

# Checking The effect of organizational spirituality on the organizational commitment (Case Study: steam plant of Iranshahr ).

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**Abstract:** This study is descriptive survey According to functional goal and Based on the method of data collection. Statistical Society of This study consisted of all employees of steam power plant of Iranshahr whose number is 300 people. 160 people are selected using Morgan table to determine the sample size .and the Distribution manner of Questionnaires is random because each person has a chance of being selected. The method of data collection is field and Library including books, articles and scientific Territory, newspapers and in this study, two questionnaires were used to measure the variables, organizational commitment questionnaire of Allen and Meyer (1991) for organizational commitment and two questionnaires of organizational spirituality of Shamus and do chon (2000), Mylymen et al (2003) for organizational spirituality. Their validity was confirmed by professors and their reliability was confirmed using Cranach's alpha test. both descriptive and inferential statistics are used To analyze the data that indicators such as average frequency tables and charts were used in The descriptive statistics and as well as Test in accordance with the data such as The correlation coefficient was used to determine the relationship between organizational spirituality and organizational commitment in Inferential statistics, The data are analyzed by SPSS software. The findings of study showed that organizational spirituality and its three components (spirituality at the individual and organizational level, and spirituality at Group level) influences on organizational commitment.

**Keywords:** Organizational Spirituality, organizational commitment, spirituality at the individual level, spirituality at organizational level, spirituality in the group level.

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Introduction:

Issues of work Environment at Organizations and Industrial and manufacturing Centers and companies such as Production industry of Power are Important issues that they always are mentioned in the articles and meetings and The importance of and how to create Appropriate and effective environment for human resources is emphasized and Good environment can affect the growth of personal values, increasing ability and productivity, For this reason, the human factor is very important for leaders and managers of organizations . Nowadays with involving Organizations Structure and Performance, Organizing the workplace and Creating a productivity and relaxed atmosphere in organizations or Industrial environments such as power plants make More activate human resources and Their vitality and Remove Risks and Increase the quality of work and Reduce depression and increase Meaning in work and Correlation Sense of being a family member and Eventually, Increase electricity production

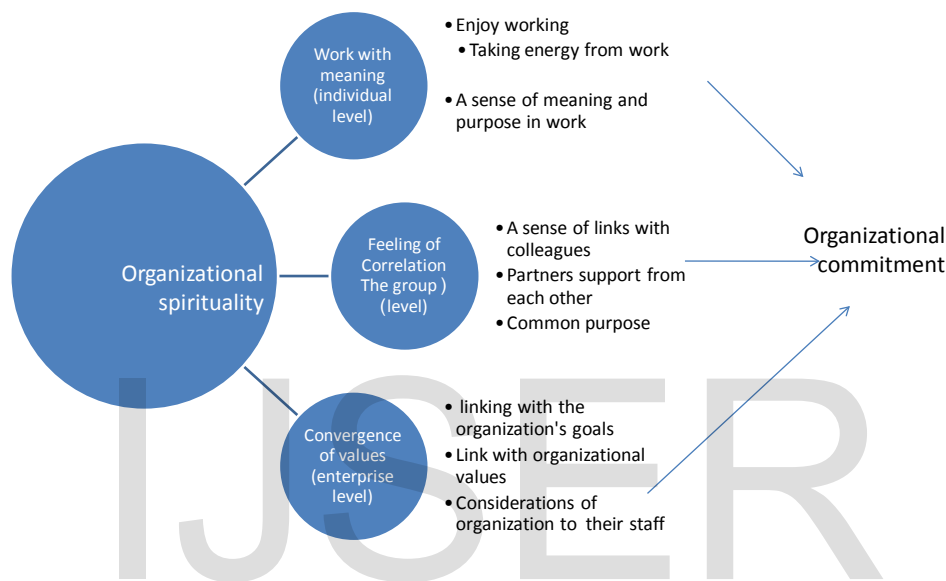
and Achieve Organization's goals that they are Concerns of managers and supervisors in the organizations and During this purpose, Spirituality will find in the workplaces and it argues As the missing link of the organizations and The concept of spirituality can have a effective role in Integration and alignment of people with the organization as The soul in the body of organizations (Robbins, 1388).

