The Relationship between Spirituality in the Workplace and Organizational Citizenship Behavior and Job Stress in Education Employees of Golestan Province

Mohammad Hajilari[*]

Department of Management, Aliabad Katoul Branch, Islamic Azad University, Iran

[*]Corresponding Author Email: hajilari.golestan@gmail.com

Abstract: The aim of this research was to study the relationship between spirituality in the workplace and organizational citizenship behavior and job stress in education employees of Golestan Province. The research method was descriptive and correlational. The population included all government and contractual employees of Department of Education Golestan Province. According to the population (183 people), the volume of the sample was selected in simple random sampling method in 125 people using Krejcie and Morgan Table. They answered questionnaires of spirituality in the workplace of Milliman et al (2003), organizational citizenship behavior of Podsakoff (2000) and job stress of Kahn et al (1964). Pearson correlation and multivariate regression were used to analyze the data. The results showed that there was a significant and positive relationship between spirituality in the workplace and its dimensions (meaningful work, sense of solidarity, alignment with organizational values) and organizational citizenship behavior and there was a significant and negative relationship with job stress. Multivariate regression analysis showed that spiritual intelligence score in 0.26 and spirituality in the workplace in 0.46 increased variable deviation of organizational citizenship behavior.

Keywords: Workplace Spirituality, Organizational Citizenship Behavior, Job Stress, Education of Golestan Province.

Introduction

Men entered a new and unprecedented era in their lives; the period in which the world is extremely changing and evolving. Over the past four hundred years, the West has distinguished between the outer world and the inner world and in general has separated worldly activities from matters such as religion, spirituality and mysticism (Neal and Biberman, 2003). However, the separation has separated human in many ways from the highest aspects of human existence. In fact, in the modern paradigm, the share of the inner soul and human needs have been neglected (Shaygan, 2002; Neal and Biberman, 2003; Dehler & Welsh, 1994). Modern paradigm merely discusses on the legal, political and economic framework of the man and the inner aspects of life are considered in the private affairs that everyone deals with based on his taste. In other words, modern paradigm, which has been expanded to the entire world and taken on human welfare and this has also abandoned vast areas of territory of human sensitivity and has provided a context so that humans and especially Western people could have a sense of dissatisfaction and

restlessness. That's why they show a great tendency toward spirituality, religion and spiritual rituals, especially rites of East Asia to spend their spiritual void (Shaygan, 2002). Other functions of spirituality in personal and professional life are to reduce stress. The old word of distress has become common a result of the removal. Our strategy should be to minimize the negative stress and maximize the positive stress (Walter & Golmach, 1996). Job stress is a combination of the pressures of workplace, the characteristics of the individual and the external stressors of the organization.

These stressors can lead to signs of illness in the workplace with real patients (Greenberg, 2008). Stress may be physical stimuli, infections, allergic reactions and the like, or a general change in the social and psychological climate. They differ in that the former is a physiological stressor through affects the hypothalamus, adrenal glands and the sympathetic nervous system and the secretion of various hormones, the latter is not only a threat to the power that lies primarily in stressful event, but also it is one of the factors associated with perceived quality (Pouafkari, 1994). Spirituality tremendous impact on important variables such as management, leadership, motivation, self-control, the ability to change, communication, performance etc., causes increase spirituality in the organization to an important topic in the field of management and organization. Managers and employees, who have a spiritual perspective, are more receptive to change and they are looking for purpose and meaning for their organization. They understand connecting to of a greater whole; they have perception and individual expression of their spirituality. They enjoy an abundance mentality. This means that they believe that there are sufficient resources for all and there is no need to compete.

As a result, people will trust each other more easily and they share their information and works and they coordinate with colleagues and members of their group to achieve their ultimate goals. People contribute to the dissemination of knowledge in the organization by relying on other employees in the hierarchy of the organizations which they have spiritual orientation and they attempt to empowerment of each other. They use cooperation range-range strategies in conflict situations. Department of Education is the most important institution of public formal education, custodian of the education process in all fields of education, the consistency of popular culture and elite section of society according to religious teachings and mission defined for it and also in the course of implementing fundamental change document which has recently obtained by Higher Education Council and this has possessed at the disposal of Education and this has considered field of Education as all-round excellence in infrastructure and new tools for promoting good human capital in various fields.

This issue never realizes without efficient human capital and with a lofty view at career and is ready to sacrifice in this arena with good job performance and providing superior behaviors of task and beyond the job description approved and a plurality of staff and financial problems that have always plagued in the organization and constant communication with the problems and demands of clients in different aspects, cultural and ethical differences of clients, congestion and population of clients with fundamental changes and developments that have taken place in the educational system, employees of staff section have been involved in great job stress. It seems that spirituality in the workplace can increase the level of behaviors of job learned in the organization and reduce job stress of employees.

