



Faculty of Cognitive Sciences and Human Development

**SPIRITUALITY AND ITS INFLUENCE ON JOB PERFORMANCE
AMONG TEACHER**

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**Bachelor of Science with Honours
(Human Resource Development)**

2020

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SPIRITUALITY AND ITS INFLUENCE ON JOB PERFORMANCE AMONG TEACHER

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This project is submitted in partial fulfilment of the requirements for a

Bachelor of Science with Honours

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ABSTRACT

This study aims to find out more about spirituality and its influence on job performance among teachers in primary schools. In particular, this study is to examine teachers' perceptions of spiritual concepts, to explore how teachers practice spirituality to improve job performance, to explore spiritual importance in improving job performance, to explore issues and challenges arising in spirituality and job performance and to explore strategies for understand the issues and challenges that arise among teachers. According to Tan Sri Dr Abdullah Muhammad Zin (2017) stated that, spiritual and physical values need to be balanced to avoid being exposed to negative things. This study using qualitative methods. Case studies were used to conduct this study and interview questions were used as instruments to obtain data. Non-probability sampling was used to obtain the most appropriate informant for this study. The findings of this study have revealed the teacher's perception of the concept of spirituality is mostly stated that this spirituality has a relationship with God and about the faith of an individual. Practicing spirituality in daily life has many benefits and positive effects such as being able to give patience in dealing with problems at work. Therefore, practicing this spirituality can have an impact on the work performance of a teacher because a teacher can practice good values. Finally, the findings from this study are important for HR staff to create awareness of the importance of practicing spirituality in the organization so that employees are able to maintain good job performance so that teachers are able to provide highly innovative knowledge to school students.

Keywords: Spirituality, job performance, teachers, challenges and strategies

ABSTRAK

Kajian ini bertujuan untuk mengetahui lebih lanjut mengenai kerohanian dan pengaruhnya terhadap prestasi kerja dalam kalangan guru di sekolah rendah. Khususnya, kajian ini adalah untuk mengkaji persepsi guru terhadap konsep kerohanian, untuk meneroka bagaimana guru mengamalkan kerohanian untuk meningkatkan prestasi kerja, untuk meneroka kepentingan kerohanian dalam meningkatkan prestasi kerja, untuk meneroka isu dan cabaran yang timbul dalam kerohanian dan prestasi kerja dan untuk meneroka strategi untuk mengatasi isu dan cabaran yang timbul dalam kalangan guru. Menurut Tan Sri Dr Abdullah Muhammad Zin (2017), beliau menyatakan bahawa, nilai rohani dan jasmani perlu diseimbangkan.. Kajian ini menggunakan kaedah kualitatif. Kajian kes digunakan untuk melaksanakan kajian ini dan soalan temubual digunakan sebagai instrumen untuk mendapatkan data. Persampelan bukan kebarangkalian digunakan untuk mendapatkan informan yang paling sesuai untuk kajian ini. Dapatan kajian ini telah mendedahkan persepsi guru terhadap konsep kerohanian ialah kebanyakan menyatakan bahawa kerohanian ini mempunyai perkaitan dengan Tuhan dan tentang keiiman seseorang individu. Mengamalkan kerohanian dalam kehidupan seharian banyak memberi manfaat dan kesan positif seperti mampu memberi kesabaran dalam menangani masalah di tempat kerja. Oleh itu, mengamalkan kerohanian ini mampu memberi impak terhadap prestasi kerja seorang guru kerana seorang guru dapat mempraktikan nilai murni. Akhir sekali, penemuan daripada kajian ini adalah penting untuk kakitangan HR untuk mewujudkan kesedaran tentang pentingnya mengamalkan kerohanian dalam organisasi agar pekerja mampu mengekalkan prestasi kerja yang baik supaya para guru mampu memberikan ilmu pengetahuan yang berinovasi tinggi kepada pelajar sekolah.

Kata kunci: Kerohanian, prestasi kerja, guru, cabaran dan strategi

CHAPTER ONE

INTRODUCTION

1.0 Introduction

This study will be focusing on the spirituality and its influence on job performance among teacher. This chapter begins with the background of study which consists of the issues related to the study. Next, the problem statement of this study will be discussed to identify the research gap. Then, the general as well as the specific objectives are crafted for the study. The research questions will be developed parallel to the specific objectives. In addition, the significance of the study is being deliberated. The limitations of study will be discussed in this chapter too. Towards the end of this chapter, the definitions of terms will be defined both conceptually and operationally to explain the terms used in this study. Chapter 1 is important because will explain the whole perspectives in general and in depth. This chapter ends with a summary.

