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The reality of spirituality in the workplace at Mohamed Kheider University in Biskra: A case study of the faculty of economics, commercial and management sciences

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Abstract---The study aimed to identify the respondents' perceptions about the reality of spirituality in the workplace at the Faculty of Economic, Commercial and Management Sciences at the University of Biskra, and to achieve this, a questionnaire was prepared and distributed to the study sample. In analyzing the data, several statistical methods were used, including: descriptive statistics scales, (T) per sample "One Sample T-test"... Etcetera. The study reached several results, most notably: The level of availability of spirituality in the workplace in its various dimensions in the college under study was high, except after the "compatibility between the values of the individual and the institution" was average. She concluded with several suggestions, foremost of which is that the college administration should always seek to find a state of balance between the tasks and job duties of employees and their personal needs and desires.

Keywords---Workplace spirituality, purposeful work, sense of belonging to the group, compatibility between individual and enterprise values, empathy, transcendence.

1. Introduction

The concept of "spirituality" has captured the attention of researchers for many years, especially in the first decade of the twenty-first century, as a result of the increasing challenges and threats that permeate the work environment, and the trend towards dealing with the spiritual aspect within the workplace is a very important part as it affects the cultural pattern in institutions that seek to achieve organizational sustainability, as spirituality values within the workplace encourage feelings of love, altruism, and affection, Sincerity, self-management of career life, improves the mental development of individual employees, which contributes to enhancing their ability to solve problems and face challenges, and thus form positive and constructive work behaviors that affect the performance of institutions (Abdul Shakour, 2023, p. 269). Through this research paper, we try to study and analyze the reality of spirituality in the workplace at the Faculty of Economic, Commercial and Management Sciences at the University of Biskra.

1-1. The problem of the study:

The topic of "Spirituality in the Workplace" has become the focus of attention of leaders and managers in many public and private institutions, industrial or service, due to its great role in achieving institutional excellence. Hence the problem of our study, which can be formulated as follows:

What is the reality of spirituality in the workplace at the Faculty of Economic, Commercial and Management Sciences at the University of Biskra?

The following sub-questions fall within this problem:

- What is the level of availability of spirituality in the workplace of the college under study?
- What is the level of availability of the "purposeful work" dimension among the staff of the college under study?
- What is the level of availability of the dimension of "sense of belonging to the group" among the staff of the college under study ?
- What is the level of availability after "compatibility between the values of the individual and the institution " in the college under study ?
- What is the level of "empathy" dimension among the staff of the college under study ?
- What is the level of availability of the "sublimation" dimension among the staff of the college under study ?

1-2. Objectives of the study:

Through this study, we aim to:

- Provide a theoretical approach to spirituality in the workplace.
- Determine the availability of spirituality in the workplace in its various dimensions in the college under study.
- Coming up with a number of suggestions for the college under study regarding the promotion of spirituality in the workplace.

1-3. Study hypotheses:

In order to achieve the objectives of the study, the following hypotheses were relied upon:

- "Purposeful work contributes to the good availability of spirituality in the workplace of the college under study".
- "A sense of belonging to the group contributes to the good availability of spirituality in the workplace of the college under study".
- "The compatibility between the values of the individual and the institution contributes to the good availability of spirituality in the workplace of the college under study".
- "Empathy contributes to the good availability of spirituality in the workplace of the college under study".
- "Sublimation contributes to the good availability of spirituality in the workplace of the college under study".

