



Faculty of Cognitive Sciences and Human Development

**THE WORKPLACE SPIRITUALITY WITH EMPLOYEE PERFORMANCE AND
PRODUCTIVITY: A CASE STUDY OF EDUCATION SECTOR AT SELECTED
SCHOOL IN BETONG, SARAWAK**

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(Human Resource Development)**

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Final Year Project Report

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PRODUCTIVITY: A CASE STUDY OF EDUCATION SECTOR AT SELECTED SCHOOL IN
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This project is submitted in partial fulfilment of the requirements for a
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Projek bertajuk “The Workplace Spirituality with Employee Performance and Productivity’ telah disediakan oleh Cathrinna Anak Peter dan telah diserahkan kepada Fakulti Sains Kognitif dan Pembangunan Manusia sebagai memenuhi syarat untuk Ijazah Sarjana Muda Sains dengan Kepujian Pembangunan Sumber Manusia.

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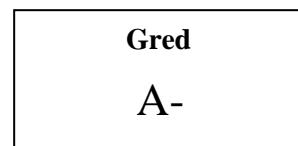
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ABSTRACT

Workplace spirituality is a framework of an organization values demonstrated in culture that promote the transcendent employee experience through the working process and facilitate their sense of connected to others so that they feel complete and joyful. However, this aspect is not fully realized because it is not fully understood, religious preferences, and organizational cultures. This study is aim to study the workplace spirituality with employee performance and productivity in a selected educational sector in Betong, Sarawak. A qualitative used in this research. Only five informants interviewed who were currently work in the selected school at Betong, Sarawak. The interview session was using in-depth interview. The population of this study was targeting the secondary teachers by using a purposive sampling. The data from the interview were manually analysed using content analysis. The research instrument had been using the interview guide questions based on the research questions of this study. Based on the research findings, all informants believed that workplace spirituality success and efficiency. All informants agree that spirituality in the workplace is important in shaping performance and productivity for employees. This research will also show that there are also various definitions based on their respective beliefs in this spirituality. In this study can also prove some spiritual importance in the workplace and identify its impact on the performance and productivity of employees. Furthermore, this study was able to identify some spiritual issues in the workplace. Around the same time, this report has suggested recommendations to enhance employee's efficiency and profitability by doing spiritual practice. At the end of this paper, there are several recommendations to the organization, human resource practitioners and future researcher in conducting the research in the future.

Keywords: *workplace spirituality, religiosity, performance, productivity*

ABSTRAK

Kerohanian di tempat kerja adalah kerangka nilai organisasi yang ditunjukkan dalam budaya yang mempromosikan pengalaman pekerja transenden melalui proses kerja dan memudahkan rasa mereka terhubung dengan orang lain sehingga mereka merasa lengkap dan gembira. Tetapi aspek ini tidak disedari sepenuhnya kerana tidak difahami sepenuhnya, pilihan agama, dan budaya organisasi. Kajian ini bertujuan untuk mengkaji kerohanian tempat kerja dengan prestasi dan produktiviti pekerja dalam sektor pendidikan. Kualitatif digunakan dalam penyelidikan ini. Hanya lima orang informan yang ditemui ramah yang kini bekerja di sekolah terpilih di Betong, Sarawak. Sesi temu ramah menggunakan wawancara mendalam. Populasi kajian ini mensasarkan guru menengah dengan menggunakan persampelan bertujuan. Data dari temu bual dianalisis secara manual menggunakan analisis kandungan. Instrumen kajian menggunakan soalan panduan wawancara berdasarkan persoalan kajian kajian ini. Berdasarkan hasil kajian, Kesemua informan bersetuju bahawa kerohanian ditempat kerja memainkan peranan yang penting dalam membentuk prestasi dan produktiviti pekerja. Penyelidikan ini juga menunjukkan bahawa terdapat juga pelbagai definisi berdasarkan persepsi masing-masing terhadap kerohanian ini. Dalam kajian ini juga dapat membuktikan beberapa kepentingan kerohanian di tempat kerja dan juga mengenal pasti kesannya terhadap prestasi dan produktiviti pekerja. Selanjutnya, kajian ini dapat mengenal pasti beberapa isu kerohanian yang berlaku di tempat kerja. Pada masa yang sama, kertas kerja ini telah memberi cadangan untuk meningkatkan prestasi dan produktiviti pekerja dengan melakukan latihan kerohanian. Di akhir kajian ini, terdapat beberapa cadangan kepada organisasi, pengamal sumber manusia dan penyelidik masa depan dalam menjalankan penyelidikan di masa hadapan.

