PROJECT REPORT

ON

INFLUENCE OF WORKPLACE SPIRITUALITY ON THE WORK ENGAGEMENT OF NURSES

Submitted in partial fulfilment of the requirements for the award of degree of Master of commerce of the University of Calicut

Submitted by

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2022-2024

CERTIFICATE ON PLAGIARISM CHECK

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2.	Title of the Thesis/paper	Influence of workplace spirituality on the work engagement of nurses		
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4.	Category	Master's Thesis		
5.	Department/institution	Research Department of Commerce		
6.		Introduction / Review of literature	Materials and Methods	Results/ Discussion/summary Conclusion
7.	Similar content (%) identified	-	-	-
	In case Overall similarity (%)	8%		
8.	Revised Check			
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This is to certify that the project report entitled **"INFLUENCE OF WORKPLACE SPIRITUALITY ON THE WORK ENGAGEMENT OF NURSES"** is a bonafide record of project work carried out by **JASNA K H** in partial fulfilment of her Master of Commerce of the University of Calicut.

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This is to certify that the project report entitled **"INFLUENCE OF WORKPLACE SPIRITUALITY ON THE WORK ENGAGEMENT OF NURSES"** is bonafide record of project work carried out by **JASNA K H** in partial fulfillment of her Master of Commerce of the University of Calicut. This independent project report was completed under my supervision and guidance.

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DECLARATION

I, **JASNA K H,** hereby declare that report entitled **"INFLUENCE OF WORKPLACE SPIRITUALITY ON THE WORK ENGAGEMENT OF NURSES"** is bonafide record of project work carried out by me under the supervision and guidance of **Dr. SEFIYA K M** Assistant Professor, M.E. S Asmabi College P. Vemballur. The information and data given in the report is authentic to the best of my knowledge**.**

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ACKNOWLEDGEMENT

First of all, I am thankful to **GOD**, *the Almighty for all his blessings showered upon me throughout my life and his grace, I could successfully complete the project work.*

I am especially thankful to my project guide **Dr. SEFIYA K.M**, *Assistant Professor of Research Department of Commerce, M.E.S Asmabi College, for her timely advice & farsighted and reflective supervision throughout the study and for the preparation of the project report.*

I wish to express my sincere gratitude to **Smt, CHITHRA P**, *Head of the Research Department of Commerce, M.E.S Asmabi College for the valuable suggestions and help.*

I express my sincere gratitude to **Dr. A. BIJU**, *the Principal of M.E.S Asmabi College, P. Vemballur, for the supportive research environment he always sustained in the department.*

I express my gratitude to **Mrs. SALIHA P. I**, *the librarian of M.E.S Asmabi College, P. Vemballur, for her support and timely guidance.*

I am grateful to the selected respondents who cooperated with me at the time of the survey.

I wish to express my sincere gratitude to all my teachers and non- teaching staff, for their motivation, support and guidance throughout the preparation of this project.

Finally, I express my sincere thanks to my parents, friends and relatives for them constant support and encouragement throughout the preparation of this project report.

JASNA K H

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INTRODUCTION

1.1 INTRODUCTION

In the dynamic landscape of modern healthcare, nurses serve as the cornerstone of patient care delivery, providing essential support and expertise across a wide range of clinical settings. However, the nursing profession is not without its challenges. Nurses often grapple with heavy workloads, demanding schedules, and exposure to emotionally taxing situations, all of which can contribute to high levels of stress and burnout. These challenges not only affect the well-being of individual nurses but also have significant implications for patient care outcomes and the overall functioning of healthcare organizations. Recognizing the pivotal role that nurses play in delivering high-quality care, there is a growing awareness of the importance of fostering nurses' work engagement and well-being. The exploration of workplace spirituality and its impact on nurses' work engagement holds significant relevance and importance within the healthcare landscape. In recent years, there has been a growing recognition of the importance of workplace spirituality in enhancing employee engagement and overall organizational performance. Within the healthcare sector, particularly among nurses, where the demands of the profession are inherently linked to providing compassionate care, the role of spirituality in the workplace has garnered significant attention.

The earlier research also indicated that healthcare professionals, especially nurses, were deemed to have one of the most demanding jobs in terms of stress. (Iqbal, Rabiatul Adawiyah, Suroso, & Wihuda, 2020). Spirituality plays a crucial role in nurses' involvement, encompassing qualities like resilience, assurance, morale, and inner identity. It contributes to various aspects of their professional life, such as retention, job satisfaction, and organizational success. (Sharaf, Sleem, & Abd- Elhady, 2021). Workplace spirituality encompasses a broad range of beliefs, values, and practices that imbue work with meaning, purpose, and a sense of community. It goes beyond traditional religious affiliations to encompass a deeper sense of connection, compassion, and transcendence in the workplace. As nurses often navigate complex and emotionally demanding situations, workplace spirituality can serve as a source of resilience, coping, and moral support in their professional journey. Workplace spirituality positively influences work engagement by fostering a sense of purpose, meaning, and connection

to work, leading to increased employee motivation and productivity. Work engagement, determined as the positive, fulfilling, and meaningful state of mind distinguished by vigor, dedication, and absorption in one's work, is essential for nurses to deliver high-quality patient care amidst the challenges of their profession. However, maintaining high levels of work engagement can be demanding, given the emotionally taxing nature of nursing tasks and the prevalence of burnout within the profession. The relationship between workplace spirituality and work engagement among nurses is of particular interest due to the unique nature of their work environment. Healthcare settings are characterized by high levels of stress, uncertainty, and interpersonal interactions, which can both challenge and enhance nurses' sense of spiritual well-being and engagement. By fostering a culture of spirituality, healthcare organizations have the potential to cultivate a supportive work environment that nurtures nurses' personal and professional growth.

In this context, exploring the influence of workplace spirituality on the work engagement of nurses becomes imperative. Workplace spirituality refers to the recognition of an individual's deeper sense of purpose and meaning in their work, beyond material or financial considerations. It encompasses aspects such as connectedness with others, a sense of community, meaningful work, and alignment with organizational values. The intersection of workplace spirituality and nursing work engagement holds promise for understanding how spiritual beliefs, practices, and experiences influence nurses' perceptions, attitudes, and behaviors in the workplace. By examining this relationship, healthcare organizations can gain insights into strategies for promoting nurses' well-being, job satisfaction, and ultimately, the delivery of patient-centered care.