2. Spirituality in the workplace

2.1 The concept of spirituality in the workplace

The word "spirituality" has its roots in the Latin word known as "spiritus" which means breathing the winds of life. "spiritus" is defined in the Merriam-Webster dictionary. "As a vital principle of giving life to material beings, this shows that the soul is the vital energy that lies in us when we live and realize. The concepts of "religion" and "spirituality" are often associated with faith and personal orientation, and in this context researchers have tended to consider spirituality as a subject in the psychology of religion. However, it was necessary to distinguish between religion and spirituality, and this is not easy, and there seems to be an ongoing debate in the literature about whether spirituality is a separate construct from religion or is part of it; religion is essentially concerned with faith, while spirituality tends to evoke several meanings such as "transcendence, interdependence, and self-awareness", as transcendence leads to feelings of interdependence and motivates individuals to live a life that benefits others, leading to an individual's sense of self. Spirituality therefore helps individuals live fulfilling and purposeful lives supported by the assertion that individuals bring their full selves to the workplace, so it is natural that they seek meaning in life through their work. Maslow explained in 1971 that individuals who do not view the workplace as meaningful and purposeful will not reach the level of their professional abilities, recognizing the importance of spirituality at work by adding transcendence as a higher need even than self-realization, and therefore spirituality in the workplace is not related to a particular religion, a particular worship or the application of a particular religious ritual, but rather transcendence in meaning, purpose and coherence in work (Yassin and Talbi, 2023, p. 598-599).

Based on the above, it can be said that spirituality is a concept as old as the world, and its philosophy in the workplace is concerned with encouraging feelings of love, altruism, affection, concern and humanity with the aim of achieving inner satisfaction and self-fulfillment. These spirituality values have proven to be an important source of competitive advantage for organizations, and researchers have grown interested in studying them because of the strategic benefits they

provide to business units. As a result of the development of research and studies in the behavior of employees, the concept of spirituality appeared in the place of working as an important variable in management studies is considered a complex subject that is difficult to understand because it means different things to different people. Specifically over the past few years, the topic " of workplace spirituality has been increasingly interested in being an important area of research in academia. Many writers and researchers have addressed the importance of spirituality in the workplace and its positive effects on organizations, as he defined it (Giacalone & Jurk). It is to enhance employee satisfaction, whether in individual or group work in the organization through sublimation and non-attachment to the physical dimension, which leads to feelings of satisfaction and happiness. (Williman, et al.) defined it as involving an employee's sense of action, a connection with others at work, as well as an experience consistent with the organization's mission and purpose (Khudair, 2016, p.78-79).

In Ashmos & Duchon's view, workplace spirituality is a framework of organizational values represented in a culture that enhances the employees' experience of advancement and transcendence at work and communication with others in a way that provides feelings of joy and pleasure. As for (Garg) He defined it as a set of moral values and behaviors emanating from the heart and directed from the mind, relying on perception, cognitive rules and constructive positive feelings that help employees communicate well with each other, woo and cultivate love and tolerance (Abdel Shakour, 2023, p. 271).

2.2 The importance of spirituality in the workplace

Workplace spirituality is worthy of interest for organizations due to its positive impact on employee attitudes, as its availability leads to reduced turnover intent, increased employee job satisfaction, and impact on employee morale and performance. The reasons that led institutions to pay attention to the spiritual aspect of work can be summarized as follows (Yassin and Talbi, 2023, p. 600):

- Workplace spirituality gives employees the ability to deal with the intense feelings of stress and stress imposed by a complex work environment.

Workplace spirituality is a safe haven for employees who face concerns about layoffs, downsizing, restructuring, low job satisfaction, and pay inequality.

- Workplace spirituality improves employee well-being by reducing stress, reducing employee stress and burnout, as well as increasing creativity and personal achievement.

- The availability of spirituality leads to increased organizational citizenship behaviors, achieving high levels of honesty and trust in the workplace, as well as improving customer and beneficiary service.

- Spirituality in the workplace may increase employee commitment and enhance the meaning of life, teamwork, responsibility, justice, trust, creativity, integrity, discipline, integration, professionalism and idealism.

- The spirituality of the workplace leads to a sense of satisfaction and harmony, makes the individual more productive at work, and avoids unwanted behaviors such as absenteeism that reduce the quality of work.

2.3 Dimensions of spirituality in the workplace

To determine the dimensions of spirituality in the workplace, different models were relied upon to determine the most prominent of them, which are mainly represented in:

A- Purposeful work: Meaningful work refers to a positive correlation between the work in which individuals engage and the rewarding results they receive such as happiness, effectiveness, and satisfaction. It also expresses self-esteem, job engagement, satisfaction with substantive work and emotional commitment (Mahmoud and Hussein, 2022, p. 336-337).

