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## The Relationship of Work Influence, Sense of Community and Individual Spirituality towards Organizational Performance

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### Abstract

This paper investigates the individual factors in the organization that influence the organizational performance of Secondary School teachers in Northern State of Malaysia. With the work influence, sense of community and individual spirituality as independent variables, this paper examines how these factors influence the organizational performance of the Secondary School teachers. In this study, data were collected through a structured questionnaire from 300 randomly selected respondents. The data were analysed using Statistical Package for Social Sciences (SPSS) version 21.0. Thus, descriptive analysis, reliability analysis and multiple regression analysis were applied to this study. The results indicated that work influence factors are significant in influencing organizational performance in Secondary School.

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### 1. Introduction

Every organization has its own goals to be achieved. The goals are developed by the top management of the organization. The strategic planning by the top management is the plan where it's explained the overall organization views and the direction to go in the future. It will be a support of the tactical planning that is done by the middle management in the organization. In reality, all of the members in the organization have their own roles and

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responsibilities to make sure the goals of the organization can be achieved. According to Emmanuel (2013), there is an existing horizontal spirituality in the workplace where other people concern on their member works. Any organization wants to achieve their goals and this will make them to keep a good performance.

In Malaysia, the Ministry of Education (MOE) has planned to standardize the mission and vision of education and then all of the schools should follow the guidelines that are introduced by the ministry. As a result, all of the secondary schools will be centralized with the same goals and they share the same purpose. However, each of the schools is an organization where all of the members will be responsible for their works to make sure the internal goals and the goals stated by the ministry of education are also achieved. So there are lots of works to be done by the staffs and teachers following all of the processes. With the burden of works, the teachers might turn into two conditions which are positive side or negative side. The positive circumstance makes the teachers gain more knowledge as well as the experiences of works. By this, the teacher will be as an important person where they are skillful, knowledgeable as well as a good attitude. This will affect the result of the goals of the organization. If the teacher turns into negative side, the productivity of the work will affect. The quality of the work isn't following the guideline that should be used by the teachers is one of the motivations turns down. Beheshtifar & Elham (2013) defined that the employee creativity, organizational commitment and motivation are the goal of the spirituality where it involves highly personal potential. This report uses three variables to measure the organizational performance in the selected secondary school. They are the work influence; followed by the sense of community and lastly the individual spirituality.

The study is to know the individual factors that bring an effect on the organizational performance. Using the raw data, it will gain a new knowledge to the organization in order to know which factors will influence organizational performance. In addition, the uses of the selected variables might be the fundamental in the organization because most of the organizations face a same situation towards the performance. Perhaps, this will help the organization to perform better because it contributes the people who are involved in the organization that are running the process.

## **2. Literature Review**

### *2.1 Organizational Performance*

Thompson (2000) stated that the best performance of organizational and financial status would be learned by spiritual enhancement of the workplace. In fact, some research showed that the higher profits and successful organizations are very supportive with the spiritual culture. As the important element of the human personality, spirituality is always encouraged by an organization toward their employees that apply individual power to work. This is figured out as the strongly related among the individual gratification and enjoyment with the performance and contribution to the work.

### *2.2 Work Influence*

Meaning of work and meaningful work are definitely different definition of the word. Meaningful work mentioned the interaction of work task and the purpose of life and the personal inner feelings toward work meaning and intention. For example, employees' holistic values are increasing due to emotion and spirituality that can be reinforced by the work (Brown, 2003). Refer to Sheep, (2006) meaningful work is a denotation of desire for consolidation and holism. According to Javanmard (2012), meaningful work of employees affects their work performance. By enriching work content employees enjoy their job, thus it has a positive effect on their work performance. The statement is also supported by Pawar (2009) research which showed that organizational performance is affected by meaningful work. So it can be hypothesized that;

*H1: There is significant and positive relationship between work influence and organizational performance*

### *2.3 Sense of community*

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