

The Effect of Spirituality on the Quality of Work Life and Entrepreneurship as Mediated by Professional Ethics in the Staff of Lorestan University

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Abstract

Background and Objective: In recent years, spirituality has been highlighted in organizations, and management and organization experts have joined the group of spirituality enthusiasts. Many claims have been made about the positive benefits of spirituality in the workplace, which has encouraged interested people to look for ways to introduce spirituality into organizational environments. The purpose of this study was to investigate the effect of spirituality on the quality of work life and entrepreneurship as mediated by professional ethics.

Methods: This is descriptive correlational study and the method used was structural equation modeling. The statistical population of this study included 340 employees of Lorestan University, out of whom 181 were selected using a stratified random sampling method. Krejcy and Morgan tables were used to determine the sample size. Data were collected using standard questionnaires of spirituality (Milliam et al.), quality of work life of Walton, Entrepreneurship of Hill; and Professional Ethics of Cadozier. Data analysis was performed using descriptive indexes and structural equation modeling method. In the present study, all the ethical considerations were observed and the authors declared no conflict of interest.

Results: The results showed that spirituality has a significant impact on the quality of work life and entrepreneurship ($r=0.45$, $r=0.31$, $P<0.05$), but no meaningful relationship was found between professional ethics and the quality of work life. In addition, spirituality as mediated by professional ethics, influenced the quality of work life and entrepreneurship among employees ($\beta=0.05$, $\beta=0.17$, $P<0.01$) and increases the quality of work life and entrepreneurship both directly and indirectly.

Conclusion: Based on the findings, it can be concluded that any increase in spirituality in the organization is accompanied by an increase in the quality of work life, entrepreneurship and professional ethics by the employees.

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Summary

Background and Objective

The phenomenon of spirituality in the working environment helps to identify a dimension of employees' inner life that is acceptable and teachable and can be developed through certain

meaningful activities in social life. This concept is an understanding of inner life the employees gain and has been defined as doing meaningful works in the social context. In other words, by organizational spirituality is meant a framework of well-known values in the organization culture that leads to excellence of the employees in the process of doing their job and creates a sense of

being together such that they feel they are perfect and lively (1).

Grine et al. concluded that there is a significant and positive relationship between spirituality and entrepreneurship (2). Therefore, promoting the productivity of the organizations and, in fact, the advancement of a nation is owing to development of creative and committed human forces. Accordingly, human forces are the only source of gaining a stable competitive advantage and the most appropriate institution to improve and develop the human forces is university. In the higher education system, considering the attention given to the issue of entrepreneurship, economic, social and cultural development plans in the country have led to the approval of Entrepreneurship Development Plan and, subsequently, certain activities at the level of the universities of the country.

According to Ahmadi, Clark believes that in the new millennium, dynamic universities are the ones that are entrepreneurs and can combine specialized and managerial values (4). An entrepreneur university basically means to have an entrepreneurial action in the strategies, structures and performance of the university (5) in which the motivation for creativity has been developed and in which innovations are made (6). A review of the related literature reveals that one of the important variables in realization of this goal is organizational spirituality (7).

One of the variables found to be correlated with spirituality in organizations is the quality of work life (8), which is a process through which all members of an organization become involved in all the decisions that influence their working environment, in general, and their job, in particular, via open and appropriate channels of communication that have been created for this purpose (8). On the other hand, the issue of professional ethics has recently attracted the attention of the countries and occupational groups. Today, observing the scientific ethics has been set as one of the aspirations of higher education (9).

The present study is an attempt to examine the effect of spirituality on the quality of work life and entrepreneurship with the mediation of professional ethics in the staff of Lorestan University.

Methods

Compliance with ethical guidelines: After making the arrangements and obtaining the required licenses, we distributed the questionnaires to the participants observing the ethical guidelines. After explaining the purpose of

the study, written consent forms were obtained from the participants. At this stage, the university employees were assured that their questionnaire information would be kept anonymous and confidential and that all the participants were free to participate in the study or quit.

This is descriptive correlational study and the method used was structural equation modeling. The statistical population of this study included all the employees of Lorestan University; the sample size was determined using Morgan's and Cochran tables and was found to be 340, out of whom 181 were selected using a stratified random sampling method and from each department in proportion to the sample size of each faculty. In the analytical model of the study, spirituality was considered as the independent variables, and the quality of work life and entrepreneurship were the dependent variables and professional ethics was the mediating variable. Data were collected using standard questionnaires of spirituality (Milliam et al.), quality of work life (Walton), Entrepreneurship (Hill), and Professional Ethics (Cadozier). Data analysis was performed using descriptive indexes and structural equation modeling method.

