A Study On Employee Well Being And Sprituality At Work Place At Multi Speciality Hospitals

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Abstract

This paper is to know the Employee wellbeing and spirituality at work place and helps in focusing and helping employees to strengthen their personal resources, flourish and take pride in their roles within the organizational system functions to the best of their abilities, both as an individual and team and also to help employees to have positive overall experience of work.. By creating a safe working environment, as well as sense of social value of the organization's work, and ensuring good levels of job-fit and skills used by creating opportunities to staff to develop new skills, employers will be positioned to create high levels of employee satisfaction with their jobs and their development at work. Although there is no doubt that any organization which tries spirituality at work place is doing a good job and the benefits to the organization would be huge but it should embrace spirituality with caution as employees may confuse it with religion and may blame the organization for bringing in religious convictions. Most of the employees would like to work in a secular environment with work separated from faith hence they need to be convinced that spirituality is different from religion and whatever is being done is for the good of the individual and the organization. A study was conducted among 108 nurses working in multispecialty hospitals to understand the employee wellbeing and spirituality at health care sectors and it was found that work place spiritualty was found to be the factor for employee commitment and job satisfaction

Key Words: Employee Well-being, Spirituality, Employee Commitment, Job Satisfaction

1.0 . Introduction of the Study:

This study is about the popularity and concept of employee well-being and spirituality is increasing exponentially in the field of health care sector. Today spirituality is considered to solve modern day human resource challenges. Spirituality at work is about search for higher purpose, connectedness and transcendence. The present study examines relationship between workplace spirituality and employee well-being among nurses working in multispecialty hospitals. Workplace spirituality was reported as a necessary determinant of employee commitment, job satisfaction and work–life balance satisfaction.

1.0.1 Employee wellbeing

Is about physiological or mental ill and It's about optimizing the health of all employees, and not just reducing the numbers of staff who are diagnosed with medical conditions. Employee wellbeing also extends beyond health, happiness and job satisfaction.

Sprituality

According to Giacalone and Jurkiewicz, workplace spirituality has been defined as "a framework of organizational values evidenced in the culture that promote employees' experience of transcendence through the work process, facilitating their sense of being connected to other in a way that provides feeling of completeness and joy"

1.0.2 Employee well-being and Spirituality at Workplace

Employee well-being does not only depend upon workplace but it also depends on social context. Individual employees' personal and professional both lives are affected by social relations with organizational agents, lifestyle and employment changes (Guest, 1998). Organizations are suggested to create such an office environment that promotes a state of contentment among employees. The environment should facilitate an employee to flourish and achieve their full potential (Tehrani et al., 2007). Workplace spirituality has also been endorsed as a tool to enhance employees' well-being at workplace. Krishnakumar and Neck (2002) stated that the encouragement of spirituality for employee well-being is in the best interest of communities and organizations.

1.1 Objectives of the study

1. To study on well-being & Spirituality at workplace in multispecialty hospital

2. To analyze the well-being among the employees.

3. To find out the factors determining spirituality in workplace.

4. To find the relationship between employee well-being and spirituality at workplace.

1.2 Scope of the study

1. The study will help us to know the working condition of employees.

2. If employee well-being is followed it will lead organization to the higher standards.

3. Loyalty of the employees to the organization can be traced

1.3 Limitations of the Study

1. The period of the study was limited

2. The study is confined within the Hospital

1.4 Industry Profile

The health care industry is an aggregation and integration of sectors that provides services to treat patients with curative, preventive, rehabilitative, and palliative care. It includes the generation and commercialization of services lending themselves to maintaining and re-establishing health. The modern health care industry includes three essential branches which are services, products, and finance and may be divided into many categories and depends on the interdisciplinary teams of trained professionals and paraprofessionals to meet the needs of individuals and populations. Health care comprises of hospitals, medical devices, clinical trials, outsourcing, telemedicine, medical tourism, health insurance and medical equipment. The Indian health care sector is growing at a brisk pace due to its strengthening coverage, services and increasing expenditure by public as well as by private players.