B- Sense of belonging to the group: This creates strong bonds towards the institution and gives them a sense that they are a very important part of the institution and its mission and goals.

C- Compatibility between the values of the individual and the institution: that is, the harmony of the goals of employees and their personal values with the goals and values of the institution, and the latter's endeavor to create a state of compatibility between the tasks and job duties of employees and their personal needs and desires.

D- Empathy: It includes the employee's comprehensive knowledge of the conditions of his colleagues, a sense of their suffering and empathy with them, and making great efforts to find viable solutions to the problems they may face.

E- Sublimation: It includes the employee's feeling of great vitality in his daily work and also feeling full euphoria when doing good and getting closer to God, and living pleasant moments with his colleagues at work.

3. Study methodology and procedures

3.1. Study Methodology

In this study, we relied on the descriptive approach, and this is to describe the phenomenon by relying on data collection, processing and analysis accurately to reach results and generalizations about the phenomenon under study.

3.2. Study population and sample:

The study population consists of all administrative staff at the Faculty of Economic, Commercial and Management Sciences at the University of Biskra, the size of (91) male and female employees, and due to the difficulty of studying all the vocabulary of a community, we took a simple random sample from this community size (50) The questionnaire was distributed to them through several field visits, and all of them were retrieved. After examining it, one questionnaire was excluded due to its failure to meet the conditions of the correct answer, and therefore the number of questionnaires valid for statistical analysis is (49) questionnaire.

3.3 Study tool

In order to achieve the objectives of the study and test its hypotheses, and to know the level of availability of each of the spirituality in the workplace of the

college under study. We prepared **a questionnaire as the main tool** for collecting the required data and information, as the variables of spirituality in the workplace were prepared based on a study (Abdel Shakour, 2023), a study (Mahmoud and Hussein, 2022), and a study (Al-Nawajha, 2022).

The questionnaire consisted of two sections; the first included the personal and employment data of the administrative staff, namely: "gender, age, educational qualification, and number of years of experience". The second section is devoted to the variable "**spirituality in the workplace**" and includes (23) phrases distributed on five dimensions: (purposeful work, a sense of belonging to the group, compatibility between the values of the individual and the institution, empathy, and transcendence).

4.3 Validity and reliability of the study tool

A- The validity of the tool:

To verify the validity of the questionnaire, we relied on the "**veracity** of the test", and the latter is the square root of the stability coefficient "Cronbach's alpha", as shown in Table (1), as we find that the total honesty coefficient of the study tool amounted to (0.968), which is an excellent coefficient, and we also note that the coefficient of truthfulness for all dimensions is very large and appropriate, and thus we have confirmed the sincerity of the tool.

B- Stability of the instrument:

The stability of the study instrument was measured using the Cronbach alpha coefficient, which determines the level of acceptance of the measuring instrument at the level of (0.60) or more, as follows:

Table (1): Stability and Honesty Coefficients

Variable	Number of ferries	Cronbach's alpha coefficient	Honesty coefficient
Meaningful work	4	0.918	0.958
Sense of belonging to the group	4	0.854	0.924
Alignment between the values of the individual and the organization	5	0.886	0.941
empathy	4	0.838	0.915
Sublimation	6	0.886	0.941
Spirituality in the workplace	23	0.938	0.968

Source: Prepared by the authors based on the outputs of the SPSS program. V 17

It is clear from this table that **the total stability coefficient** of the study tool reached (0.938), which is an excellent stability coefficient and suitable for the purposes of this study, and the stability coefficient for all dimensions is very high, and thus we have made sure of the stability of the tool, which makes us fully confident in its validity for analyzing the results.

4. The results of the statistical analysis of the study and the telling of hypotheses

4.1. Results of the statistical analysis of the study

4.1.1. Analysis of the first dimension to answer the following question:

What is the level of availability of the "purposeful work" dimension among the staff of the college under study?

To answer this question, the results shown in the following table must be studied and analyzed.

