A Study on the Workplace Spirituality of The Staff Members Of Engineering Colleges With Special Reference To Namakkal District

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Abstract: *The emerging paradigm called 'Workplace Spirituality' is interpreted by many in many ways. The recent researches on 'Workplace Spirituality' reveal that there is a common set of theme that most of the sources agree upon. Most of the researchers in this field use reference from "The Handbook of workplace Spirituality and Organizational Performance" by Giacalone and Jurwierokz (2003). Ashmos and Duchon (2000) describe workplace Spirituality as involving three levels, individual, work-unit and organization-wide. The work-unit dimension entails how much employees have a sense of connection and community with their management, principal, head of the department, colleagues and students; as well as assessing the extent to which they are caring and encouraging. This research is aimed at finding out the workplace spirituality of the staff members by finding out the interpersonal relationship. The staff members who have good interpersonal relationship would be more productive in their jobs and would have good individual and organizational performance. This study is useful for the management, staff members and researchers for their professional working. It is a descriptive type of research. The sample size was 100. The questionnaire was prepared for measuring the workplace spirituality at Engineering Colleges. Data was analyzed by using Weighted Average, Pearson Correlation Analysis, Regression Analysis and Chi-Square Test.*

Keywords: *workplace, spirituality, staff members, interpersonal relationship, engineering college.*

I. Introduction

Engineering colleges of any country acts as a backbone for that country as it provides skilled human resource. Higher education sector, especially the engineering colleges today are facing global challenges from a dynamic environment characterized by rapid technological change. Engineering colleges are in need of producing skilled and corporate ready graduates. It is the need of the hour for the management of these engineering colleges to focus more on developing the performance of the teaching staff. This is made possible by creating an environment that inculcates good interpersonal relationship. Interpersonal relationship of teaching staff in college includes the relationship with the management, Principal, Head of the department, colleagues and the students. The quality of the relationship is essential for the healthy developments of staff members and students alike. We know for example that teacher learning thrives when principals facilitate accommodating and safe organization culture. Productive environment is characterized by supportive and warm interactions throughout the college. Positive interpersonal relationships have been proposed as a buffer against stress and risk, instrumental help for tasks, emotional support in daily life, companionship in shared activities and a basis for social and emotional development. Therefore, positive interpersonal relationship leads to better workplace spirituality. The researcher believed that the employees who have good interpersonal relationship with the management, the principal, the head of the department, the colleagues and the students would have good organizational behavior which is the indicator of workplace spirituality.

OBJECTIVES
PRIMARY OBJECTIVE
To find out the workplace spirituality of the staff members of Engineering colleges with special reference to Namakkal District.

SECONDARY OBJECTIVES
1. To find out the interpersonal relationship of the staff members with the management.
2. To find out the interpersonal relationship of the staff members with the principal.

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3. To find out the interpersonal relationship of the staff members with the head of the department.
4. To find out the interpersonal relationship of the staff members with their colleagues.
5. To find out the interpersonal relationship of the staff members with their students.
6. To suggest the means for exercising workplace spirituality among the staff members of Engineering Colleges in the study area.

II. Research Methodology

In the present study, extensive use of both primary and secondary data was made systematically. For collecting primary data, field survey technique was used in the study area i.e in Namakkal District. First-hand information pertaining to the respondents' socio-economic background, general details related to the job, factors contributing to the interpersonal relationship of the teaching staff with the management, principal, head of the department, colleagues and the students. The primary data was collected from the engineering staff members, using stratified random sampling method. The survey was conducted with 100 respondents from Namakkal district.

SOURCES OF DATA COLLECTION
Primary Data: The primary data was collected with the help of a structured questionnaire which was administered for this purpose. The questionnaire was pre-pared after pre-testing with a pilot survey through preliminary interviews with about 20 respondents, and was further critically analyzed. The finally redrafted questionnaire was administered among the engineering staff members.

Secondary Data: The secondary data was collected from various published and unpublished research reports, text books, magazines, journals and dailies, internet web resources, other published and unpublished sources of information.

ANALYTICAL FRAMEWORK
The data collected were organized as simple tables and further analyzed with the help of appropriate statistical tools such as – Percentage Analysis, Weighted Average Method, Correlation & Regression Analysis, Chi-square Test, etc., for logical interpretation of the data collected.

LIMITATIONS OF THE STUDY
1. Since the research was based only on the Namakkal District, the same results may not be generalized over the whole universe.
2. As the topic is very vast and so does its constraints that make the report tough one to cover all area.
3. Due to time constraints and busy schedules of the teaching staff it was difficult to interact with them completely. Collection of data from the respondents could be done only when they are in their workplace.
4. Many respondents do not like to give information relating to interpersonal relationship.