2.0 REVIEW OF LITERATURE

Iyer, R. D. on (2018) examines the relationship between some aspects of work place spirituality and job satisfaction among female nurses in India. The theory that was used here is Watson's Transpersonal Caring Healing theory. The variables are sense of community, meaning at work, Inner life and organizational values. The Data was collected through a questionnaire which was mailed to a random sample of 600 nurses of private hospitals in Mumbai. Pearson's product moment correlation coefficient and multiple regression analysis were used to analyze the data. The study revealed that' sense of community and organizational values were significant predictors of job satisfaction among nurses.

Bilal Afsar & Maryam Rehman (2015) It analyses employee's workplace spirituality on his/her innovative work behavior (IWB). To understand the psychology of workplace spirituality, this research examined longitudinally the relationship between workplace spirituality andI WB and the Workplace Spirituality and Employee Engagement.

Fachrunnisa, et.al (2014) explores the role of creative process engagement between leader-field workers community in improving job satisfaction and field workers performance. This study was conducted in a government office in Indonesia, which is responsible for successfully implementing a national family program in one area. The researchers examined the role of organizational spirituality and creative process

involvement based on the theory of spiritual leadership to improve job satisfaction and performance. Results indicated that spirituality in the workplace and participation in creative processes are requirements for job satisfaction that contribute to employee performance. The research endorsed the notion that there is a relationship between spiritual.

3.0 RESEARCH METHODOLOGY

3.1 Research Design: Descriptive Research method was used for the study. The researcher has chosen staff nurse at multi- specialty hospital.

Sample Size: The sample consists of 108 employees

3.2 Sampling Design
The Researcher has adopted Systematic Simple Random Sampling Method for selecting the sample, At the end of the data collection there were 108 qualified filled in respondent.

3.3 SOURCESOFDATA:

Sources of data can be classified broadly into primary and secondary.

3.3.I PRIMARYDATA
The primary source of data for the study is the responses from the respondent's employees.

3.3.2SECONDARYDATA
For the secondary sources of information, the researcher had access to various books, publications, magazines, articles, websites, reports and newspapers.

3.4 INSTRUMENTATION
Twosetsofquestionnaireswereframedemployeewell-beingandspiritualityatworkplaceto measure the relationship between employee well-being and spirituality at work place. We measured employee well-being using a scale developed by Durand, R(2001) and spirituality at work place using a scale developed by Currie(2001).

4.0 Data Analysis and Interpretation

Table No:1

S.NO	DATA		FREQUENCY	PERCENTAGE
1	Gender	Male	29	30
		Female	79	73
		TOTAL	108	100
2	Age	less than 20	45	41.7
		21-30	62	57.4
		31-40	1	.9
		Total	108	100.0
3	Educational Qualification	Graduate	39	36.1
		Professional course	69	63.9
		Total	108	100.0

Interpretation:
The above table shows the gender of the respondents. 26.9% of the respondents are male. 73.1 % of the respondents are female. 41.7% of respondents are below the age of 20. 57.4% of respondents are in the age of 21-30. 0.9% of the respondents are in the age of 31-40. 100% of the respondents are staff nurse trainee.

Table No: 2

Factors		Sum of Squares	Df	Mean Square	F	Sig.
Health and Safety	Between Groups	4.216	2	2.108	3.265	.042
	Within Groups	67.784	105	.646		
	Total	**72.000**	**107**			
Joyful at Work	Between Groups	5.089	2	2.544	3.235	.043
	Within Groups	82.578	105	.786		
	Total	**87.667**	**107**			
Under Pressure	Between Groups	7.880	2	3.940	3.445	.036
	Within Groups	120.083	105	1.144		
	Total	**127.963**	**107**			
Support	Between Groups	13.634	2	6.817	4.140	.019
	Within Groups	172.912	105	1.647		
	Total	**186.546**	**107**			
My hospital	Between Groups	4.905	1	4.905	4.001	.048
	Within Groups	129.946	106	1.226		
	Total	**134.852**	**107**			
Respect at Work	Between Groups	3.053	1	3.053	3.724	.056
	Within Groups	86.910	106	.820		
	Total	**89.963**	**107**			
Good Opportunity	Between Groups	2.411	1	2.411	3.881	.051
	Within Groups	65.839	106	.621		
	Total	**68.250**	**107**			