Table (2): The general trend of respondents' answers to phrases after meaningful work

Figure	Measurement phrases	Arithmetic mean	Standard deviation	Materiality	Availability
1	I feel that my work is highly valuable.	3.88	1.252	1	High
2	I look forward and eagerly to go to work.	3.59	1.039	4	medium
3	My work is connected to the community I belong to.	3.61	1.222	3	medium
4	I feel that my work raises my degree of spiritual satisfaction.	3.63	1.131	2	medium
Meaningful work		3.67	1.043	4	High

Source: Prepared by the authors based on the outputs of the SPSS program. V 17

It is clear from this table that the dimension of "**meaningful work**" came in fourth place in terms of the relative importance given to it by the respondents, as the arithmetic mean of the answers to this dimension reached (3.67). According to the scale of the study, this dimension indicates a "**high**" acceptance rate, and the thing observed from the averages of respondents' answers to the statements of this dimension is that they constitute acceptance ranging from medium to high. This result indicates that the staff of the college under study feel very much that their work is highly valued, It somewhat raises their degree of spiritual gratification, and they look relatively average forward to going to work.

4.1.2. Analysis of the second dimension to answer the following question:

What is the level of availability of the dimension of "sense of belonging to the group" among the staff of the college under study?

To answer this question, the results shown in the following table must be studied and analyzed.

Table (3): The general trend of respondents' answers to statements after "sense of belonging to the group"

Figure	Measurement phrases	Arithmetic mean	Standard deviation	Materiality	Availability
5	I feel like an important part of the team I belong to.	4.35	0.779	2	High
6	I feel that my work and collaboration with my colleagues is very valuable.	4.43	0.645	1	High
7	I believe that my team has one goal.	4.14	0.935	3	High
8	I feel like we're in college as a family.	3.59	1.273	4	medium
Sense of belonging to the group		4.12	0.782	2	High

Source: Prepared by the authors based on the outputs of the SPSS program. V 17

It is clear from this table that the dimension of "**sense of belonging to the group**" came in second place in terms of the relative importance given to it by the respondents, as the arithmetic mean of the answers to this dimension reached (4.12), and according to the scale of the study, this dimension indicates a "**high**" acceptance rate. The thing observed from the averages of the responses of the study sample members to the statements of this dimension is that they constitute high acceptance as well. This result indicates that the employees of the college under study feel that their work and cooperation with their colleagues is of great value, and they also feel that they are an important part of the work team to which they belong, and this team is united by one goal.

4.1.3. Analysis of the third dimension to answer the following question: What is the level of availability of the dimension of "compatibility between the values of the individual and the institution" in the college under study ?

To answer this question, the results shown in the following table must be studied and analyzed.

Table (4): The general trend of respondents' answers to statements after "compatibility between the values of the individual and the institution"

Figure	Measurement phrases	Arithmetic mean	Standard deviation	Materiality	Availability
9	The college administration deals with all employees	2.57	1.291	5	medium

Figure	Measurement phrases	Arithmetic mean	Standard deviation	Materiality	Availability
	fairly and without any discrimination.				
10	I carry positive feelings about the values of our college.	3.55	1.259	1	medium
11	My personal goals and values align with the goals and values of the college.	3.33	1.231	3	medium
12	The college administration seeks to find a state of balance between the tasks and job duties of employees and their personal needs and desires.	3.02	1.010	4	medium
13	The college administration is always interested in improving the employment and health conditions of employees.	3.39	1.239	2	medium
Alignment between the values of the individual and the organization		3.17	1.003	5	medium

Source: Prepared by the authors based on the outputs of the SPSS program. V 17

It is clear through this table that the "**compatibility between the values of the individual and the institution**" came in the fifth and last place in terms of the relative importance given to him by the respondents, as the arithmetic mean of the answers to this dimension reached (3.17), and according to the scale of the study, this dimension indicates an acceptance rate "**medium**". This result shows that the employees of the college under study carry somewhat positive feelings about the values of the college, and their personal goals and values are consistent with the goals and values of the college relatively averagely, in addition to that the college administration seeks to find a state of relative balance between the tasks and job duties of employees and their personal needs and desires.

4.1.4. Analysis of the fourth dimension to answer the following question: What is the level of "empathy" dimension among the staff of the college under study ?

To answer this question, the results shown in the following table must be studied and analyzed.