1.1 Background of study

In this era globalization, we have many careers that can help country to stay growing rapidly in order to ensure Malaysia can become a developed and successful as other country. Every profession has their own significance in carrying out its responsibilities. As we know, one of the standard requirements need to be fulfil when applying for the job to build our own career is knowledge, skills, abilities to perform a task and others. Knowledge is very importance for every each of person need to have when entering working environment in order to develop their career. Teacher's profession has many importance roles.

Besides, in realising Malaysia to become develop nation, education should play an important role (Wan, Sirat, & Razak, 2018). Thus, teachers should play an important role to ensure they could improve their performance to ensure the well-being could be achieve and Malaysia can become a develop nation. The National Philosophy of Education also clearly

states that, education system in Malaysia is to develop the individual's potential and to create a harmonious and balanced people intellectually, spiritually, emotionally and physically based on belief and obedience to God (Ministry of Education, 2006). Good performance will produce a new knowledge, skills and abilities to carry out their responsibilities by improving teacher's performance.

However, nowadays, we often hear about issue of corruption, abuse issue, bullying and suicide cases among teachers from time to time. This situation can be avoided if teachers are able to control their own emotions. Besides, we often hear many people complaining when it comes to work especially Monday, until they assume Monday is such a sad day because they need to return to work after weekend. Some of the teacher or other worker might think their responsibilities is just as the burden and that was make them to unable to spend more time on other things even after the working hours because sometimes need to work overtime to finish all the task. According to Meador (2019), the problems that teachers face such as to manage student need, lack of parental support and criticism from society which can unaware of their everyday lives. Society will put the blame on teachers if anything problems that involving their children especially during school hour because as we know student spend more time at school compare to their home. The question here is why this is happening? If this problem continues happen especially among teachers, how teacher performance can be improving. Teachers job performance must be improving in order to improve their skills and productivity in teaching skills.

Teacher job performance are the most important things that need to be improve by time to time in order to produce a knowledgeable generation. Job performance is one of the mediums for employer to measure productivity in the workplace. Some of criteria that used to measure employee job performance is such as supervisor rating, salary, promotion, turnover

and others. Teachers job performance will reflect student achievement in their studies. This is because, what student achieve is what they get from teacher teaching skills. Performance is referred to employee behaviour in order to access their performance either perform their task well or not. When someone able to achieve high level of performance when able to accomplish all the task given its lead employee to feel more satisfied, get promote and may have a better career opportunity compare to individuals low performing (Bandura, 1997; Kanfer et al, 2005). By evaluate employee performance we know in what level they perform their task. For example, a good result of employee performance may can increase teacher's motivation and can improve their teaching skills in the school.

Perera and Jusoh (2019) conduct a quantitative study about the perceived significance of spirituality on team players performance. The result shows that the higher belief of spirituality has leads players to perceive higher performance which tend to have a positive relationship with others. A study by (Rich, Lepine, & Crawford, 2010) had shown a connection between job engagement and employee performance. The engagement among employee at workplace can influence employee performance by engage themselves in order to improve their productivity. This is because employee behaviour and job performance can increase their productivity in order to ensure they can achieve organizational goal. The behaviour of employee can reflect employee performance because their behaviour is the outcome of value in order to ensure they can achieve organizations goal indirectly or directly. Thus, job performance has become a total value that organization expected to ensure organization able to achieve goals.

According to Benner (1989), spirituality from psychology aspect is refer to human and God relationship in order to response to God's. As we know, humans are not only working with their hands but also with his heart (spirit). When someone able to work with their

spirituality, it will help to have a better understanding on their job scope and know what the meaning and purpose of working are. According to Atlaf and Awan (2011), spirituality is one way to overcome with stressful overload conditions during carry out the task. Milliman, Czaplewski and Ferguson (2003), conduct a study about workplace spirituality and employee work attitudes had mention that the positive outcomes of workplace spirituality by using the concept of spirituality at work as a tool to increase productivity and give and benefits towards employees and organizations. Thus, teachers job performance can be improved by practicing spirituality while executing responsibilities as a teacher.

As mention by Scott (2019), there are many positive of spirituality and its influence on mental health and physical such as able to cope with stress, can achieve the wellbeing, give a better health, more positive feeling, less depression, superior ability to cope the stress or problem and less hypertension. At the end, the good job performance help to encourage teacher productivity when they able to work with their spirituality. According to Ahmad (2011), excellent work demands must be come from the inner consciousness of its individual from a religious standpoint and assume that through religious corner they see work as one of worship. Religiosity and spirituality values can be as a guide in doing work in order to ensure Malaysia become a harmonious, peaceful and can produce the well-being for society. Thus, spirituality can be an alternative way to increase teacher's performance and give a positive motivation.