Spirituality in the organization is an emerging phenomenon that many management experts of organization and also managers has attracted Own at various levels. Accordingly, many of whom have regarded spirituality as a sustainable resource for organizations that it can help them in Stormy and Squally times (Gerald, 1999; Giancarlo Lucchetti, 2014). This opinion exists In Management Studies that The concept of spirituality and Spirituality in the workplace are Response and solution for Decreasing Wrong Organizational Functions such as alienation, Stress, hyper Compromise and Depersonalization of staff (Yazdani, Kazemi Najaf Abadi, S., 1389). Spirituality in the workplace involves trying to search and find the ultimate goal in a person's working life, in order to establish a strong relationship between the individual and his co-workers and others who are somehow involved in the work and also The consistency or unity between the basic beliefs of a person with their corporate values (Denton and Mitroff, 1999). Many dimensions has listed For spirituality

In workplace that In this study, the dimensions Rego and Cunha (2008), have been used which definitions are as follows. The sense of team Subscription: Share feeling team includes deep connections with others which have expressed as sense of integrity and it occurs on a group level of Human behaviors and Implies on the interaction between employees and partners. Alignment between personal and organizational values: this dimension includes topics which show Proportionality between organizational values and individual values. Alignment means that people believe that managers and employees have related values and a strong conscience in organization and The organization is concerned for the welfare of the community and its employees. Feel contribute to the community: This is collection of issues that a person does something that it is appropriate values of his inner life and beneficial to society. Feel the joy of work: involves cases where it is concerned the sense of pleasure and joy in work. Opportunities for inner life: this dimension includes respecting that organization put for Spirituality and put under consideration Spiritual values of people ( Rego and Kanha, 2008). We are going to investigate in This study, the effect of Working spirituality on three individual and group and organizational levels on the organizational commitment of Staff of steam power plant and Is working spirituality effective on organizational commitment of

Staff of steam power plant or not? And During this research seeks to answer the main question of study whether organizational spirituality on organizational commitment of Staff of steam power plant of Iranshahr is effective or not?

Figure 1. Conceptual Model of Research



#### Method:

The goal of present research is Practical-research that it wants to remove Particular problem of the research population. In terms of methods and tools for data collection, research is descriptive. Research is a description of the survey In terms of Performance method of research and tools for data collection. Statistical Society of study are all staff of Steam power plant of Iranshahr that include Government and company employees and Men and women with a history and a record low and Any education . The number of 160 questionnaires were distributed and collected, Statistical Sample of study is 160 people (160man and 6 women) that they were selected with usage of Morgan table and method of Random sampling as sample. In the current study, the library method has been used for the collection and compilation of literature regarding the subject of study and reviewing the literatures of study. For this purpose, books and papers in library and articles available on the Internet and databases, as well as theses and Completed projects in the field of research topic, have been

used. The used questionnaire in this study is Spirituality questionnaire of Mailman et al (2003) and Questionnaire of Organizational Commitment (Allen and Meyer) that its validity and reliability were confirmed. It was analyzed using SPSS software According to the assumptions and based on data collected from a study questionnaire. Analysis of the questionnaires was done in two levels of Descriptive Statistics and Inferential statistics that for describing the sample, Indicators of Descriptive Statistics and tests of inferential statistics (The correlation coefficient and linear regression tests) were used to answer the hypothesis.

**Research findings**

the regression model were analyzed for evaluating Amount of the effectiveness For fitness , that in The following, it have been attended . offering of Processed model was placed attention for studying and offering model Between organizational spirituality (Y) and organizational commitment(x) after reviewing Model adequacy indicators that they were offered in the below table . The correlation between independent variables and the dependent variable is equal to 0.532. Determining factor is obtained 0.283. This value indicates that 28.3 percent of organizational spirituality changes is Related to the existing organizational commitment. Because this much does not consider the degrees of freedom, Therefore, the adjusted coefficient of determination is used for this purpose, which it is equal to 28.1% in this test. According to the expressed indexes, the model has necessary adequacy.

Table 1. Calculated regression equation of organizational commitment.

model		Non-standard factor		Standard factor	T	Sig
		B	Std. Error	Beta		
1	Constant amount	62.74	10.35	0.532	6.06	0.029
	Organizational spirituality	5.45	2.46		2.212	
Organizational Commitment: The dependent variable						

The entered variable in the regression equation is main core of regression analysis, which is shown in the above table. The regression equation can be used with the columns of non-standardized coefficients were calculated as follows: Organizational spirituality (5.45) + 62.74 = organizational commitment.