III. Data Analysis And Interpretation
Table 1: Frequency And % Regarding The Profile Of Respondents

Demographic variables		Frequency	Percentage
Gender	Male	54	54
	Female	46	46
Age	Upto 25 Years	7	7
	25 – 35 years	39	39
	35 – 45 years	28	28
	45 – 55 years	18	18
	Above 55years	8	8
Religion	Hindu	74	74
	Muslim	12	12
	Christian	14	14
Educational Qualification	UG	3	3
	PG	68	68
	M.Phil	10	10
	Ph.D	19	19
Marital Status	Single	35	35
	Married	65	65
Designation	Teaching Assistant	3	3
	Assistant Professor	64	64

	Associate Professor	23	23
	Professor	10	10
Income	Upto Rs. 15,000	15	15
	Rs. 15,000 – Rs. 30,000	**51**	**51**
	Rs. 30,000 – Rs. 45,000	25	25
	Above Rs. 45,000	9	9
Teaching Experience in yrs	Up to 5	6	6
	6 - 10	**48**	**48**
	11 – 15	32	32
	Above 15	14	14
Total		100	100

Source: Primary data

Inference: The survey was conducted from Hundred the respondents out of which 54% were Male and only 46% were female. Most of the respondents' age falls between 25 and 35 years (39%). 65% of the respondents were married and 35% of them were single. Most of the respondents (74%) belong to Hindu religion. Most of the respondents' educational qualification is Post Graduate degree (68%). 64% of the respondents' designation is Assistant Professor. 51% of the respondents' income ranges from Rs. 15,000 to Rs. 30,000 and 48% of the respondents have the teaching experience 6 to 10 years.

Table 2: Level Of Agreement With The Statement That Concerns With The Management

S. No.	Attributes	Weighted Average
1	Encourage progressive learning of the teaching staff	22.70
2	Utilize the potential of the staff members	**29.56**
3	Facilitate the resources required for effective teaching	24.56
4	Preserve and improve the morale of the staff members	19.67
5	Treat all the staff members equally	14.54
6	Allow the teaching staff to participate in decision making	27.9
7	Transparent in providing the required information	17.90
8	Create a good organizational climate	24.98
9	Use proper grievance handling machinery	24.33
10	Take steps to retain the staff members	22.85

Source: Primary data

Inference: From the Table 2, it is inferred that among the level of agreement with the statement that concerns with the Management, utilize the potential of the staff members gets greater weighted average (29.56) and treat all the staff members equally gets the lowest weighted average (14.54).

Table 3: Level Of Agreement With The Statement That Concerns With The Principal And The Head Of The Department

S.No.	Attributes	Weighted Average (Principal)	Weighted Average (HoD)
1	Is very good at college/department administration	26.45	25.35
2	Inspire and motivate the staff members	23.45	26.76
3	Provide creative and innovative ideas	19.23	21.45
4	Delegate the duties fairly	25.67	27.45
5	Handle the difficult students effectively	29.45	**30.65**
6	Conduct the staff meeting periodically	**31.20**	28.56
7	Encourage faculty interaction outside the world (college)	25.67	18.58
8	Encourage the faculty members to publish journals and books	27.47	27.34
9	Consult the staff members before taking any decision related to the	23.46	25.64
10	Understand and help the personal difficulties of the staff members	26.25	29.67

Inference: From the Table 3, it is inferred that among the level of agreement with the statement that concerns with the Principal, Conduct the staff meeting periodically gets greater weighted average (31.20) and Provide creative and innovative ideas gets the lowest weighted average (19.23) and that concerns with the Head of the Department, Handle the difficult students effectively gets greater weighted average (30.65) and Encourage faculty interaction outside the world (college) gets the lowest weighted average (18.58).

Table 4: Level Of Agreement With The Statement That Concerns With The Interpersonal Relationship With The Colleagues

S. No.	Attributes	Weighted Average
1	My colleagues trust each other	20.32
2	I have no problem in communicating with my colleagues	**29.89**
3	My colleagues help me to manage conflict	24.54
4	The staff members of our college work as a team to ensure students' development	24.54
5	The feedback from my colleagues helps me to develop my teaching skill	29.65
6	I have no problem in giving feedback to my colleagues	28.78
7	My colleagues support me in my professional difficulties	27.89
8	My colleagues support me in my personal difficulties	29.76

Source: Primary data

Inference: From Table 4, it is inferred that among the level of agreement with the statement that concerns with the interpersonal relationship with the Colleagues, most of the respondents agree that they have no problem in communicating with my colleagues (WA = 29.89).

