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SECTION 24. Sociological research.

THE RELATIONSHIP BETWEEN ORGANIZATIONAL SPIRITUALITY AND EMPLOYEES PRODUCTIVITY (A CASE STUDY OF MARTIME UNIVERSITY CHABAHAR)

Abstract: The present study aimed to The relationship between organizational spirituality and employees productivity (A Case Study of martime university Chabahar)in academic year 2017-2018. The present study is applied and is descriptive-correlation based on nature of study and study purpose. The study population is including all administrative staff of Chabahar martime University (244 subjects). To administer this study, 148 subjects have been selected randomly. Rego and Cunha survey of Workplace spirituality is used to evaluate work place spirituality and its reliability is 0.90 and Hersey and Goldsmith standard questionnaire is used to evaluate employees productivity and its reliability is 0.93. The data are analyzed at inferential statistics (correlation coefficient and multi-variate regression tests). The findings of study show that there is a positive and significant association between organizational spirituality and productivity of employees. there is a a positive and significant association Between all the components of organizational spirituality with employees productivity.
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Introduction

Higher education is one of the effective factors on fulfillment of social, economic and cultural policies development of countries [20]. The most important factor of productivity in organizations and finally the whole society is human resources and prosperity of any society lies in the improvement of and training its human resources. That's why organizations, with the help of human resources and behavioral specialists, take employees' training into a special consideration [2]. Today, ethical principles and spirituality of employees are of great importance for managers. In the past, it was assumed that the physical presence of employees at workplace was present and there was no need to their spirituality. Today, people are inclined to be present at work place with three dimensions, physical, mental and spiritual and separation of work life of employees from their spiritual life is not possible and it can reduce their morale [28]. Pawar (2008) defined

organizational spirituality and said: Spirituality in organization is the organizational facility to experience spirituality by the employees [28]. Jurkiewics And Giacalone defined spirituality at work place: A framework of organizational values with the sign of a culture in which employees are beyond the work processes increasingly and their understanding of relationship with others is improved as enjoyment is experienced [7]. Spirituality integration with work life results in people more satisfaction with their work, besides when they finish their work and join the family, they help each other well. This integration causes that the organizations achieve high profitability with ethical and productive people [4]. Spirituality gives new attitude to human being and increases self-confidence considerably and a person can have much stability.

One of the effective variables on organizational spirituality is human resources productivity in organization. Productivity at employees level

depends upon the analysis, measurement and improvement of human resources productivity as direct or indirect labor force [5].Today, in some organizations, reduction of productivity and human resources stagnation are returned into great challenge and this is because of the lack of optimal use of human resources and if we identify the effective components on human resources productivity, by improving them, we can improve productivity in the organization [17].

Study method

The present study is applied and is descriptive-correlation based on nature of study and purpose of study. The study population is administrative staff of Chabahar martime University in academic year 2017-2018 as 244. The sample size is 148 by Morgan Table and relative stratified sampling method is used Rego and Cunha (2008)survey of Workplace spirituality is used to evaluate work place spirituality and Hersey and Goldsmith (1980) standard questionnaire is used to evaluate employees productivity. To evaluate validity of work place spirituality survey employees productivity, the questionnaires are distributed among University Lecturers to state their opinion regarding the fit of

questions and components with scales. Work place spirituality survey includes 17 questions evaluating work place spirituality in meaning at work, correlation with others and consistency with organization values and Five-item Likert scale is used. Employees productivity survey consists of 27 items and five-item Likert scale is used in it and it evaluates the componets of Team sharing feeling (5question), Consistency of individual and organizational values (5question), Helping the society (3question), Enjoyment of work (2question) And opportunities for inner life(2question). The reliability of questionnaires is calculated by Cronbach's alpha for organizational spirituality as 0.90 and organizational productivity 0.93. The data are analyzed by Pearson correlation coefficient and multi-variate regression by SPSS, version 21 software.

Findings

Of 142 collected questionnaires, the descriptive data are as: Of total respondents there are 75 men (52.8%) and 67 (42.7%) women. Of total respondents, there are 11 people (7.7%)diploma, 34 people(13.4%) associate, 78 people (54.9%) BA and 19 people (13.4%) MA.

Table 1

The mean and standard deviation of organizational spirituality and Employees productivity.

Variable	Mean	SD
Organizational spirituality	52.45	12.69
Employees productivity	76.60	17.36

As shown in Table 1, the mean and standard deviation of organizational spirituality are 52.45, 12.69, respectively and Employees productivity as 76.60 and 17.36, respectively.

Table 2

The mean and standard deviation of organizational spirituality components.

No	organizational spirituality components	Mean	SD
1	Team sharing feeling	15.61	4.43
2	Consistency of individual and organizational values	15.22	4.05
3	Helping the society	9.32	2.47
4	Enjoyment of work	6.22	1.98
5	Some opportunities for internal life	6.06	1.82

As shown in Table 2, the mean and standard deviation in team sharing 15.61, 4.43, respectively and in consistency of individual and organizational values as 1515.22 and 4.05 and in helping the

society, 9.32 and 2.47, respectively in work enjoyment as 6.22 and 1.98 and in the component of opportunities for internal life as 6.06 and 1.82, respectively.

First hypothesis: There is a significant relationship between organizational spirituality and productivity of employees.

Table 3

The evaluation of correlation between organizational spirituality and productivity of employees.