In this study investigates the connection between workplace spirituality and work engagement among nurse's underscores the significance of fostering a supportive and holistic work environment. Our analysis suggests that incorporating spiritual elements into the workplace can positively impact nurses' engagement, leading to Enhanced job satisfaction, motivation, and commitment. This connection highlights the importance of recognizing and addressing nurses' spiritual needs within the workplace to enhance their

overall well-being and performance. Moving forward, organizations should consider integrating spiritual practices and values into their organizational culture, promoting a sense of purpose and meaning among nurses, ultimately contributing to their professional fulfillment and the delivery of high-quality patient care.

1.2 STATEMENT OF THE PROBLEM

Despite nurses facing high levels of stress and burnout, there's a lack of understanding regarding how work place spirituality influences their engagement. The project title "Influence of Work place spirituality on the work engagement of nurses "investigate the relationship between work place spirituality and work engagement among nurses in health care sector.

1.3 OBJECTIVES

- To investigate difference in workplace spirituality between nurses work in public sector and private sector.
- To identify the relationship between workplace spirituality and work engagement
- To identify the impact of workplace spirituality on work engagement.

1.4 SIGNIFICANCE OF THE STUDY

The significance of studying the influence of workplace spirituality on the work engagement of nurses lies in its potential to enhance both individual well-being and organizational outcomes within healthcare settings.

Firstly, understanding how spirituality impacts nurses' work engagement can contribute to the development of supportive work environments that promote psychological fulfillment and job satisfaction. By nurturing a sense of spiritual connectedness or purpose in their work, nurses may experience increased resilience, reduced burnout, and a greater sense of purpose, ultimately leading to greater levels of engagement and productivity.

Secondly, investigating this relationship can inform organizational policies and interventions aimed at fostering a holistic approach to employee well-being. Recognizing and accommodating nurses' spiritual needs can lead to improved morale, teamwork, and retention rates, thereby mitigating turnover and associated costs.

Furthermore, given the unique stressors inherent in healthcare professions, exploring the role of spirituality in buffering against work-related challenges can provide valuable insights for designing targeted support programs and resources.

Ultimately, by acknowledging and incorporating spirituality into the workplace, healthcare institutions have the opportunity to cultivate environments that prioritize not only the physical and emotional health of their nurses but also their spiritual fulfillment and professional engagement, ultimately benefiting both the individuals and the organizations they serve.

1.5 SCOPE OF THE STUDY

This study examines the connection between workplace spirituality and work engagement among nurses working in hospitals across urban and rural areas of Thrissur district. Nurses from various specialties, levels of experience, and clinical settings will be included to capture diverse perspectives. The research studies four key variables of workplace spirituality: compassion, mindfulness, meaningful work, and transcendence. It also examines the influence of these variables on work engagement of nurses. Ultimately, the study seeks to understand how nurses' spiritual beliefs and experiences affect their attitudes and behaviors at work in this region. The insights gained will be valuable for promoting nurse retention, job satisfaction, and quality of care.

1.6 RESEARCH METHADOLOGY

1.6.1 Research design

The study is descriptive and based on empirical evidence.

1.6.2 Type of data is used

Primary data for the study collected through questionnaires using Google form

1.6.3 Tools for data collection

Questionnaire are used to collected data

1.6.4 Questionnaire construction

The questionnaire is constructed by using scale of previous studies. 5-point Likert scales were used for the study.

1.6.5 Population of the study

The population of the study comprises nurses from both the public and private sectors in Thrissur District.

1.6.6 Sampling technique

Non probability sampling is used.

1.6.7 Sample size

The sample size is 100.

1.6.8 Tools for analysis

- Percentage analysis
- Regression
- Correlation
- Independent sampling t-test

1.6.9 Period of the study

The study was conducted during the period between January 2024 to June 2024.

1.6.10 Variable is used for the study

- Workplace spirituality
- Work engagement

1.7 LIMITATIONS OF THE STUDY

- Some respondents exhibited reluctance in participating, which may affect the representativeness and completeness of the data collected.
- Due to time limitations, there was restricted availability for data collection, potentially impacting the depth and breadth of the data gathered.
- Our study focused exclusively on nurses located in Thrissur, which may limit the generalizability of the findings to nurses in other geographical regions or healthcare settings.

1.8 CHAPTERIZATION

Chapter I: Introduction

Chapter II: Review of literature

Chapter III: Theoretical Framework

Chapter IV: Data Analysis and Interpretation

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CHAPTER 2
REVIEW OF LITERATURE

Thawinatna (2023) This research delved happiness at work among Thai nurses in Bangkok, exploring workplace spirituality, psychological capital, and perceived organizational support. Using a robust design with 640 nurses from six private hospitals, the research affirmed instrument reliability, demonstrated model fit, and identified work engagement, work-life balance, and career satisfaction as mediators. Job experience differences were observed, emphasizing nuanced impacts. Despite limitations, the study informs organizational strategies for nurse well-being and suggests avenues for future research, contributing significantly to understanding workplace happiness in this context.

Gepay&Tan (2023) Explored the interplay between workplace spirituality, work engagement, and total quality management in Panabo City's private hospitals. Utilizing a robust methodology with 543 employees, the results indicate elevated levels of spirituality, engagement, and quality management. Statistical analysis confirms significant associations, highlighting work engagement as a partial mediator. The results bear implications for private hospitals, suggesting that fostering work spirituality may positively impact total quality management through increased employee engagement. This study contributes valuable insights to enhance organizational dynamics and quality outcomes in private hospital settings.

Setiabudhi et al., (2022) This study in Kabupaten Pamekasan explored the relationship between workplace spirituality, work engagement, and grit among 275 full-time employees. Positive correlations were found between meaning at work and work engagement. Demographic factors like age, tenure, and education significantly influenced workplace spirituality, work engagement, and grit. The study emphasizes the positive impact of understanding and promoting workplace spirituality on employee welfare and performance, calling for tailored interventions based on demographic variations for a more holistic approach to occupational health and positive psychology.