Table 5: Level Of Agreement With The Statements That Concerns With The Interpersonal Relationship With The Students

S. No	Attributes	Weighted Average
1	Have good attitude towards academic work	28.58
2	Listen and understand my teaching	**32.01**
3	Prepare well for the university examinations	31.67
4	Does not hesitate to get support and guidance from the staff members	30.98
5	Have respect for staff members	29.67
6	Feel free to interact with the staff members	30.98

Source: Primary data

Inference: From Table 5, it is inferred that among the level of agreement with the statements that concerns with the interpersonal relationship with the Students, most of the respondents agree with the opinion that Listen and understand the teaching (WA = 32.01).

Table 6: Pearson Correlation Between The Age And The Attitude Of Not Hesitating To Get Support And Guidance From The Staff Members

Factor	Pearson Correlation Value	Remarks
Age / Does not hesitate to get support and guidance from the staff members	- 0.0114	Inverse Relationship

Inference: Hence the calculated Pearson Correlation is Negative (-0.0114) there is no evidence that when the age of the respondents increase the attitude of the students to get support and guidance from the staff members increases.

Chi – Square Test:
Testing the dependency of the Marital Status and the staff members work as a team to ensure students' development

H_0: There is no significant relationship between the Marital Status and the staff members work as a team to ensure students' development
Ha: There is significant relationship between the Marital Status and the staff members work as a team to ensure students' development

Table 7: Marital Status And The Staff Members Work As A Team To Ensure Students' Development

Factor	Calculated Chi-square value	DF	'p' Value	Remarks
Gender	12.4	2	< 0.001	Highly Significant

Inference: It is noted from the above table that the 'p' value is less than 0.01 and hence the result is significant at 1 %. Hence the hypothesis 'Gender of the respondents and the staff members work as a team to ensure students' development are not associated' does not hold well. From the analysis it is concluded that there is highly significant association was found between the Gender of the respondents and the staff members work as a team to ensure students' development.

IV. Findings

- 54% of the respondents are male and 46% are female.
- Most of the respondents are in the age of 25-35 years (39%). Most of the respondents (74%) belong to Hindu religion.
- Most of the respondents' educational qualification is Post Graduate degree (68%). 65% of the respondents are married.
- Most of the respondents' designation is Assistant Professor (64%).
- Most of the respondent's income lies between Rs. 15,000 and Rs. 30,000. 48% of the respondents teaching experience lie between 6 and 10 years.
- Among the level of agreement with the statement that concerns with the Management, utilize the potential of the staff members gets greater weighted average (29.56) and treat all the staff members equally gets the lowest weighted average (14.54).
- Among the level of agreement with the statement that concerns with the Principal, Conduct the staff meeting periodically gets greater weighted average (31.20) and Provide creative and innovative ideas gets the lowest weighted average (19.23).
- Among the level of agreement with the statement that concerns with the Head of the Department, Handle the difficult students effectively gets greater weighted average (30.65) and Encourage faculty interaction outside the world (college) gets the lowest weighted average (18.58).
- Among the level of agreement with the statement that concerns with the interpersonal relationship with the Colleagues, most of the respondents agree that they have no problem in communicating with their colleagues (WA = 29.89).
- Among the level of agreement with the statements that concerns with the interpersonal relationship with the Students, most of the respondents agree with the opinion that Listen and understand the teaching (WA = 32.01).
- From the Pearson Correlation it is inferred that there is no evidence when the age of the respondents increase the attitude of the students to get support and guidance from the staff members increases.
- From Chi-square analysis it is concluded that highly significant association was found between the Gender of the respondents and the staff members work as a team to ensure students' development.

V. Suggestions

An individual spends around seven to eight hours at his workplace and it is practically not possible for him to work all alone. One needs people to talk to and discuss various issues at the workplace. The individual has to be motivated in teams in order to increase the productivity. The Management, Principal and the Head of the Department should frequently conduct formal and informal meetings with the teaching staff and the students for inculcating a good interpersonal relationship in order to develop workplace spirituality.

VI. Conclusion

An association between individuals working together in the same organization is called interpersonal relationship. Research says productivity increases manifold when individuals work in s as compared to an individual working alone. Employees must get along well for a healthy ambience at the workplace. The teaching staff must communicate with each other effectively for a healthy relationship. From the research, it is found that the interpersonal relationship of the teaching staff in the engineering colleges in Namakkal district is moderate and the management of the engineering colleges should take measures to improve the interpersonal relationship which would improve the   workplace spirituality of the staff members.

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