Therefore, the aim of this research was to study the relationship between spirituality in the workplace and organizational citizenship behavior and job stress in education employees of Golestan Province.

Materials and Methods

The research method was descriptive and correlational. The population included all government and contractual employees of Department of Education Golestan Province. According to the Morgan Table, 183 people as a sample was selected, because of the impossibility of completing a number of respondents, 140 people were distributed. In this study, simple random sampling was used. In the stage of the study, after the presentation of preliminary explanation about measuring tool and the purpose of the test, how to answer test for participants was described in detail. On ethical considerations, after obtaining the consent of the people and the necessary awareness, they were assured that information received in this research will be used and will be protected from any abuse. To measure the variables of the research, the following questionnaires were used.

Spirituality questionnaire in the workplace: The spirituality questionnaire contains 20 questions based on a measure of Milliman et al (2003) regulated in the five-item Likert, the questionnaire of three dimensions measures significance of work (6items), a sense of solidarity (7 items), and alignment with organizational values (7 items). The scale of responding to that spectrum was the whole five-point Likert (Sadeqian, 2014).

Questionnaire of organizational citizenship behavior: the questionnaire of organizational citizenship behavior of Podsakoff et al (1990) have made a scale based on five dimensions of Oregon (1988), namely, altruism, conscientiousness, sportsmanship, civility and social mores. The tool consists of 20 questions. Altruism has considered five questions, five questions for work ethic, five questions for chivalry, five questions for civility, and four questions for social mores which in this study generally one point is used. The scale of responding to that spectrum was the whole five-point Likert (Ahmadi, 2011).

Job Stress Questionnaire: measurement of this variable will be performed through standard questionnaire of job stress with 15 items in the whole five-item Likert. If the scores are between 15 and 30, the level of stress in this society will be weak. If the scores are between 30 and 45, the rate of job stress will be at a medium level. If the scores are over 45, job stress will be very good (Nazhat, 1996). The validity of the questionnaire was approved by professors and experts. To ensure the reliability of the questionnaires distributed among employees using SPSS statistical software, Cronbach's alpha coefficient was calculated for each questionnaire which this obtained 0.85 for spirituality questionnaire in the workplace, 0.78 for questionnaire of organizational citizenship behavior and 0.92 for job stress questionnaire. To analyze the data, Pearson correlation and multivariate regression was used. In all analyses, the significance level was considered $p<0.05$.

Results

The results of Kolmogorov–Smirnov test showed normal distribution of data ($p>0.05$). To study the relationship between spirituality in the workplace and organizational citizenship behavior, Pearson correlation was used. The results are presented in Table 1. It can be said that the correlation coefficient (0.609) shows that there is a significant and positive relationship between spirituality in the workplace and organizational citizenship behavior. The correlation coefficient (0.473) shows that there is a significant and positive relationship between significance of work and organizational citizenship behavior. The correlation coefficient (0.444) shows that there is a significant and positive relationship between a sense of solidarity and organizational citizenship behavior. The correlation coefficient (0.565) shows that there is a significant and positive relationship between alignment with organizational values and organizational citizenship behavior.

Table 1. Correlation between spirituality in the workplace and organizational citizenship behavior.

		Spirituality in the workplace	Significance of work	Sense of solidarity	Alignment with organizational values
Citizenship behavior	r	0.609	0.473	0.444	0.565
	p	0.00	0.00	0.00	0.00

The dimensions of spirituality in the workplace of multivariate regression were used to study the forecast for citizenship behavior.

Table 2. Regression analysis of model.

Correlation coefficient	Coefficient of determination or R 2	Corrected coefficient of determination	Standard deviation	Durbin-Watson test
0.634	0.402	0.387	0.274	1.808

According to Table 2, correlation coefficient is become r = 0.634 and coefficient $R^2 = 0.402$ and this means that spirituality in the workplace can predict 40% of changes of the variable of organizational citizenship behavior. Given that the amount of Durbin-Watson is from 1.5 to 2.5, the remaining independence can be concluded.

Table 3. Analysis of variance.

	SS	df	Average of squares	F	Sig.
Regression	4.967	3	1.656	27.124	0.000
Remaining	7.385	121	0.061		
Total	12.352	125			

According to the table 3, the amount of F is equal to 27.124 that the amount with the degree of freedom 3 at the level of 0.000 is significant and this level is less than 0.05. So it can be said that the model is significant.

Table 4. Standardized or non-standardized regression coefficients of variables mentioned in the model.