Parveen.S (2022) this article investigated how workplace spirituality relates to employee engagement in the IT industry. Employing a descriptive methodology with a questionnaire distributed to 50 respondents, the study aims to reveal the significance of

fostering engagement and spirituality within organizations. The quantitative approach seeks to comprehensively understand the impact of these factors on organizational dynamics. Findings suggest a positive influence on various aspects, including heightened productivity, reduced absenteeism, and increased job satisfaction and motivation among IT employees. Overall, the research underscores a strong connection between cultivating a spiritually engaged workforce and achieving positive outcomes in the IT sector.

Margaretha et.al., (2021) This research explored the link between workplace spirituality and employee engagement among 322 Indonesian university lecturers. The study found a significant direct effect of workplace spirituality on engagement, with a substantial impact. Additionally, professional commitment emerged as a vital mediator, strengthening the positive link between spirituality and engagement. The results highlight the importance of incorporating workplace spirituality practices and fostering professional commitment in universities to enhance lecturer performance and overall organizational success.

James (2021) this study explored how workplace spirituality, guided by HR professionals practicing servant leadership, positively influences employee engagement. Conducted through qualitative case studies involving experienced HR professionals, the research reveals that prioritizing employees' spiritual well-being leads to increased commitment and productivity. The findings stress the broader positive impact on various stakeholders, emphasizing the significance of aligning HR practices with workplace spirituality. The study suggests practical implications for organizations aiming to improve employee welfare and dedication, especially during times of change or crisis, promoting a more engaged and productive workforce with the potential for positive social change.

Sharaf et.al., (2021) The research focused on understanding how engaged and satisfied nurses are at work and whether their well-being is influenced by factors like workplace spirituality. The study involved 257 nurses at Main Mansoura University Hospital, using surveys to collect data. Results showed that most nurses had a moderate level of

engagement and workplace spirituality, particularly in specific areas. Overall, there was a positive connection between work engagement, workplace spirituality, and thriving at work for nurses.

Budagavi et.al., (2021) Explored how Workplace Spirituality (WPS) affects Work-Life Balance (WLB) for service sector professionals during the COVID-19 pandemic. Examining 200 diverse participants, it combines surveys and interviews. The findings reveal that the pandemic universally impacts work-life dynamics, requiring adaptive strategies. Workplace spirituality shows a positive link to better work-life balance, with those finding purpose in their work reporting more harmony. It also helps mitigate role conflicts, making individuals adept at managing conflicting demands. Importantly, workplace spirituality contributes not only to professional balance but also to holistic well-being. Overall, fostering a spiritual workplace culture can enhance employee well-being, resilience, and adaptability.

Ule et.al., (2020) Explored the link between workplace spirituality and employee engagement among university lecturers in Nigeria. Surveying 200 lecturers from four public universities, the research found a positive correlation between spirituality dimensions and engagement. Notably, lecturers valued passion and job satisfaction over financial incentives. The findings suggest a need for universities to prioritize lecturer engagement and implement training programs to improve job satisfaction and overall well-being, fostering a favorable workplace atmosphere for increased productivity in academia.

De Carlo et.al. (2020) the study investigated positive behaviors of supervisors, like being honest and responsible, impact employees' well-being and performance. The research, involving 330 Italian employees, shows that when supervisors act with integrity, it directly improves employee performance. Additionally, these positive behaviors indirectly boost performance by increasing employees' engagement with their work. The study also introduces the idea of workplace spirituality, suggesting that positive supervisor behaviors influence performance not only through engagement but also through a spiritual connection at work. In essence, the findings stress the vital role

of supervisors in promoting employee well-being and performance, emphasizing the need for honest and responsible leadership to enhance motivation and job performance in organizations.

Wood et.al., (2020) reviewed thoroughly explores the connection between work–life balance and work engagement. It identifies factors influencing both, like organizational culture and leadership style. The study delves into mediators, revealing that job satisfaction and organizational support play crucial roles. Various moderators, such as job autonomy and industry type, were found to impact the strength of this relationship. Interestingly, the review highlights the inconclusive nature of determining causality between work–life balance and work engagement, suggesting a need for further investigation. The findings provide valuable insights for HR practitioners, emphasizing the importance of considering these factors for a balanced work environment and suggesting areas for future research and interventions.

Khan et.al., (2020) aimed to understand how spirituality at work affects employees' feelings and satisfaction in Non-Governmental Organizations (NGO's) and International NGOs (INGO's). They surveyed 200 employees using questionnaires to explore perceptions of workplace spirituality. The findings indicated that a spiritual work environment is associated with increased dedication and contentment among employees. In conclusion, the study suggests that organizations fostering a spiritual environment may see positive outcomes in terms of employee engagement and happiness. This research provides useful insights for companies considering incorporating spiritual aspects into their workplace culture to create a more positive and fulfilling environment for employees.

Mariani et.al., (2020) Investigated the Effect of workplace spirituality on employee engagement and organizational citizenship behavior in three Technical Implementing Units of The Ministry of Education and Culture in West Nusa Tenggara. With a quantitative research design and a causal approach, the study involved 150 employees, achieving an 84 percent response rate through questionnaires. Smart PLS Version 3 software was used for rigorous analysis, revealing that workplace spirituality has a

positively influenced both employee engagement and organizational citizenship behavior. Additionally, employee engagement exhibited a positive impact on organizational citizenship behavior. These findings underscore the significance of fostering workplace spirituality among civil servants in Technical Implementing Units. In conclusion, the study contributes valuable empirical evidence, emphasizing the role of spirituality in enhancing organizational indicators, with a well-defined methodology enhancing the credibility of its Implications for public sector organizations.

Iqbal et.al (2020) Investigated the impact of workplace spirituality on nurse work engagement in Indonesian government hospitals, emphasizing the mediating role of perceived person-organization fit (P-O fit). Through a cross-sectional survey involving 138 nursing staff from two government hospitals, the study utilizes structural equation modeling to reveal the positive relationship between workplace spirituality and nurse work engagement, with perceived P-O fit identified as a crucial mediator. While the limited sample size and hospital scope pose constraints, the research significantly contributes to human behavior theory in the healthcare sector, offering insights into factors influencing nurse engagement. The findings suggest practical implications for top management to implement programs fostering nurse spiritual potential, enhancing overall employee engagement in healthcare settings. The study's originality lies in addressing a literature gap, establishing perceived P-O fit as a mediator and contributing valuable insights to employee engagement in the specific context of healthcare.