Interpretation:

☐ The above ANOVA table shows that the base for **health and safety, joyful at work, Under Pressure,** for **support**, **my hospital**, its years of practice and level of satisfaction sig. value is **lesser than p-value 0.05** so **Ho is rejected and Ha is accepted.**

Hence there is a significant relationship between these factors.

☐ The base for **respect at work and good opportunities** its years of practice and level of satisfaction sig. value is **greater than p-value 0.05** so **Ho is accepted**. Hence there is no significant relationship between respondents for respect at work.

Table N0:3

Factors	Gender	N	Mean	Std. Deviation	Sig	Remarks
Enthusiastic job	Male	29	3.69	1.004	.020	Significant
	Female	79	4.14	.828	.037	
Forget everything	Male	29	2.38	.942	.021	Significant
	Female	79	2.89	1.013	.019	
Involved personally	Male	29	3.52	1.214	.000	Significant
	Female	79	2.75	.792	.003	
Never give up	Male	29	4.55	.686	.011	Significant
	Female	79	4.06	.925	.004	
Against my conscience	Male	29	4.07	.884	.000	Significant
	Female	79	3.52	.528	.003	
Hospitals promotes	Male	29	3.90	.976	.009	Significant
	Female	79	3.48	.596	.038	
Career with hospital	Male	29	3.83	1.256	.000	Significant
	Female	79	3.05	.861	.004	

Help coworkers	Male	29	3.24	1.725	.000	Significant
	Female	79	1.92	.712	.000	
Never lost interest	Male	29	4.90	.310	.010	Significant
	Female	79	4.65	.481	.002	

Interpretation:

The above T-TEST table shows that the base for **Enthusiastic at job**, **forget surroundings, involved personally, never give up, against my conscience, hospital promotes, against my conscience, hospital promotes**, **career with hospital**, **help co-workers**, **never lost interest** as the values are less than 0.005 hence there is a significant relationship between gender and these factors.

TableNo:4

		wellbeing	spirituality
wellbeing	Pearson Correlation	1	.143*
	Sig. (2-tailed)		.045
	N	108	108
spirituality	Pearson Correlation	.143*	1
	Sig. (2-tailed)	.045	
	N	108	108

*. Correlation is significant at the 0.05 level (2-tailed).

Interpretation:

It is clear from the table that here is a significant relationship between wellbeing and spirituality with a 0.005 significance of 0.045 and the Pearson correlation of 0.143.

It is also clear from the table that the relationship is positive and It means that the increase in wellbeing also increase the spirituality.

5.0 SUGGESTIONS

☐ Comfortable work environment will have a significant impact on your employees' well-being.
☐ Encouraging a healthy work-life balance will help to improve well-being
☐ Train your nurses for self-leadership and self-awareness.

☐ Conducting some yoga and meditation will help to improve employee well-being and spirituality at work place
☐ Make recognition and reward the appropriate time.
☐ Encourage employees to develop a good relationship with Organization.
☐ Can provide master health checkup twice in a year it will boost up the employee's spirituality at Organization

CONCLUSION

Spirituality at workplace will enable

employees to embed in their work and let them interact with others, which comes up with the prosperity both for the employees and for the organization. Hence, organizations, whether they are public or private, surviving and competing in the twenty-first century, should enhance and compute **Work place spirituality** on a regular basis. Due to the presence of a positive impact of Work Place Spirituality on job satisfaction through trust, providing the nurses a better way to communicate and make them good at their integrity, honesty, and trust. Work place spirituality is important for every organization. It is not only mandatory to the health care sector because now it is the era of spirituality in the working environment. Hence, on a continual basis, organizations must focus on work place spirituality for leading trust and **employee engagement** in the company.

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