Results

In the present study, men (no=101) had the highest gender frequency (62%). The highest frequency related to age was in the 31-40 age group (no=84). The highest frequency related to education was related to MA (no=94, accounting for 57.7%) and the highest frequency related to work experience was related to the work experience of more than 10 years (no=90, 55.6%).

The mean and standard deviation was 3.7169 ± 0.60303 for spirituality scores, 3.4053 ± 0.45909 for quality of work life, 3.4292 ± 0.49328 for entrepreneurship, and 3.0364 ± 0.49261 for professional ethics. The coefficient of correlation between the variables was also meaningful, but the degree of correlation between the variables varied two by two. The highest coefficient of correlation was reported to be between spirituality and the quality of work life ($r=0.45$).

Based on the findings, the strongest correlation was found between spirituality and entrepreneurship as mediated by professional ethics with a value of $t=13.86$, between spirituality and the quality of work life as mediated by professional ethics ($t=4.99$) and, finally, between spirituality and professional ethics with a value of $t=4.90$.

Conclusion

The findings of the study showed that there was a meaningful and positive relationship between spirituality and the quality of work life. This finding is consistent with the results of Hedayatifar and Jamshidi (8).

Another finding of the study was that spirituality and entrepreneurship are positively correlated. This result is matched with the findings of Razi et al. in terms of the relationship of spirituality in the work place and organizational health with organizational entrepreneurship.

The findings further showed that professional ethics increases with an increase in spirituality in the working environment. Hoseini and Mirtavousi came up with a similar finding (11).

A significantly positive relationship was also found between professional ethics and entrepreneurship. This finding is in line with that of Joe et al. According to Ahmadi, it was found in their study that using professional ethics, the level of entrepreneurship can be increased. Professional ethics plays a considerable role in the organizations' future success and overlooking it makes them vulnerable (12).

There was an indirect relationship between spirituality and the quality of work life as mediated by professional ethics, which was consistent with the findings of Hedayatifar and Jamshidi (8).

Finally, the results were indicative of the indirect effect of spirituality with the mediation of professional ethics on entrepreneurship; Razi et al. came up with a similar finding (10).

Overall, the findings of the present study revealed the professional ethics plays a mediating role in the relationship of spirituality in organization with entrepreneurship and the quality of work life in the employees under study. Therefore, the university should take into account the mediating role of professional ethics in the relationship between these variables and provide the ground for the appearance of professional ethics in its context.

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Ethical considerations

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Conflict of interest

The authors declared no conflict of interest.

Authors' contributions

Writing the whole article: First author; providing advice on writing the article: Second author.

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دراسة تأثير الروحانية على جودة الحياة المهنية وريادة الأعمال باستخدام الأخلاق المهنية كعامل وسيط

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الملخص

خلفية البحث وأهدافه: لقد ازداد الاهتمام بالأمر المعنوية بشكل ملحوظ في السنوات الأخيرة، حيث إنضم أصحاب الفكر في مجال إدارة الأعمال والمنظمات ضمن المهتمين بهذا الأمر. هناك إدعاءات كثيرة حول الفوائد الإيجابية للروحانية في محيط العمل، والتي أدت إلى حث الراغبين في هذه القضية الى البحث عن طرق لإدخال الروحانية إلى البيئات التنظيمية. لذلك تم اجراء البحث بغرض دراسة تأثير الروحانية على جودة الحياة العملية وريادة الأعمال باستخدام الأخلاق المهنية كعامل وسيط.

منهجية البحث: تم اجراء هذا البحث بطريقة وصفية ارتباطية من نوع نموذج المعادلات الهيكلية. إشمتم المجتمع الإحصائي ٣٤٠ موظفاً من جامعة لرستان حيث تم إختيار ١٨١ موظفاً باستخدام العينات العشوائية الطبقية. ولتحديد حجم العينة تم استخدام جدول Morgan و Krejcie. تم جمع بيانات البحث من خلال إستبيانات نموذجية "ميليمان واخرون"، جودة الحياة العملية لـ"التون"، ريادة أعمال لـ"هيل" والأخلاق المهنية لـ"كادوزير" ولقد تم تحليل البيانات باستخدام المؤشرات الوصفية ونموذج المعادلات الهيكلية. تمت مراعاة جميع الموارد الأخلاقية في هذا البحث واضافة الى هذا، فإن مؤلفي البحث لم يشيروا الى اي تضارب في المصالح.