Abhiyash et.al (2020) Explored the correlation between workplace and individual spirituality, emphasizing the role in enhancing employee productivity. Using quantitative methods with 91 respondents from diverse sectors, findings stress the importance of recognizing and fostering individual spirituality for organizational success. The study recommends organizations focus on meaningful work aligned with employees' self-actualization goals, emphasizing a holistic approach to employee well-being. Overall, the research provides actionable insights for organizations to enhance practices and create a more satisfying work environment, extending beyond mere productivity concerns.

Baskar & Indradevi (2020) Examined the influence of workplace spirituality on employee engagement in Non-Governmental Organizations (NGOs) in Vellore, India, and Katmandu, Nepal, using Structural Equation Modeling. The findings reveal a significant positive effect of workplace spirituality on employee engagement, challenging the conventional belief that a feeling of community is crucial in NGO settings. The research underscores the importance of fostering spiritual virtues in the workplace for effective engagement among NGO employees, offering practical implications for organizations to enhance their social impact. However, limitations, such as regional specificity and cultural biases, are acknowledged, prompting future research suggestions to explore workplace spirituality across diverse geographical and cultural landscapes, ensuring a comprehensive understanding and practical application in organizational settings.

Mahipalan (2019) Investigated the influence of workplace spirituality on work-related outcomes in Indian non-profit organizations, specifically focusing on secondary school teachers in government institutions in southern India. Using a survey of 853 teachers and a Partial Least Squares based Structural Equation Model, the study establishes positive relationships between workplace spirituality and organizational commitment, teaching satisfaction, job involvement, and organizational citizenship behavior. The findings highlight the significance of workplace spirituality in enhancing job and organizational engagement, with job engagement playing a stronger role in commitment, satisfaction, and involvement, while organizational engagement is more influential in citizenship behavior. The study underscores the significance of fostering workplace spirituality among teachers in state-run schools, suggesting that it positively impacts various aspects, ultimately contributing to a dynamic and optimistic learning environment with potential long-term societal benefits. Overall, the research emphasizes the need for educational institutions to consider and cultivate spiritual elements in the workplace for positive outcomes.

Baykal (2019) Investigated the connection between workplace spirituality and work engagement, suggesting that person altruistic love might play a mediating role. Using a convenient sampling method and face-to-face surveys analyzed with SPSS 20.0, the

results confirmed a positive relationship between workplace spirituality and work engagement. Surprisingly, person altruistic love didn't act as a mediator. In conclusion, the study highlights the favourable result of workplace spirituality on work engagement and emphasizes the need for further exploration in this area.

Walt (2018) Examined how spirituality at work affects employees' engagement and well-being in small to medium enterprises (SMMEs) in a specific area of South Africa. Using a survey with 259 participants, the research finds that creating spiritual workplaces positively influences both work engagement and thriving. The study recommended that focusing on holistic employee development and fostering spiritually based organizational cultures can sustain greater performance. Practical recommendations include prioritizing the work experience, emphasizing relationship management, and networking within SMMEs. Overall, the research emphasizes the significance of considering spirituality in the workplace for promoting positive states among employees, contributing valuable insights for scholars and practitioners aiming to enhance organizational sustainability and long-term performance.

Singh & Chopra (2018) Studied the impact of workplace spirituality and grit on work engagement among 275 full-time employees in Delhi-NCR, India. Correlational analysis reveals positive associations between workplace spirituality components (inner life, meaningful work, community) and grit elements (consistency of interest, perseverance) with work engagement facets (attention, absorption). Hierarchical multiple regression confirms meaningful work, consistency of interest, and perseverance as significant predictors of work engagement, emphasizing the importance of both intrinsic and extrinsic factors. Practical implications suggest hiring individuals with high grit levels and assigning meaningful tasks for enhanced employee engagement.

Sawang & McLean (2017) Aimed to explore the links between mindfulness meditation, workplace spirituality, and work engagement in Thailand. The study involved 563 participants from eight organizations, half offering meditation courses. Results showed higher levels of spirituality and engagement in organizations with

meditation programs. Mindfulness meditation exhibited a significant relationship with both spirituality and engagement, with spirituality fully mediating the link between meditation and work engagement. The findings highlight the potential benefits of incorporating mindfulness techniques in to the workplace, particularly in a Thai context, fostering spirituality and enhancing employee engagement.

Hassan et.al., (2016) The study investigated how workplace spirituality influences job satisfaction among teachers in universities. Using a Likert scale questionnaire, data from 174 teachers were analyzed. The findings show a positive link between workplace spirituality and trust, with trust mediating its impact on job satisfaction. Fostering workplace spirituality is recommended for better communication and creativity. The study suggests exploring more dimensions and moderators in future research to enhance understanding and highlights the significance of building trust for overall job satisfaction in the education sector.

Fachrunnisa & Adhiatma (2014) Explored how fostering a positive work environment, known as workplace spirituality, and encouraging creative thinking can boost the job satisfaction and performance of field workers in Indonesia's family planning program. By applying the spiritual leadership theory, the research finds that strong workplace spirituality, guided by leaders, enhances creative engagement among field workers, leading to higher job satisfaction. Improved job satisfaction, in turn, correlates with better performance in implementing family planning initiatives. The study highlights the crucial role of field workers as mediators between government and communities. Primary data is collected through surveys, interview, and focus group discussion involving field workers, leaders and community members. This study findings offer practical insights for leaders and policymakers aiming to enhance public service effectiveness.

Zare & Beheshtifar (2013) Examined how spirituality in the workplace affects organizational performance. It synthesizes findings from the past decade, considering three perspectives: Human Resources, Philosophical, and Interpersonal. The diverse conceptualizations of workplace spirituality highlight its subjective nature, often tied to

personal values and the quest for meaning. From a Human Resources standpoint, fostering spirituality enhances employee well-being and organizational outcomes. Philosophically, aligning personal values with the organization's mission positively influences motivation. On an interpersonal level, Spirituality in the workplace fosters a feeling of community among employees. The review concludes that encouraging spirituality correlates positively with organizational performance, emphasizing the need for further research to deepen our understanding of this relationship.

De Klerk (2005) reviewed discusses a paper focusing on spirituality in the workplace, emphasizing the role of meaning in life for work-wellness. The author finds a positive link between meaning in life and various aspects of work wellness. The paper lacks specific details on the research method, but it contributes to the understanding of spirituality in organizations. While effective, the absence of detailed methodology raises concerns about the strength of findings. Overall, it offers valuable insights, suggesting future research directions in the realm of workplace spirituality.