Table (5): The general trend of respondents' answers to statements after "empathy"

Figure	Measurement phrases	Arithmetic mean	Standard deviation	Materiality	Availability
14	I can easily feel the suffering of others.	4.04	0.789	2	High
15	I am aware of others and empathize with them.	4.14	0.612	1	High
16	I make great efforts to find viable solutions to other people's problems.	3.98	0.721	3	High
17	I am concerned about the needs of my co-workers.	3.76	0.723	4	High
empathy		3.97	0.585	3	High

Source: Prepared by the authors based on the outputs of the SPSS program. V 17

It is clear from this table that the dimension of "**empathy**" came in third place in terms of the relative importance given to it by the respondents, as the arithmetic mean of the answers to this dimension reached (3.97), and according to the scale of the study, this dimension indicates a "**high**" acceptance rate. We also note from the averages of the respondents' answers to the statements of this dimension that they constitute a high acceptance as well, this result indicates that the staff of the college under study are aware of their colleagues and empathize with them, and can feel their suffering easily, and make Great efforts to find viable solutions to the problems of others.

4.1.5. Analysis of the fifth dimension to answer the following question: What is the level of availability of the "sublimation" dimension among the staff of the college under study ?

To answer this question, the results shown in the following table must be studied and analyzed.

Table (6): The general trend of respondents' answers to statements after "sublimation"

Figure	Measurement phrases	Arithmetic mean	Standard deviation	Materiality	Availability
18	I feel a vitality that is hard to describe in my daily work.	3.53	0.819	6	medium
19	I live pleasant moments at work.	3.76	0.662	5	High

Figure	Measurement phrases	Arithmetic mean	Standard deviation	Materiality	Availability
20	I feel happy the closer I get to God.	4.65	0.751	3	High
21	I feel that my life is full of positive meanings.	4.18	0.697	4	High
22	My contact with God provides me with positive energy.	4.71	0.577	1	High
23	I feel full euphoria whenever I do good.	4.69	0.713	2	High
Sublimation		4.25	0.564	1	High

Source: Prepared by the authors based on the outputs of the SPSS program. V 17

It is clear from this table that the "**sublimation**" came in the first place in terms of the relative importance given to it by the respondents, as the arithmetic mean of the answers to this dimension reached (4.25), and according to the scale of the study, this dimension indicates a "**high**" acceptance rate. We also note from the averages of respondents' answers to the statements of this dimension that they constitute high acceptance as well. This finding shows that the employees of the college under study feel complete euphoria whenever they do good, feel happy whenever they get closer to God, and that their lives are full of positive meanings. And they live pleasant moments at work.

Based on the foregoing and through the following table, we note that the level of availability of spirituality in the workplace of the college under study was high, as the arithmetic mean of the respondents' answers to the statements of this axis combined amounted to (3.84) with a standard deviation of (0.625), and all this is calculated for the college administration.

Table (7): The general trend of respondents' answers to the dimensions of spirituality in the workplace

Figure	Dimensions	Arithmetic mean	Standard deviation	Materiality	Availability
1	Meaningful work	3.67	1.043	4	High
2	Sense of belonging to the group	4.12	0.782	2	High
3	Alignment between the values of the individual and the organization	3.17	1.003	5	medium

Figure	Dimensions	Arithmetic mean	Standard deviation	Materiality	Availability
4	empathy	3.97	0.585	3	High
5	Sublimation	4.25	0.564	1	High
Spirituality in the workplace as a group		3.84	0.625	/	High

Source: Prepared by the authors based on the outputs of the SPSS program. V 17

4.2. Hypothesis testing

To test the hypotheses, we used the "One Sample T-test".

4.2.1 Testing the first hypothesis

"Purposeful work contributes to the good availability of spirituality in the workplace of the college under study at the level of significance (0.05)".