It can be said that the dependent variable will rise to the amount of wrote coefficient with the promotion of one unit of each independent variable. Or in other words, by promoting a unit of organizational spirituality, a unit of standard deviation of organizational commitment will rise 5.45, As a result, they have positive relationship. T test for regression coefficients is shown in this table. This value for this variable is equal to 0.029, resulting it is effective in organizational commitment. So, organizational spirituality has a significant effect on organizational commitment. Regression model was analyzed To investigate the amount of effect For fitness, which In the following, it is discussed. offering of Processed model was placed attention for studying and offering model Between organizational spirituality (Y) and organizational commitment(x) after reviewing Model adequacy indicators that they were offered in the below table . The correlation between independent variables and the dependent variable is equal to 0.365. The coefficient of determination obtained 0.134 and this value indicates that 13.4% changes of organizational spirituality are concerned to the organizational commitment at the individual level. Because this much does not consider the degrees of freedom, Therefore, the adjusted coefficient of determination is used for this purpose, which it is equal to 44%in this test. According to the expressed indexes, the model has necessary adequacy.

Table 10. Calculation of regression equation of organizational commitment.

Model		Non-standard Factor		Standard factor	T	Sig
		B	Std. Error	Beta		
1	Constant amount	1.96	0.208	0.666	9.42	0.000
	Spirituality in the group level	0.531	0.049		10.76	
Organizational Commitment:The dependent variable						

The entered variable in the regression equation is main core of regression analysis, which is shown in the above table. The regression equation can be calculated with using from the columns of non -standardized coefficients as follows: Spirituality in the group (0.531) + 1.96 = organizational commitment. It can be said that the dependent variable will rise to the amount of wrote coefficient with the promotion of one unit of each independent variable. Or in other words, by promoting A unit of spirituality at the group level, 0.531unit of standard deviation of organizational commitment will rise, As a result, it has positive relationship. T test for regression coefficients and independent variable is shown in this table. This value for this variable is equal to 0.000; it is effective in organizational commitment. So spirituality at the group level has a significant effect on organizational commitment. Regression model was analyzed to investigate the amount of effect for fitness, which in the following, it is discussed. offering of Processed model was placed attention for studying and offering model Between organizational spirituality (Y) and organizational commitment(x) after reviewing Model adequacy indicators that they were offered in the below table . The correlation between independent variables and the dependent variable is equal to 0.346. The coefficient of determination obtained 0.132 and this value indicates that 13.2% changes of organizational spirituality are concerned to the organizational commitment. Because this much does not consider the degrees of freedom, Therefore, the adjusted coefficient of determination is used for this purpose, which it is equal to 12.6in this test. According to the expressed indexes, the model has necessary adequacy.

Table 3. Calculation of regression equation of organizational commitment.

Model		Non-standard factor		Standard factor	T	Sig
		B	Std. Error	Beta		
1	Constant amount	2.86	0.283	0.364	10.10	0.000
	Spirituality at the organizational level	0.313	0.066		4.70	
organizational commitment:The dependent variable						

The entered variable in the regression equation is main core of regression analysis, which is shown in the above table. The regression equation can be calculated with using from the columns of non -standardized coefficients as follows: Spirituality in the group= (0.313) + 2.86 organizational commitments. It can be said that the dependent variable will rise to the amount of wrote coefficient with the promotion of one unit of each independent variable. Or in other words, by promoting a unit of spirituality at the group level, 0.313unit of standard deviation of organizational commitment will raise, As a result, it has positive relationship. T test for regression coefficients and independent variable is shown in this table. This value for this variable is equal to 0.000, resulting it is effective in organizational commitment.

## Discussion

According to the data analyzed in this study, it was found that all three components of organizational spirituality also affect organizational commitment and this suggests that the assumptions are confirmed. The findings of the study is consistent with results of studies of Sleighed and Farahbakhsh(1389) and Mlymyn (2002). Appropriate and spiritual motives of organizations are to promote spirituality. Actions including Enrichment and empowerment of staff, Satisfying work makes get Meaningful work for them. Holding Education Courses promote ways of spirituality for Organization and let's encouraging meeting the spiritual needs of the people (spiritual freedom). Selecting and attract employees based on Compliance and coordination personal values with the values of the organization and Attention to The impact of the alignment dimension with organizational values on organizational commitment. Short-term training courses were held to increase the understanding and knowledge of senior managers of the organization to the concepts of working and Spiritually Oriented Organization. Confidence of employees to each other and their commitment to the organization increases by creating an environment along with honesty and sincerity and devoid of pretense and deception. Create training courses to enhance employee engagement. Creating religious counseling accompanied with psychology approach through researchers and Religious psychotherapist. They distinguish Prejudice to spiritual values and principles of employees and they attended to this fact that body individuals are unique for the organization.

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