CHAPTER 3
THEORETICAL FRAMEWORK

Nurses' engagement not just their intellect and physical capabilities, but also their inner essence, in their work. Their expression of self in the workplace goes beyond mere actions or concepts; it involves infusing their character in to every aspect of their duties. In essence, Nurses bring their whole being to their profession, embodying both skill and spirit in their care (El Dahshan & El-kholy, 2020).

In hospitals, nurses must balance clinical proficiency with emotional resilience and spiritual sensitivity to provide expert care, support patients' families, and manage the challenges of caregiving, all of which significantly impact their effectiveness. (Wei, Wu, Lee& Tung, 2020).

3.1 SPIRITUALITY

Spirituality is a broad concept that involves seeking meaning, purpose and connection with something greater than one self. It often involves exploring questions about the nature of existence, the universe and the human experience and can encompass religious beliefs, practices and experiences, as well as personal growth, mediation and mindfulness. It's a deeply personal and subjective aspect of human life that varies greatly among individuals and cultures.

Spirituality in the workplace refers to the recognition and integration of one's inner values, beliefs, and sense of purpose into their professional environment. For nurses, spirituality can manifest in various ways, such as finding meaning in patient care, connecting with colleagues on a deeper level, or drawing strength from personal beliefs during challenging times. Embracing spirituality in the workplace has been linked to higher job satisfaction, resilience, and enhanced overall well-being among nurses. It can also enhance work engagement by Promoting a feeling of fulfillment and alignment between personal values and professional duties. Recognizing and supporting spirituality in the workplace can help in establishing a more encouraging and favorable work atmosphere for nurses.

3.2 WORKPLACE SPIRITUALITY

In today's fast-paced and often stressful work environments, the idea of workplace spirituality has gained traction as a way to foster a more holistic and fulfilling approach to work. Spirituality in the workplace isn't about promoting any specific religious belief or doctrine; rather, it focuses on creating an environment that values individuals' sense of purpose, connection, and well- being.

The emergence of workplace spirituality gained recognition during the 1990s, prompting numerous scholars to explore and define it across various dimensions. Characterized by its intricate nature, defining workplace spirituality has proven challenging, leading to a multitude of attempts to contextualize and frame this concept. (Wei, Wu, Lee& Tung, 2020).

In today's fast-paced and often stressful work environments, the idea of workplace spirituality has gained traction as a way to foster a more holistic and fulfilling approach to work. Spirituality in the workplace isn't about promoting any specific religious belief or doctrine; rather, it focuses on creating an environment that values individuals' sense of purpose, connection, and well-being.

At its core, Workplace spirituality focuses on combining personal values and beliefs with one's professional life. This integration encourages employees to find Sense of purpose and satisfaction in their work beyond mere financial compensation or career advancement. When individuals feel a stronger bond with their work, they tend to have higher job satisfaction, increased engagement, and greater productivity.

A critical element of workplace spirituality involves fostering a nurturing and inclusive organizational culture. Leaders play an essential role in shaping this culture by embodying values such as empathy, compassion, and respect for diversity. By promoting transparent communication, fostering teamwork, and cultivating a feeling of belonging, organizations can establish an environment where employees feel appreciated and encouraged in their personal and professional development.

Another important aspect of Workplace spirituality highlights the importance of being mindful and engaging in reflection. Practices such as meditation, yoga, or simply taking moments for quiet contemplation can help employees cultivate a sense of inner peace and clarity amidst the demands of their work. By integrating these practices into daily work routines, organizations can assist employees in better coping with stress and improving their overall welfare.

Moreover, workplace spirituality encourages a broader perspective on success and achievement. Instead of solely focusing on traditional metrics like profits or market share, organizations can strive to make a positive impact on society and the environment. By aligning their business goals with ethical principles and social responsibility, Companies can encourage their workers to feel like their jobs matter and help make the world a better place for the environment.

Workplace spirituality is about employees trying to figure out what really matters to them in life, forming close relationships with their coworkers and others they work with, and making sure their personal beliefs align with the principal of the company they work for. (Singh& Chopra, 2016).

In conclusion, workplace spirituality offers a powerful framework for creating work environments that nurture the whole person – mind, body, and spirit. By integrating personal values, fostering a supportive culture, promoting mindfulness, and embracing a broader definition of success, organizations can unleash the full potential of their employees and create workplaces where everyone can thrive.

3.3 DIMENSIONS OF WORKPLACE SPIRITUALITY

There are 4 dimensions of workplace spirituality used in this study.

1. Compassion

Compassion means understanding and caring about others who are giving through a tough time and wanting to help ease their pain (Shrestha, 2016). It involves feeling responsible for those who are less fortunate and taking action to

make things better for them. It enhances work engagement by promoting positive relationship and teamwork. It involves showing kindness, empathy, and understanding towards coworkers. It fosters a supportive and caring environment where individuals feel valued and respected.

2. Mindfulness

Mindfulness means being fully aware of what you're thinking and doing right now, without getting caught up in thoughts about the past or future or getting distracted. It's about staying focused on the present moment (Shrestha, 2016). It's a practice that can help reduce stress, improve focus, and enhance overall well-being.

3. Meaningful work

Meaningful work refers to the sense one gains from their job that it holds significance in their life, extending beyond mere material rewards, and brings them joy and energy in their professional endeavors. (Shrestha, 2016)

It goes beyond the tangible part of the work, such as salary or status, and taps into deeper, intrinsic motivations that align with personal values and spiritual fulfillment. This connection makes people feel like their job aligns with their personal beliefs, which makes them happier, more engaged, and like they're making a difference at work.

4. Transcendence

Transcendence refers to a connection to a higher power but doesn't entail a sense of being linked to God (Shrestha, 2016) and in the context of workplace spirituality, it entails finding a deeper sense of purpose and meaning beyond the confines of everyday tasks and responsibilities. It Involves experiences that go beyond the ordinary and mundane, such goes beyond mere job satisfaction and involves a deep emotional connection to one's work, colleagues, and organizations. Such feeling connected to something larger than oneself. This dimension encourages individuals to tap into their spiritual beliefs or values to find deeper meaning and inspiration in their work. Increased Engagement: When employees find meaning and a deeper connection to their work beyond just earning money, they are more likely to be engaged and dedicated to their jobs.