1.2 Problem Statement

The problem statement in this study will be describe from three perspective which is empirical evidence, theoretical evidence and practical evidence. There are some arguments pertaining to the empirical evidence findings of the past researcher on spirituality and job performance. Firstly, the study of spirituality aspect had shown that the positive result of spirituality in improving commitment, job satisfaction which leads in turn to engagement in the workplace (Oberholster & Taylor, 1999; Atlaf & Awan, 2011; Moon, Youn, Hur & Kim, 2018). Next, the study of spirituality on job performance were less conduct by researchers in the past studies. Even though there are few prior researchers been conducted a study on spirituality issue but mostly were focusing on the job satisfaction, organizational commitment and employee wellbeing (Ahmad and Omar, 2014; Atlaf & Awan, 2011; Oberholster & Taylor, 1999; Schwebel, 2017). For example, Ahmad and Omar (2014), conduct a study about reducing deviant behaviour through workplace spirituality and job satisfaction. Atlaf and Awan (2011) was conduct a research on moderating effect of workplace spirituality on the relationship of job over and job satisfaction. While, Schwebel (2017) were conduct a study on spirituality and wellbeing among primary teacher and school counsellor perspectives. Oberholster and Taylor (1999) conduct a study about spiritual experience and organizational commitment of college faculty. Lastly, spirituality is become an important factor in the workplace (Neal 1997; Ashmos & Duchon 2000; Korac-Kakabadse, Kouzmin & Kakabadse 2002; Krahnke, Giacalone & Jurkiewicz 2003). From conducting this study, we can see how spirituality play an important role to improve teacher performance. Thus, we can see clearly that workplace spirituality can produce and improve employee job performance in workplace. This is because practicing religious values is very important in producing workers who can achieve meaningful levels of work performance.

Next, theoretical evidence in this research also will be describe. Firstly, the theory of Fry's Spiritual Leadership Model (2005). Fry (2005) stated that, spiritual leadership can produce promoting organizational commitment and productivity. A good leadership will produce the vision and value of equality among people. In the context of this study, teachers become a leader who will motivate one's self and others, so they have a sense of spirituality. For example, teachers can be a good example for someone to follow because teachers had a good career. This theory can be one of the medium for them to follow because everyone can be the leader who able to guide everyone to become successful and achieve their goals in life. The leadership spirituality theory also as the motivation to change or improve our weakness or doing the negative things especially in the workplace. Next, workplace spirituality has given a personal benefits outcome and improve employee performance (Giacalone & Jurkiewicz, 2003; Fry, Vitucci, & Cedillo, 2005; Malone & Fry, 2003). Personal benefits is could increase human health and wellbeing in their daily life, while for employee performance could improve the commitment toward their job task, improve productivity and reduce absenteeism and turnover in the workplace. Lastly, according to Maslow (1943) in theory of hierarchy Maslow, this theory can be as the strategies for improving productivity and organizational performance. Hierarchy theory of Maslow has given a positive motivation in every stage. In order to move to the next stage, people need to accomplish the first stage before move to next stage. Maslow states that, every person need to fulfil the below stages before moving to the next stages.

Next, from the perspective of practical evidence. According to Tan Sri Dr Abdullah Muhammad Zin (2017), spiritual and physical values need to be balanced. This is because of the importance of spirituality in the worship of religion, but it has been neglected for a long time without being given enough attention and not widely discussed among people nowadays. If this situation will continuously happen, it will difficult to have a balancing between

spiritual and physical in order to survive in daily life and at workplace. For example, we might can work without practicing and balancing the spiritual element but as the result some teacher's may unable perform a good job because had less a motivation and easily to influence by other things surround because not matter what we need to work with our heart (spirit). As we know, person with low faith may tend to do a negative thing compare to person with high faith. Aman and Shukor (2015) state that, a good job performance can increase productivity and will directly improve the country's economy. This is because a good job performance will give a positive effect toward employees in do the job with responsibility. While employees who had less motivated will cause weaknesses in the administrative system an organization as a result of a lack of commitment while carrying out the task (Jaini, 2013). Furthermore, regarding to the issues of bullying at school, teacher job performance can be being disturb also. According to Thahiri dll (2017), the effects of bullying are not just giving an impact on physical or emotional and even affect the system learning and teaching in school. These bullying issues may interfere the educational development. The society will put the blame toward teachers for the occurs bullying among their children at school. This situation can lead teacher to feel stress and can lost their focus because keep thinking that they been failed to fulfil their responsibility as a teacher. Thus, the issue of bullying can affect educational development and may causes teacher performance to be affected as well. Teachers play an important role in solving this problem as students spend more time at school than at home. A source from newspaper of My Metro about *mangsa buli derita psikologi* which written by Satibi (2019) had stated that, community, parents and teachers must play a role to deal with issues of bullying at school.