Table (8): Test Results (T) for the First Hypothesis

Calculated (T)	Arithmetic mean	Approved moral level	Calculated morale level
4.55	3.67	0.05	0.000

Source: Prepared by the authors based on the outputs of the SPSS program. V 17

It is clear from this table that the calculated (T) reached (4.55) with a calculated moral level of (0.000), which is less than the approved level (0.05), and therefore we reject the first null hypothesis and accept its existing alternative, which states that **"purposeful work contributes to the good availability of spirituality in the workplace of the college under study."**

4.2.2. Second hypothesis test

"A sense of belonging to the group contributes to the good availability of spirituality in the workplace of the college under study at the level of significance (0.05)".

Table (9): Test Results (T) for the Second Hypothesis

Calculated (T)	Arithmetic mean	Approved moral level	Calculated morale level
10.087	4.12	0.05	0.000

Source: Prepared by the authors based on the outputs of the SPSS program. V 17

It is clear from this table that the calculated (T) reached (10.087) with a calculated moral level of (0.000), which is less than the approved level (0.05), and therefore we reject the second null hypothesis and accept its existing alternative, which states that **"a sense of belonging to the group contributes to the good availability of spirituality in the workplace of the college under study."**

4.2.3. Hypothesis III Test

"The compatibility between the values of the individual and the institution contributes to the good availability of spirituality in the workplace of the college under study at the level of significance (0.05)".

Table (10): Test Results (T) for the Third Hypothesis

Calculated (T)	Arithmetic mean	Approved moral level	Calculated morale level
1.196	3.17	0.05	0.238

Source: Prepared by the authors based on the outputs of the SPSS program. V 17

It is clear from this table that the calculated (T) reached (1.196) with a calculated moral level of (0.238), which is greater than the approved level (0.05), and therefore we accept the third null hypothesis and reject its existing alternative, that is, "the compatibility between the values of the individual and the institution does not contribute to the good availability of spirituality in the workplace of the college under study. This result is due to the reason of the good mismatch between the values of the employees and the college under study."

4.2.4. Testing the fourth hypothesis

"Empathy contributes to the good availability of spirituality in the workplace of the college under study at the level of significance (0.05)".

Table (11): Test Results (T) for the Fourth Hypothesis

Calculated (T)	Arithmetic mean	Approved moral level	Calculated morale level
11.703	3.97	0.05	0.000

Source: Prepared by the authors based on the outputs of the SPSS program. V 17

It is clear from this table that the calculated (T) reached (11.703) with a calculated moral level of (0.000), which is less than the approved level (0.05), and therefore we reject the fourth null hypothesis and accept its existing alternative, which states that the **dimension of empathy contributes to the good availability of spirituality in the workplace** of the college under study."

4.2.5. Testing the fifth hypothesis

"Sublimation contributes to the good availability of spirituality in the workplace of the college under study at the significance level (0.05)".

Table (12): Results of the T Test for the Fifth Hypothesis

Calculated value (T)	Arithmetic mean	Approved moral level	Calculated morale level
15.570	4.25	0.05	0.000

Source: Prepared by the authors based on the outputs of the SPSS program. V 17

It is clear from this table that the calculated (T) reached (15.570) with a calculated moral level of (0.000), which is less than the approved level (0.05), and therefore we reject the fifth null hypothesis and accept its existing alternative, which states that the **dimension of sublimation contributes to the good availability of spirituality in the workplace** of the college under study."

5. Conclusion (results and suggestions)

5-1. Results:

The study concluded a number of results, the most important of which are:

- The level of availability of spirituality in the workplace as a group in the college under study was high.
- The level of purposeful work among the college staff was high.
- The level of sense of community belonging among the faculty staff was also high.
- The level of agreement between the values of the staff and the college under study was average.
- The level of empathy among the staff of the college in question was high, which indicates that the staff working is fully aware of and sympathetic to their colleagues, and makes great efforts to find viable solutions to the problems they may face.
- The level of sublimation among the college staff was high, which indicates that the employees feel full euphoria whenever they do good, and that their contact with God provides them with positive energy to work more.

5-2. Suggestions:

In light of the results of the field study, we propose to the college under study the following:

- Continuous reinforcement of spirituality in the workplace in its various dimensions.
- Achieving a balance between the tasks and job duties of employees and their personal needs and desires.
- Always take care of employees and make them feel like one family.
- Employees' goals and personal values should align with the goals and values of the college.

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