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Effect of a Spirituality Workplace on Organizational Commitment and Job Satisfaction.

(Study on the lecturer of private universities in the Kupang city -
Indonesia)

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Abstract

Competition between educational organizations, demanding universities can provide a quality service to stakeholders. For the universities to improve the quality of the learning process to increase the professionalism of the lecturers. Private universities in East Nusa Tenggara Province, Indonesia, has not yet qualified lecturers so as to improve the quality of education. For it to conduct a survey on college lecturer in Kupang City obtained a description the relationship between Spirituality workplace and organizational commitment, and job satisfaction lecturer. Meeting the needs Psychological and spiritual, will create a work environment that is conducive to the attainment of professionalism lecturers.

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1. Introduction

Today organizations are required in order to move fast, adaptive, precise, and efficient, to the Human Resources is one of the important driving factors of an organization, including the organization/institution. Competition between educational organizations in this case university, demanding that each university can provide quality service and quality for the community. To that end, the college is required to work optimally in order to bring hope to the presence of high-quality educational services, cheap, and can be accessed by the public.

But besides the technical aspects related to the teaching and learning process, one important aspect which also determines the achievement of college performance, the lecturer. To improve the quality of the learning process in college, demanded an increase in the professionalism of lecturers (Sudiana, 2003). Lecturer as one component of the college very large role in realizing the quality of higher education itself. To that end, the lecturer is always required to follow the development of knowledge, both with regard to the field of study (subject matter) as well as with regard to pedagogic (Sudiana 2003). Based on this standard of professionalism lecturer pointed out that some private college professors, especially in the province of East Nusa Tenggara-Indonesia does not have a professional quality. Where many college lecturers graduates, so it can be said of many professors do not meet the professional standards that impact the performance of the college.

The central role of the lecturer will determine the quality of education, so that the human factor influence on the organization. For that we need a strategy to improve the quality and quantity of human resources is an effort to improve organizational performance and individual performance. Individual performance is closely related to the work, the attitude may be related to the ability of individual performance. A performance-oriented organization will pay attention to the role of employees working attitude. Today more and more employees to develop spiritually in the workplace as a way to increase loyalty and fighting spirit (Ashmos and Duchon, 2000). Spirituality has a relationship with the work behavior in the form of job satisfaction, work performance, attitude, work ethic, morale and management (Choerudin et al., 2014). Spirituality someone will be able to realize the importance of social relationships and roles within the company so that it can be perceived job satisfaction.

This study aims to investigate the relationship between Spirituality workplace and work attitudes (job satisfaction and organizational commitment) private university lecturer in the town kupang-East. Data were collected through a survey of employees with the proportional and simple random sampling involves 50 faculty as the respondent and data analysis using regression test by SPSS 20. Based on the background, the research problem is how the spiritual relationship with job satisfaction and organizational satisfaction either partially or horizontally.

2. Literature Review

The phenomenon of workplace spirituality can be more attention in Western civilization than in other cultures where spirituality is the norm in all parts of their lives (Rhodes, 2006). Consciously or unconsciously the real spirituality is practiced in everyday life, whether at work, in family life, as well as within the community crowded. However, research into the concept of workplace spirituality continues to be debated over the past few decades, be it discussing the definition of spirituality and how it affects the employees in the workplace.

2.1. Spirituality workplace

The term spirituality workplace look is an oxymoron: two ideas that at first glance seem contradictory (Pierce, 2006). But in the context of the work environment, spirituality can be viewed on two levels according to Giacalone and Jurkiewicz (2003), namely; "First, the individual level", this level refers to the set of values that encourage individual transcendent experience through work processes, and facilitates the feeling of being connected with others while providing a feeling of complete and happy. "Secondly, the level of organization", at this level refers to the framework of the values of the organizational culture that encourages employees transcendent experience through the process of work, facilitating the feeling connected with others while providing a feeling of complete and happy.

For that at the organizational level, spirituality at work as the recognition that employees have an inner life that nourishes and is nourished by meaningful work that takes place in the context of community (Ashmos and Duchon, 2000). In this case Spirituality workplace has three components: the inner life, meaningful work, and a sense of

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