Kata kunci: kerohanian di tempat kerja, keagamaan, prestasi, produktiviti

CHAPTER 1

INTRODUCTION

This research done to study the workplace spirituality with employee performance and productivity. In this section, readers will present and discuss the context of the analysis and the fields of spirituality at the workplace on the success and productivity of employees. A problem statement, research goals, research concerns, context for analysis, and the value of the study, study limitations, and interpretation of words follow this. The chapter is important as it describes the analysis in detail and description.

BACKGROUND OF STUDY

Any organization that wishes to succeed must maintain an employee who is ready to continue to learn and to improve. Education and development of human resources is extremely important in the effective management and retaining of skilled employees. Not only that, workplace spirituality plays important role in maintaining employee's performance and productivity. Spirituality is not a new phenomenon but workplace spirituality is a recent and on the abstract level. Workplace spirituality is a new concept in management research and is now gaining in popularity. The initial quantification of spirituality in the workplace (Ashmos & Duchon, 2000) defines a religious workplace that enables a person's inner life to articulate by functioning with meaningfulness in a social context. A corporate of spirituality according to Milliman et al. (2003) is where people have experienced successful community work. Third element of spirituality should not be inner life in their views; it should be harmony with the values of organization. The reason is employee morale is important for Sustaining, maintaining

high performance and low absenteeism and turnover rates. An important part of morality related to the willingness of an individual to keep their faith and spiritual intact and linked to the identity of their job. In addition, leadership spirituality may further enhance the impact of higher levels of employee productivity. Similarly, spirituality in the workplace focuses on creating beliefs, attitudes, and behaviors that are important for inspiring individuals within an organization internally. It creates a sense of spiritual well-being and security, and nourishes the inner lives of the follower, making their lives fun, meaningful, social which organizational objectives.

Teaching is one of the world's most prominent and prominent profession. All other social professions are rooted in the teaching profession. Teachers are the building blocks of every nation's educational system (Nadim, Chaudhry, Kalyar & Riaz, 2012; Panda & Mohanty, 2003). They are a model and deliberately imitated. The teacher introduces performance models to the environment, from creation to cognition, and plays an important part in developing their identity. The positive attitude of the teacher towards teaching and an increased level of aspiration determine their positive perception of the environment (Usop, Askandar, & Lagguyan-Kadton, Onotan Usop, 2013).

Spirituality in the workplace will thus more effectively enhance workers' participation in the organizational work process. According to Ahmad and Shamsuddin, (2011) spirituality in the workplace and belief in each religion plays a major role in influencing the behavior and behavior of its adherents in life and work. As such, every spirituality in the workplace and religious teaching brings with it a very serious focus on the issue of employee performance evaluation and worker productivity. In other words, spirituality is more a practice that is individual and has to do with a sense of peace and meaning. Spirituality explains how one feels about his or her work either it is just a profession or is a passion.

The status of workplace spirituality and work-related variables such as productivity in this sector left unattended, which be consider as a contribution to this sector's growth and sustainability. This is uninformative about the effect of spirituality in the workplace on the quality and efficiency of workers in this field. Workplace spirituality is mainly about well-being, developing values, attitudes and behaviors that are important for inspiring leaders, followers and others internally. Spirituality motivates people in their work and lets them connect with the transcendent in everything they do. Traditional design features such as a lack of a common understanding of definition and ambiguous differences between spirituality and workplace leadership remain in its infancy (Dent, Higgins & Wharff 2005). Work is still in its early days in the field of company and success. The key areas of empirical research, such as the leadership and followers, which continues to emphasize the importance of religion in the workplace (Mohd Yusof & Mahadzirah, 2014). This is the explanation how spiritualties influence organizations, and people.