الكشوفات: أظهرت النتائج بأن هناك علاقة إيجابية وذات دلالة احصائية بين الروحانية وجودة الحياة المهنية وريادة الأعمال، $r=0.31$ ، $r=0.45$ و $P<0.05$ ولكن لم يتوصلوا إلى وجود اية علاقة ذات دلالة إحصائية بين الأخلاق المهنية وجودة الحياة المهنية. بالإضافة إلى ذلك، فإن الروحانية كانت مؤثرة بتأثير الأخلاق المهنية كعامل وسيط وكان لها اثر مباشر وغير مباشر على جودة الحياة المهنية وريادة الأعمال $(\beta=0.17, \beta=0.05, P<0.01)$.

الاستنتاج: وفقاً لنتائج البحث، يمكن القول بأن أي زيادة في الروحانية في المنظمة يصاحبها زيادة في جودة الحياة المهنية وريادة الأعمال والأخلاق المهنية من قبل الموظفين.

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بررسی تأثیر معنویت بر کیفیت زندگی کاری و کارآفرینی با میانجی‌گری اخلاق حرفه‌ای در میان کارکنان دانشگاه لرستان

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کیفیت زندگی کاری

معنویت

چکیده

سابقه و هدف: در سالیان اخیر، در سازمان‌ها به معنویت توجه بسیاری شده است و صاحب‌نظران مدیریت و سازمان نیز به جرگه علاقه‌مندان به معنویت پیوسته‌اند. ادعاهای فراوانی دربارهٔ فواید مثبت معنویت در محیط‌های کاری مطرح شده که به تشویق علاقه‌مندان به جست‌وجوی راه‌هایی جهت وارد ساختن معنویت به محیط‌های سازمانی منجر شده است. از این‌رو، پژوهش حاضر با هدف بررسی تأثیر معنویت بر کیفیت زندگی کاری و کارآفرینی با میانجی‌گری اخلاق حرفه‌ای صورت گرفته است.

روش کار: این پژوهش توصیفی-همبستگی از نوع مدل‌یابی معادلات ساختاری است. جامعه آماری ۳۴۰ نفر از کارکنان دانشگاه لرستان بود که از میان آنان ۱۸۱ نفر به روش نمونه‌گیری تصادفی طبقه‌ای انتخاب شدند. برای تعیین حجم نمونه از جدول کرجسی و مورگان استفاده شد. داده‌های پژوهش با استفاده از پرسش‌نامه‌های استاندارد معنویت میلیمان و همکاران، کیفیت زندگی کاری والتون، کارآفرینی هیل و اخلاق حرفه‌ای کادوزیر جمع‌آوری شد و تحلیل داده‌ها نیز با استفاده از شاخص‌های توصیفی و روش مدل‌یابی معادلات ساختاری صورت گرفت. در این پژوهش همهٔ موارد اخلاقی رعایت شده است و مؤلفان مقاله تضاد منافی گزارش نکرده‌اند.

یافته‌ها: نتایج نشان داد که بین معنویت و کیفیت زندگی کاری و کارآفرینی ($r=0/31$ ، $r=0/45$ و $P<0/05$) رابطه مثبت و معناداری وجود داشت اما بین اخلاق حرفه‌ای و کیفیت زندگی کاری رابطه معناداری یافت نشد. علاوه بر این، معنویت با میانجی‌گری اخلاق حرفه‌ای بر کیفیت زندگی کاری و کارآفرینی ($\beta=0/17$ ، $\beta=0/05$) و ($P<0/01$) تأثیرگذار بود و هم به صورت مستقیم هم غیرمستقیم موجب افزایش کیفیت زندگی کاری و کارآفرینی شد.

نتیجه‌گیری: بر اساس یافته‌های پژوهش می‌توان گفت هرگونه افزایش معنویت در سازمان با افزایش کیفیت زندگی کاری و کارآفرینی و اخلاق حرفه‌ای کارکنان همراه است.

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