1.3 Research objectives

In this study, objectives are divided into two, which is general objective and specific objective.

1.3.1 General objectives

To explore about spirituality and its influence on job performance among teacher at Sekolah kebangsaan Sungai Nyiar, Roban

1.3.2 Specific objectives

- 1) To explore teacher perceptions on spirituality concept.
- 2) To explore how does teacher practice spirituality in improving job performance.
- 3) To explore the important of spirituality in improving job performance.
- 4) To explore what are the issues and challenges arises regarding to spirituality and job performance.
- 5) To explore the strategies to handle issues and challenges arises regarding to spirituality and job performance.

1.4 Research question

- 1) What is teacher perception on spirituality concept?
- 2) How does teacher practice spirituality in improving job performance?
- 3) What are the important of spirituality in improving job performance?
- 4) What are the issues arises regarding to spirituality and job performance?
- 5) What are the strategies to handle issues and challenges arises in regarding to spirituality and job performance?

1.5 Significance of study

The significance of study will be elaborate into three categories which is significance to body of knowledge, significance to human resources practitioner and significance to policy maker. The result of this study can contribute to body of knowledge regarding to spirituality and job performance. The researchers can refer to this study in order to have better understanding and encourage new knowledge on this study. This study will explain about the teacher's perception, teachers experience for practising spiritual elements, the impact on teacher's well-being, spirituality effect on sense of meaning and purpose of work and strategies to handle issues arises in work spirituality. In addition, the findings of this study can be used in the future for improvement. This might not only its easier f to identify weaknesses but also to make improvements to ensure that the education system remains dynamic and efficient in primary school and secondary school. As we know, basically spirituality can give positive impact towards employee at the workplace surely can produce satisfied and productive employee and able to improve their job performance.

Next, the findings from this study will be able to provide input to human resources practitioner to establish and implement the policy in order to encourage workplace spirituality in the organization in order to minimize the number of problems among teachers and student in school. In addition, human resources practitioner can give a suggestion by conducting new training programme such as from the perspective of the workplace spirituality aspect to increase the teachers job performance and minimize the issues that we always heard such as depression and suicide among teachers. Thus, this training can help teachers outside there to able to come out with solution regarding to the issues that we always heard.

Finally, this study is significant to policy maker. This study also can be used by organization. Managers from organization can conduct an intervention to implement about impact of spirituality and its influence on job performance among teacher to improve on their performance result. The result may also help the human resources practitioner to develop the spirituality element in the workplace in more effective way. Thus, impact of spiritual can be identified in order to see the result of spiritual toward the improving among teachers towards their job performance. Some of people nowadays, they even don't care and ignore to implement the spirituality in their daily life without knowing the advantage of spirituality. Besides that, future research may use the information for reference for further research.

1.6 Limitations of study

In carrying out this research, there are some limitations in this study. Firstly, the study only focusses on spirituality and job performance. Next, the study will be conducted in primary school at Sekolah Kebangsaan Sungai Nyiar which is located at Roban. While, the population in this study is focused on teacher at Sekolah Kebangsaan Sungai Nyiar. Other than that, since this study is qualitative study, the population size is small, and few teachers will be selected as the informants to involved in this study. Moreover, this study is also time-consuming as it involved interview for data collection and the data receive may not accurate as the informant's commitment during conducting the interview session. In this study, the researcher only uses the qualitative method by conducting the interview session to collect the data.

1.7 Definition of term

Terms that are used in this study are defined conceptually and operationally in that order of sequence. The definition of term is divided into two section which is conceptual and operational definition.

1.7.1 Spirituality

The conceptual definition of spirituality is, spirituality is the extent to which an individual is motivated to find sacred meaning and purpose to his or her existence (Tepper, 2003). According to Emblen (1992) spirituality is a personal life principle that animates a transcendent quality of relationship with God. For this study, the operational definition of spirituality is referring to the belief in God as a guide in life in order to improve teachers job performance which will create a positive result in life as a teacher.

1.7.2 Job Performance

The conceptual definition of this study is overall expected value from employees' behaviours carried out over the course of a set period of time (Motowidlo, Borman, & Schmidt, 1997). Besides, according to Noel, (2009), job performance is defined as the process by which managers are responsible ensuring employee activities and productivity in line with organizational goals. While, for the operational definition for this study is, job performance is referring to the work accomplished in carrying out a teacher's responsibilities.

1.7.3 Teacher

The conceptual definition of teacher is referring to the person who facilitates the learning process (Tuki, 1981). In addition, according to Senge (2000), teachers as a human who have the knowledge that will help learner to build, identified and applied the skills that can be used to face the challenges and problem that might happened. While, the operational definition of this study is the operational definition in this study is a teacher are referred to someone who