Likewise, the spirituality, efficiency and productivity of the workforce in Malaysia are still undiscovered. In order to satisfy external life and to produce positive behavior for the organization, one must understand the power of inner strength (Ashmos & Duchon, 2000). This means this growth is critical for schools to develop potential places of work capable of meeting emerging demands and standards in the working world. It must be noted that educational institutions such as a school is not only provide technical know-how and skills and denote the concept of materialism but are places where students can develop and enhance their development of effective skills. Spirituality has now become a significant area in education and work (Burke, Hackney, Hudson & Miranti, 1999; Milliman, Czaplewski & Ferguson 2003). Therefore, research is critical that helps us to consider the potentially beneficial effect that teacher

performance and productivity can have when management schools are spiritually able to meet the needs of teachers in the workforce.

STATEMENT OF PROBLEM

Harrington, Preziosi and Gooden (2001) claim that spirituality at work is not religious beliefs. Rather, they are citizens whose souls be energize in the workplace, who see themselves as spirited beings. In addition to paychecks and job quality, this implies a special aim and meaning in their work. Meanwhile, according to Ahmad and Shamsuddin (2011), spirituality in the workplace and belief in each religion plays a major role in influencing the behavior and behavior of its adherents in life and work. Nevertheless, spirituality in workplaces, based on Afsar and Rehman (2015), is more concerned with the theme of acceptance, modesty, sense of interconnectedness, purpose and acceptability to the organizational norms, combined to form personal values, religion was define by a common system of beliefs, a particular belief framework.

Spirituality really is about communicating and feeling some shared connection and attraction in their working group and the whole organization. There have been several explanations, as work spirituality has become such an important issue. One explanation was the growing concern over today's work-life balance. One of the reason is due to organizational and societal changes, workplaces had become impersonal and even unsafe environments. This insecurity in the workplace has raised the spirituality quality (Hayden, Barbuto & Goertzen, 2008). In the education field, changes are inevitable, such as improvements in curricula, technological progress through software usage, all of which allow teachers to work in religious environments so that they can enhance their outcomes and improve the quality of their institution's performance and production.

Therefore, there are debates about whether religion and spirituality are one in one. The theory is that spirituality and religious belief are compatible but not identical, as Garcia-Zamor

(2003) pointed out. In the office, understanding the differences between the two is critical. In the interim, Bruce (1996) noted that religion consists of beliefs, acts and systems that believe in the existence, in practice or impersonal forces, of supernatural entities or moral frameworks. Cash and Gray (2000) have accepted Garcia-Zamor's argument that spirituality and religion supporters frequently treat spirituality and religion like very different concepts in their workplace; although they are generally opposed to encouraging organized religion in their working places, they openly embrace spirituality as a workplace. We say, religiously, with structured ceremonies and scripture is concerned to the understanding of universal values while traditional religion looks out.

The relation between religion and labor variables conducted with a limited number of empirical studies (Duffy, 2006). The spirituality of the working place is most of the research carried out in western countries in terms of spiritual leadership theory. Workplace research remains in its early stages, as shown by conventional model design features such as lack of common theoretical comprehension and contradictory disparities in spirituality and leadership in research (Dent, Higgins & Wharff, 2005). Apart from that, mostly the study conducted more to entrepreneur and hospitality sector. Thus, mostly the study conducted by using a quantitative method. As a result, in Asian contexts like India and Iran, there are few studies. Nonetheless, a number of studies have documented the effects of workplace spirituality on employee's performance and productivity in Malaysian concept especially in education sector. The issue in this research is the effect on the efficiency and productivity of employees of the spirituality in workplaces.

RESEARCH OBJECTIVE

i. GENERAL OBJECTIVE

To study the workplace spirituality with employee performance and productivity

ii. SPECIFIC OBJECTIVES

1. To explore the concept of workplace spirituality based on employees perception
2. To investigate the importance of workplace spirituality on employees
3. To recognize the effects of workplace spirituality in the organization on employee's performance and productivity
4. To recognized the spirituality issues in the workplace
5. To identify the strategies for improving employees performance and productivity by practicing workplace spirituality

RESEARCH QUESTIONS

1. What is a definition of workplace spirituality based on your opinion or perception?
2. What is your opinion about these terms? It is relevant or not?
3. What is the role of spirituality in the workplace?
4. Based on your experience in teaching, how workplace spirituality can influence your working environment?
5. How workplace spirituality can uplift the employee's performance and productivity?
6. Based on your perception, how spirituality in the workplace can bring impact to employee's attitudes?
7. Based on your observation, what is a related issue of workplace spirituality?