

A Study on the Group Level Workplace Spirituality of the College Teachers with Special Reference to Engineering Colleges in Namakkal District

R. Florence Bharathi¹ and Dr. M. G. Saravana Raj²

¹ Muthayammal Engineering College

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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 (group level) 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.

Index terms— workplace, spirituality, teachers, interpersonal relationship, engineering college.

1 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 teachers 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 group level 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 group level workplace spirituality.

2 II.

3 Objectives a) Primary objective

To find out the group level workplace spirituality of the college teachers with special reference to Engineering Colleges in Namakkal District.

4 b) Secondary objectives

? To find out the interpersonal relationship of the college teachers with the management. ? To find out the interpersonal relationship of the college teachers with the principal. ? To find out the interpersonal relationship of the college teachers with the head of the department. ? To find out the interpersonal relationship of the college teachers with their colleagues. ? To find out the interpersonal relationship of the college teachers with their students.

5 Global Journal of Management and Business Research

Volume XVI Issue III Version I Year ()

6 A c) 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. Firsthand information pertaining to the respondents' socioeconomic 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 college teachers, using stratified random sampling method. The survey was conducted with 100 respondents from Namakkal district.

7 d) 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 prepared after pre-testing with a pilot survey through preliminary interviews with about 20 respondents, and was further critically analysed. The finally redrafted questionnaire was administered among the engineering college teachers. 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.

8 e) Analytical Framework

The data collected were organized as simple tables and further analysed 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.

9 f) Limitations of the Study

? Since the research was based only on the Namakkal District, the same results may not be generalized over the whole universe. ? As the topic is very vast and so does its constraints that make the report tough one to cover all area. ? 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. ? Many respondents do not like to give information relating to interpersonal relationship. 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).

10 III.

11 Data Analysis and Interpretation

Table ?? : Level of agreement with the statements that concerns with the interpersonal relationship with the Students.

12 Source: Primary data

Inference: From Table ??, 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). 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.

13 Findings

? 54% Of the respondents are male and 46% are female. ? Most of the respondents are in the age group 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 respondents income lies between Rs.15,000 and Rs.30,000. ? 48% of the respondents teaching experience lies 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.

14 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.

15 VI.

16 Conclusion

An association between individuals working together in the same organization is called interpersonal relationship. Research says productivity increases manifold when individuals work in groups 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 group level workplace spirituality of the teaching staff.

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54

Volume XVI

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Demographic variables Gender Male Female Age Upto 25 Years 25 -35 years 35 -45 years 45

Designation

Teaching As-
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Assistant

Professor

Associate

Professor

Professor

Income Level

Upto

Rs.15,000

Rs.15,000

-Rs.30,000

Figure 1: Table 1 :

2

[Note: Source: Primary dataInference: From the Table2, 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).]

Figure 2: Table 2 :

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Volume XVI Issue III Version I

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Global Journal of Management and Business Research

Figure 3: Table 3 :

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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

Figure 4: Table 4 :

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Global Inference: Hence the calculated Pearson Correlation is Negative (-0.0114) there is no evidence that
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students to get support and guidance from the staff members increases. Chi -Square Test H a
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Testing the dependency of the Marital Status
and the staff members work as a team to ensure
students' development

Figure 5: Table 6 :

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Table No.4.6.1b : chi square Test				
Factor	Calculated Chi-square value	DF	'p' Value	Remarks
Gender	12.4	2	< 0.001	Highly Significant

Figure 6: Table 7 :

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