Correlation	Correlation coefficient	Significance level	Result
Organizational spirituality-productivity	0.793	0.000	H1 supported

As shown in Table 3, significance level (0.000) is less than 0.05 and it shows that error percent is less than 0.05 and with the confidence interval 0.95, we can say there is a significant relationship between organizational spirituality and employees productivity. Also, the positive correlation coefficient (0.793) shows that with the increase of

spirituality of employees of University, their productivity is increased. Thus, the main hypothesis of study is supported and H0 is rejected.

Second hypothesis: There is a significant relation between organizational spirituality components and Employees productivity.

Table 4

Correlation between organizational spirituality components and productivity of employees.

No	Correlation	Correlation coefficient	Significance level	Result
1	Team sharing feeling	0.725	0.000	H1 supported
2	Consistency of individual and organizational values	0.728	0.000	H1 supported
3	Helping the society	0.629	0.000	H1 supported
4	Enjoyment of work	0.628	0.000	H1 supported
5	Some opportunities for internal life	0.598	0.000	H1 supported

As shown in Table 4, significance level (0.000) is less than 0.05 in all components of organizational spirituality and it shows that error percent is less than 0.05 and with confidence interval 0.95, we can say there is a significant relationship between all components of organizational spirituality with productivity of employees. Also, the positive correlation coefficient shows that with the increase of all components of organizational spirituality of employees of University, their productivity is increased. Thus, the main hypothesis of study is supported and H0 is rejected.

Discussion and Conclusion

The results of the study showed that there was a positive and significant association between organizational spirituality and productivity of employees. Results obtained in this research correspond to the results concluded in the studies of[3,4,13,22,5,6,9,15,14,8]. There are many evidences in which a great change is occurred in the majority of organizations and it is called spirituality movement. The organizations as considered as rational systems focused mostly on creating a space for spirituality. These aspects are less associated with

the rules and mostly with meaning, purpose and correlation. Spirituality at work place helps the employees to focus on important issues in life; God, family, other people and the materialistic world. This spirituality enables the employees to have better and exact attitude to the position of God and others in their world [25].Also[15] stated that organizational spirituality had considerable effect on the welfare of employees, meaning, purpose, commitment and connection to organization and these factors increased productivity and improvement of organizational performance. There was a direct relationship between spirituality in organization and organizational performance. Spirituality leads to performance improvement. Today, many people are feel dissatisfaction and insecurity [23].Spirituality causes that a person achieves high level of awareness and his intuitional abilities are improved. This intuition is considered valuable guidance and managerial skill leading to one's productivity of productivity of organization.

The results also showed that . there is a positive and significant association Between all the components of organizational spirituality with employees productivity. Results obtained in this research correspond to the results concluded in the studies of[3,18,12,27,11,10,9,15,16]. In a study, Ebadi Azar identified five factors of wage, materialistic and spiritual reward, welfare and service facilities, employees' participation in decision making and education process. Various studies have shown that due to the wide participation in management, not only the quality is increased but also the efficiency is increased considerably and employees mostly focus on development and application of common intellectual capabilities [26].Also[19] showed that spirituality increased commitment and conscience at work place. The employees who protect the organizational values have high individuality responsibility to the success or failure of organization. The clear spiritual view by fulfillment of individual benefits, provides a strong link between the employees and organization. Thus, motivation, team work and commitment to organizational goals are increased [24].With the improvement of spiritual climate in organization, the managers can improve organization commitment and individual and organizational performance. This is occurred as people with mental security feel others give value to them and they are competent to have

respectable behavior and under such conditions, the members of organization feel purpose, self-confidence and belonging and satisfaction [21].Stephan Rob in his study showed that the employees helping others add the efficiency of hospitals and increase the quality of services [27]. In Imam Khomeini, Valiasr and Rasul hospitals, there was a significant relationship between the helping behaviors and productivity of employees (Ibid). Also, motivation was the main factor of behavior of all people and it is a motivating force in motivation and encouraging people. If people enjoy in their work, this increases productivity in their job.

Also, for high productivity of University, the above recommendations are presented: 1-The attitude of managers of different sectors of University and chief of Marine sciences University of Chabahar to spirituality at work can help the improvement of productivity of employees and the performance of university is increased. It is proposed that instead of considering the materialistic needs, the managers consider meeting the social, mental and spiritual demands of employees to provide mental health of employees and achieve the organizational goals.2. Therefore managers should give serious attention to the subject of spirituality at work and attempt to improve spirituality at work. Managers can, taking measures such as job rotation, job enrichment and empowerment of employees, as well as attention to make work enjoyable, improve employees' perceptions of feeling spirituality at work3-one of the components of organizational spirituality is team sharing and it is proposed that by creating a friendly climate based on the collaboration between the employees of University can reduce the stress of employees and create social capital in University and this increases the correlation of employees and this also increases the productivity of employees of University.4- Survey of employees about values of University and considering health and life conditions of employees can lead to acceptance of goals and values of University values from the employees. If this is done truly, it leads to individual productivity and creates organizational productivity . It is proposed that top managers consider spiritual needs of teachers and attempt to create dynamic and motivating environment.Thus, by these actions, we can hope the employees enjoy their work and this increases their productivity. 5-The manager should communicate with the employees more and make efforts to apply team work among the employees of

organization. Creating a space in which the people are encouraged for collaboration can be effective on establishing relationship between aiding behaviors and productivity. Some of the limitations of study are that the respondents avoid responding the questions due to the fear of risk of their job situation or they respond the questionnaires as conservative.

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