3.4 ADVANTAGES OF WORKPLACE SPIRITUALITY

- **Enhanced Well-being:** Spirituality in the workplace can contribute to improved mental, emotional, and even physical well-being by fostering, encouraging and inclusive atmosphere.

- **Improved Morale:** Creating a workplace environment that prioritizes. Spiritual principles such as compassion, empathy, and mindfulness can lead to higher morale among employees.

- **Improved Decision Making:** Organizations with a spiritual alignment often emphasize ethical decision-making and values-based leadership, leading to more considerate and morally sound choices.

- **Increased Creativity and Innovation:** Encouraging open-mindedness and creativity can lead to innovative solutions to challenges, as employees feel empowered to think outside the box.

- **Stronger Relationships:** Workplace spirituality can foster stronger bonds between coworkers, as it encourages authenticity, respect, and understanding among team members.

- **Greater Resilience:** Employees who feel supported spiritually may be better equipped to navigate periods of change, uncertainty, and adversity, leading to greater resilience within the organization.

- **Increased Productivity:** When employees experience fulfillment and a deeper connection to their work, they tend to be more motivated and productive in their roles.

3.5 DISADVANTAGES OF WORKPLACE SPIRITUALITY

1. **Potential Conflict:** Different interpretations of spirituality among employees may lead to conflicts and divisions within the workplace.
2. **Exclusionary Practices:** Workplace spirituality might unintentionally leave out employees who don't have the same beliefs, making them feel isolated.
3. **Distraction from Work:** Overemphasis on spirituality may divert employees' focus away from their job tasks and responsibilities.

4. **Legal Concerns:** Mixing spirituality with work could raise legal issues related to discrimination or religious preferences in the workplace.

5. **Lack of Objectivity:** Incorporating spirituality may hinder objective decision-making processes, leading to biased judgments or favoritism.

3.6 WORK ENGAGEMENT

The concept of work engagement has garnered considerable interest in the field of organizational psychology and management studies. Employee engagement involves fostering positive attitudes, reducing burnout, and optimizing performance across personal, plant, and organizational levels (Al Ahad & Khan, 2020). The significance of Work engagement is crucial as it influences Employee contentment, dedication to the organization, and ultimately, the quality of patient care. Engaged nurses are more likely to provide compassionate care, communicate effectively, and contribute positively to their work environment.

Work engagement is a multifaceted concept that encompasses vigor, dedication, and absorption in one's work. It is crucial for organizational success, as it leads to increased productivity, enhanced job satisfaction, and positive organizational outcomes. Vigor indicates elevated levels of energy and mental strength during work. Dedication denotes a profound sense of passion and satisfaction in one's tasks. Absorption denotes being fully immersed and concentrated in one's work. By grasping the fundamental aspects of work engagement and the factors that impact it, organizations can establish a workplace where employees feel motivated, dedicated, and deeply involved in their tasks.

Employees who are engaged tend to develop strong relationships with their employer, resulting in more positive attitudes, intentions, and behaviors. (Jasmeet Singh & Gambhir Chopra, 2016).

Several key components contribute to work engagement:

Vigor: This refers to the high levels of energy and mental resilience that engaged employees possess. They show great passion for their work, actively pursue challenges, and remain determined when facing difficulties.

Dedication: Committed workers experience a deep sense of importance and satisfaction in their tasks. They align with their company's objectives and principles, dedicating their time and energy to support its achievements. This commitment drives their motivation and persistence, even amidst adversity.

Absorption: Engaged employees become completely immersed in their duties and obligations and responsibilities. They lose track of time and distractions as they concentrate deeply on their work. This state of absorption allows them to achieve increased levels of productivity and creativity.

3.7 FACTORS OF WORK ENGAGEMENT

1. **Supportive Work Environment**: An encouraging and uplifting workplace culture, where nurses feel valued, respected, and backed by their colleagues and supervisors, can enhance their engagement.
2. **Job Autonomy**: Nurses who have a certain degree of control and autonomy over their work, such as decision-making authority and flexibility in their schedules, and higher level of involvement.
3. **Meaningful Work**: Feeling like their work is meaningful and fulfilling makes nurses more involved in their jobs.
4. **Professional Development Opportunities:** Access to training, education, and career advancement opportunities can foster engagement by allowing nurses to continuously develop their skills and advance in their careers.
5. **Effective Leadership:** Strong and supportive leadership that provides clear direction, communicates effectively, and recognizes and rewards nurses' contributions can enhance engagement levels.

6. **Workload and Resources:** Adequate staffing levels, manageable workloads, and access to necessary resources and equipment are essential for preventing burnout and maintaining greater levels of engagement among nurses.

7. **Work-Life Balance:** Promoting nurses' well-being and job engagement can be accomplished by implementing policies like flexible scheduling and providing paid time off to help them achieve a healthy work-life balance.

8. **Peer Relationships:** Positive relationships with coworkers and opportunities for collaboration and teamwork can create a sense of camaraderie and belonging, which positively impacts nurses' engagement.

9. **Recognition and Appreciation:** Regular recognition and appreciation for nurses' hard work and achievements can boost morale and motivation, leading to higher levels of engagement.

10. **Alignment with Organizational Values:** When nurses believe that the values they hold match those of the organization they work for, they are more likely to be dedicated and involved in their work.

3.8 ADVANTAGES OF WORK ENGAGEMENT

- **Increased productivity:** Employees who are engaged tend to demonstrate increased concentration, drive, and dedication to their tasks, resulting in elevated levels of productivity.

- **Better employee retention:** When employees feel engaged and satisfied with their work, they are more likely to stay with the company, reducing turnover rates.

- **Enhanced job satisfaction:** Engaged employees tend to derive more fulfillment and enjoyment from their work, leading to higher levels of job satisfaction.

- **Improved workplace morale:** A culture of engagement fosters a favourable work environment where employees feel valued, appreciated, and Encouraged by their peers and managers.

- **Higher quality of work:** Engaged employees are more likely to put forth their best effort, resulting in higher quality output and better outcomes for the organization.

- **Greater innovation and creativity:** Engaged employees are more likely to generate new ideas, problem-solve effectively, and contribute to innovation within their teams and the organization as a whole.

- **Better customer satisfaction:** Engaged employees are more attentive to customer needs, provide better service, and contribute to building positive relationships with clients or customers.