	Non-standard coefficient (B)	Error variance Std. Error	Standardized beta coefficient β	Sig.
Fixed value	1.155	0.234		0.000
Significance of work	0.159	0.080	0.184	0.049
Sense of solidarity	0.127	0.066	0.174	0.057
Alignment with organizational values	0.356	0.067	0.421	0.000

Table 4 shows the significance of the work as much as 0.42 and 0.18, and alignment with organizational values deviation increase organizational citizenship behavior. To study the relationship between spirituality in the workplace and job stress, Pearson correlation was used. The results are presented in Table 5. It can be said that the value of the correlational coefficient (-0.559) shows that there is a significant and negative relationship between spirituality in the workplace and job stress. The value of the correlational coefficient (-0.396) shows that there is a significant and negative relationship between significance of work and job stress. The value of the correlational coefficient (-0.592) shows that there is a significant and negative relationship between sense of solidarity and job stress. The value of the positive correlational coefficient (-0.341) shows that there is a significant and negative relationship between alignment and organizational values and job stress.

Table 5. The correlation between spirituality in the workplace and job stress.

		Spirituality in the workplace	Significance of work	Sense of solidarity	Alignment with organizational values
Job stress	r	-0.559	-0.396	-0.592	-0.341
	p	0.00	0.00	0.00	0.00

The dimensions of spirituality in the workplace of multivariate regression were used to study the forecast for job stress.

Table 6. Regression analysis of model.

Correlation coefficient	Coefficient of determination or R 2	Corrected coefficient of determination	SD	Durbin-Watson test
0.606	0.367	0.352	0.430	1.841

According to Table 6, correlation coefficient is become r = 0.606 and coefficient R^2 = 0.367 and this means that spirituality in the workplace can predict 67% of changes of the variable of job stress. Given that the amount of Durbin-Watson is from 1.5 to 2.5, the remaining independence can be concluded.

Table 7. Analysis of variance.

	SS	df	Average of squares	F	Sig.
Regression	12.992	3	4.331	23.423	0.000
Remaining	22.371	121	0.185		
Total	35.364	125			

According to the table 7, the amount of F is equal to 27.021 that the amount with the degree of freedom 3 at the level of 0.000 is significant and this level is less than 0.05. So it can be said that the model is significant.

Table 8. Standardized or non-standardized regression coefficients of variables mentioned in the model.

	Non-standard coefficient (B)	Error variance Std. Error	Standardized beta coefficient β	Sig.
Fixed value	5.522	0.407		0.005
Significance of work	-0.005	0.140	-0.003	0.937
Sense of solidarity	-0.664	0.151	-0.538	0.000
Alignment with organizational values	0.200	0.116	-0.140	0.087

Table 8 shows that the score of sense of job stress as much as 0.54 increases the variable deviation of job stress.

Discussion and Conclusion

The aim of this research was to study the relationship between spirituality in the workplace and organizational citizenship behavior and job stress in education employees of Golestan Province. Findings showed that there was a significant and positive relationship between spirituality at work and citizenship behavior. To explain these findings, it can be stated that trying to explore the ultimate goal in life a person to work, to building strong relationships between the individual and colleagues and other people who so that they involve in their work and also consistency or unity between the fundamental beliefs a person and values organization cause an increase of the level of behaviors on job learned in employees. In line with the results of this research of Beikzadeh, Yazdani, Hamdollahi (2011) showed in a research entitled workplace spirituality and its impact on organizational citizenship behavior that workplace spirituality on the components of altruism, courtesy and consideration, and civil behavior, organizational citizenship behavior education was effective in five regions of Tabriz.

Other findings showed that there was a significant and negative relationship between the spirituality in the workplace and occupational stress showing that increasing understanding and identifying was within one aspect of work life of a person which was internal and this was created due to performing significant things in social life and inspiring and motivating force to find meaning and purpose in work life, and a deep understanding of the value of work, vast universe, creatures and personal belief system (Myers, 1990) resulted in decreasing job stress.

There is a significant relationship between solidarity with organizational citizenship behavior and job stress. This means that increase of sense is a link and a deep sense of solidarity with others and interactions between staff and colleagues and linkage of people with each other and that there is a relationship between inner self of each person and inner self of others and in other words, mental, emotional and spiritual among employees in working groups of the level of job learned of employees in the organization increase and job stresses reduce. There is a significant relationship between alignment with organizational values and organizational citizenship behavior and job stress.

In the population studied, in the belief of people that managers and employees in organizations have related values and a strong conscience and the organization is concerned for the welfare of employees and their solidarity, job learned behaviors and job stress were also observed a significant relationship.

Conflict of interest
The authors declare no conflict of interest

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