formulated hypothesis H0 5(c) that "there is no significant influence of employees' marital status on Connection with others" is rejected.

Influence of employees' Education on factors of Spirituality in IT organizations.

To test the significant influence of employees' Education on factors of Spirituality (Purpose and Spiritual Beliefs, Connection with higher power and Connection with others) in IT Organizations, one way ANOVA is applied to ascertain the influence of employees' Education on factors of Spirituality in IT Organizations. The following null hypotheses were framed:

H₀ 6: There is no significant influence of employees' Education on (a) Purpose and Spiritual Beliefs (b) Connection with higher power (c) Connection with others in IT Organizations.

Table 5 shows the results of influence of employees' Education on factors of Spirituality in IT Organizations.

Table 5 Influence of employees' Education on factors of Spirituality

	Education	Mean	S D	F-value
Purpose and Spiritual Beliefs	Graduates	19.77	2.375	22.986** (p<.001)
	Post Graduates	18.27	2.476	
	Professional Degree	17.66	3.356	
Connection with higher power	Graduates	20.11	5.23	19.226** (p<.001)
	Post Graduates	18.44	2.567	
	Professional Degree	17.45	3.634	
Connection with others	Graduates	8.04	1.076	19.942** (p<.001)
	Post Graduates	7.50	1.056	
	Professional Degree	7.23	1.435	

** significant at 1% level

Purpose and Spiritual beliefs

The obtained 'F' value is 22.986 and it is significant at 1% level. The value indicates that there is significant influence of employees' education on Purpose and Spiritual beliefs.

Further, the mean table 5 indicates that the employees possessing graduation as their educational qualification have scored higher mean value of 19.77 and the lowest mean value was scored by the employees possessing Professional degree as their educational qualification (17.45). This shows that the employees possessing graduation are good in Purpose and spiritual beliefs in IT organizations and the employees possessing Professional degree as their educational qualification are lacking in Purpose and Spiritual beliefs in IT organizations.

Therefore, the formulated hypothesis H0 6(a) that "there is no significant influence of employees' education on Purpose and Spiritual beliefs" is rejected.

Connection with higher power

The obtained 'F' value is 19.226 and it is significant at 1% level. The value indicates that there is significant influence of employees' education on Connection with higher power.

Further, the mean table 5 indicates that the employees possessing Graduation as their educational qualification have scored higher mean value of 20.11 and the lowest mean value was scored by the employees possessing Professional degree as their educational qualification (17.45). This shows that the Graduates are more connected with higher power in IT organizations and the employees possessing Professional degree as their educational qualification are less connected with higher power in IT organizations.

Therefore, the formulated hypothesis H0 6(b) that "there is no significant influence of employees' education on Connection with higher power" is rejected.

Connection with others

The obtained 'F' value is 19.942 and it is significant at 1% level. The value indicates that there is significant influence of employees' education on Connection with others.

Further, the mean table 5 indicates that the employees possessing Graduation as their educational qualification have scored higher mean value of 8.04 and the lowest mean value was scored by the employees possessing Professional degree as their educational qualification (7.23). This shows that the Graduates are more connected with other employees in IT organizations and the employees possessing Professional degree as their educational qualification are less connected with other employees in IT organizations.

Therefore, the formulated hypothesis H₀ 6(c) that "there is no significant influence of employees' education on Connection with others" is rejected.

Influence of employees' Experience on factors of Spirituality in IT organizations.

To test the significant influence of employees' Experience on factors of Spirituality (Purpose and Spiritual Beliefs, Connection with higher power and Connection with others) in IT Organizations, one way ANOVA is applied to ascertain the influence of employees' Experience on factors of Spirituality in IT Organizations. The following null hypotheses were framed:

H₀ 7: There is no significant influence of employees' Experience on (a) Purpose and Spiritual Beliefs (b) Connection with higher power (c) Connection with others in IT Organizations.

Table 6 shows the results of influence of employees' Experience on factors of Spirituality in IT Organizations.

Table 6 Influence of employees' Experience on factors of Spirituality

	Experience	Mean	S D	F-value
Purpose and Spiritual Beliefs	Up to 5 years	19.24	2.964	13.874** (p<.001)
	6-10 years	18.15	3.008	
	Above 10 years	18.02	2.336	
Connection with higher power	Up to 5 years	19.54	3.279	9.996** (p<.001)
	6-10 years	18.18	3.176	
	Above 10 years	18.24	7.075	
Connection with others	Up to 5 years	8.09	1.095	11.774** (p<.001)
	6-10 years	7.43	1.222	
	Above 10 years	7.26	1.124	

** significant at 1% level

Purpose and Spiritual beliefs

The obtained 'F' value is 13.874 and it is significant at 1% level. The value indicates that there is significant influence of employees' experience on Purpose and Spiritual beliefs.

Further, the mean table 6 indicates that the employees with less than 5 years of experience have scored higher mean value of 19.24 and the lowest mean value was scored by the employees with more than 10 years of experience (18.02). This shows that the employees having less than 5 years of experience are good in Purpose and Spiritual beliefs in IT organizations and the employees having above 10 years of experience are little lacking in Purpose and Spiritual beliefs in IT organizations.

Therefore, the formulated hypothesis H0 7(a) that "there is no significant influence of employees' experience on Purpose and Spiritual beliefs" is rejected.

Connection with higher power

The obtained 'F' value is 9.996 and it is significant at 1% level. The value indicates that there is significant influence of employees' experience on Connection with higher power.

Further, the mean table 6 indicates that the employees with less than 5 years of experience have scored higher mean value of 19.54 and the lowest mean value was scored by the employees having experience of 6 to 10 years (18.18). This shows that the employees having less than 5 years of experience are more connected with higher power in IT organizations and the employees having 6-10 years of experience are less connected with higher power in IT organizations.

Therefore, the formulated hypothesis H0 7(b) that "there is no significant influence of employees' experience on Connection with higher power" is rejected.

Connection with others

The obtained 'F' value is 11.774 and it is significant at 1% level. The value indicates that there is significant influence of employees' experience on Connection with others.

Further, the mean table 6 indicates that the employees with less than 5 years of experience have scored higher mean value of 8.09 and the lowest mean value was scored by the employees with 6-10 years of experience (7.26). This shows that the employees less than 5 years of experience are more connected with others in IT organizations and the employees with experience above 10 years are less connected with others in IT organizations.

Therefore, the formulated hypothesis H0 7(c) that "there is no significant influence of employees' experience on Connection with others" is rejected.

CONCLUSION

The influence of demographic variables on the factors of Workplace Spirituality was studied through this research. The purpose of the study is to identify the influence of age, gender, marital status, experience and educational qualification on the factors of workplace spirituality. The factors of workplace spirituality taken for the study were

finding strength in faith or spiritual Beliefs, connected to a higher power and other people in the workplace. It is clear that the demographic variables have a significant influence on the factors of spirituality.

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