- **Reduced absenteeism and presenteeism:** Engaged employees are less likely to call in sick or disengage from their work while present, leading to lower rates of absenteeism and presenteeism.

- **Healthier work-life balance:** Engaged employees often have a better sense of control over their work and personal lives, leading to reduced stress and enhanced overall welfare.

- **Competitive advantage:** An extremely committed work staff can be a significant competitive advantage for organizations, leading to increased profitability, growth, and success in the marketplace.

3.9 DISADVANTAGES OF WORK ENGAGEMENT

- **Burnout:** Working too much can make you feel tired and stressed all the time, which can lead to burnout. It's like your body and mind are running on empty.

- **Health Issues:** Spending too much time at work can make it hard to take care of your health. You might not have time to exercise, eat well, or get enough sleep, which can lead to problems like headaches, stomachaches, or even more serious health issues.

- **Less Time for Fun:** When you're always working, you might not have time to do things you enjoy, like hanging out with friends, playing sports, or watching movies. It's like all work and no play makes life boring.

- **Strained Relationships:** If you're always working, you might not have much time for your family and friends. This can make your relationships suffer because you're not able to spend quality time with the people you care about.
- **Limited Growth:** Focusing too much on work might prevent you from trying new things or learning new skills outside of your job. This could limit your personal and professional growth in the long run.
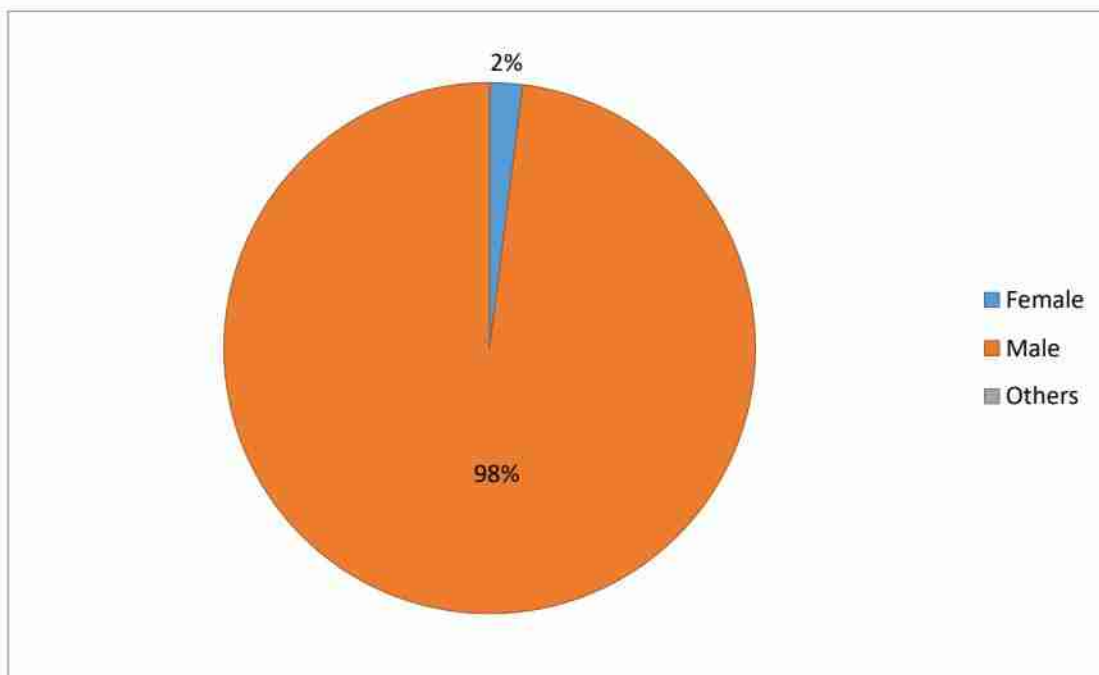
CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 Table shows the gender wise classification of respondents

Gender	No. Of respondents	Percentage (%)
Male	2	2
Female	98	98
Others	0	0
Total	100	100

Source: Primary data

4.1 Chart shows the gender wise classification of respondents
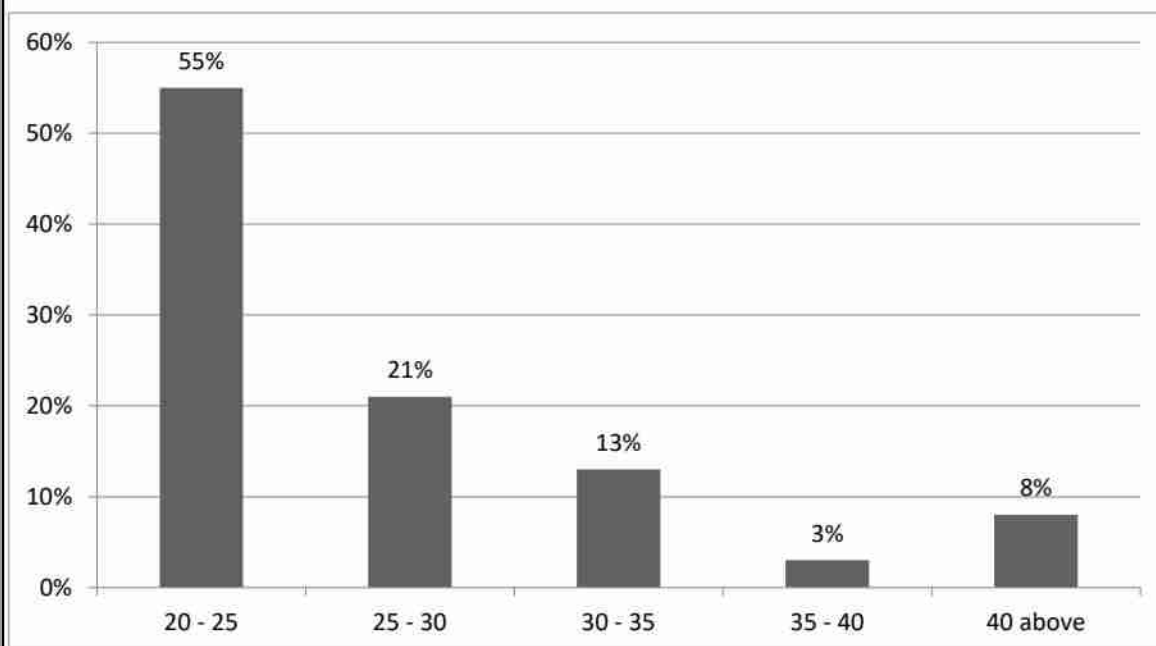

Interpretation:

Table 4.1 shows gender wise classification 2% are males and 98% Females and Others is zero.

4.2 Table shows the age wise classification of respondents

Age	No. Of respondents	Percentage (%)
20-25	55	55
25-30	21	21
30-35	13	13
35-40	3	3
40& above	8	8
Total	100	100

Source: Primary data

4.2 chart shows the age wise classification of respondents
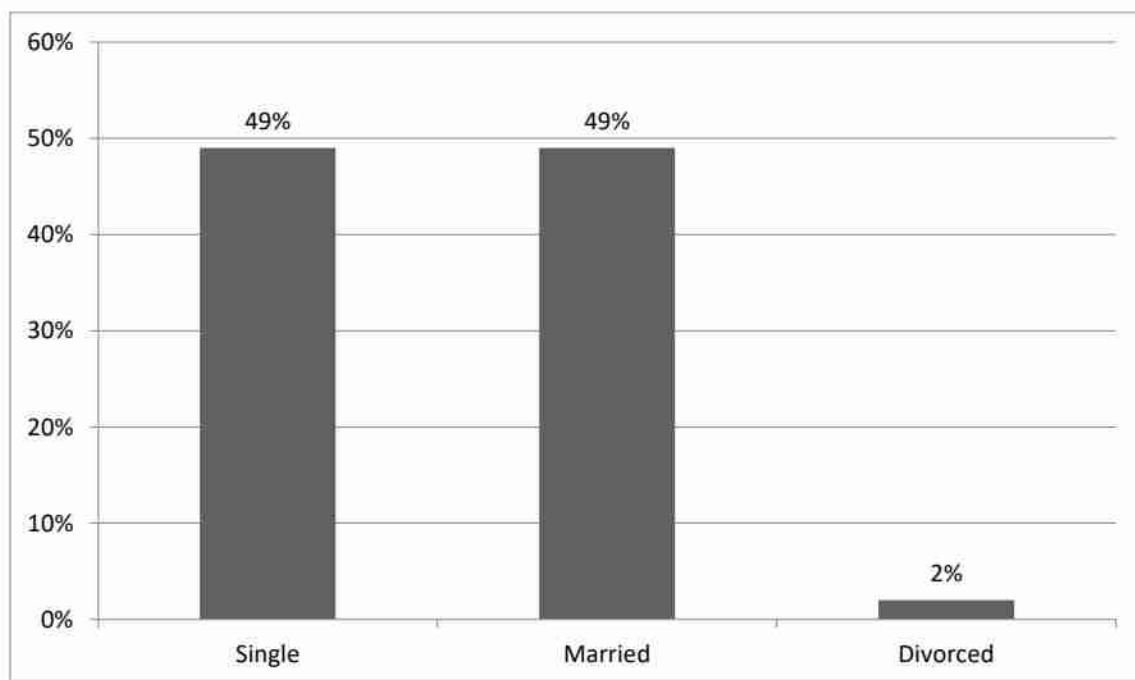

Interpretation:

Table 4.2 shows that 55% are belong to the age group 20-25. 21% of them belong to the age group of 25-30. 13% of them belong to the age group of 30-35 and 3% of them belongs to the age group of 35-40. The table also reveals that 8% are belonging to the age group of 40 & above.

4.3 Table shows the marital status of respondents

Marital status	No. Of respondents	Percentage (%)
Single	49	49
Married	49	49
Divorced	2	2
Total	100	100

Source: primary data

## 4.3 chart shows the marital status of respondents

Interpretation:

Table 4.3 shows 49% are single and 49% Married balance 2% are Divorced.

4.4 Table shows the educational Qualification of respondents

Educational Qualification	No. Of respondents	Percentage (%)
Bachelor degree in Nursing	35	35
Master Degree in Nursing	24	24
Nursing school Diploma	22	22
Others	19	19
Total	100	100

Source: primary data

4.4 chart shows the educational Qualification of respondents
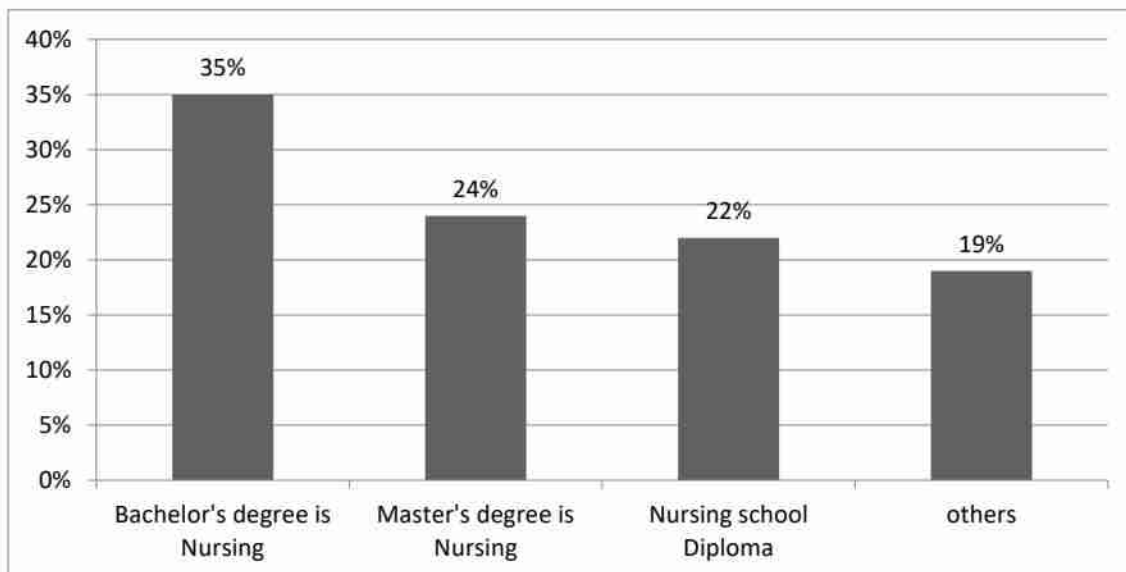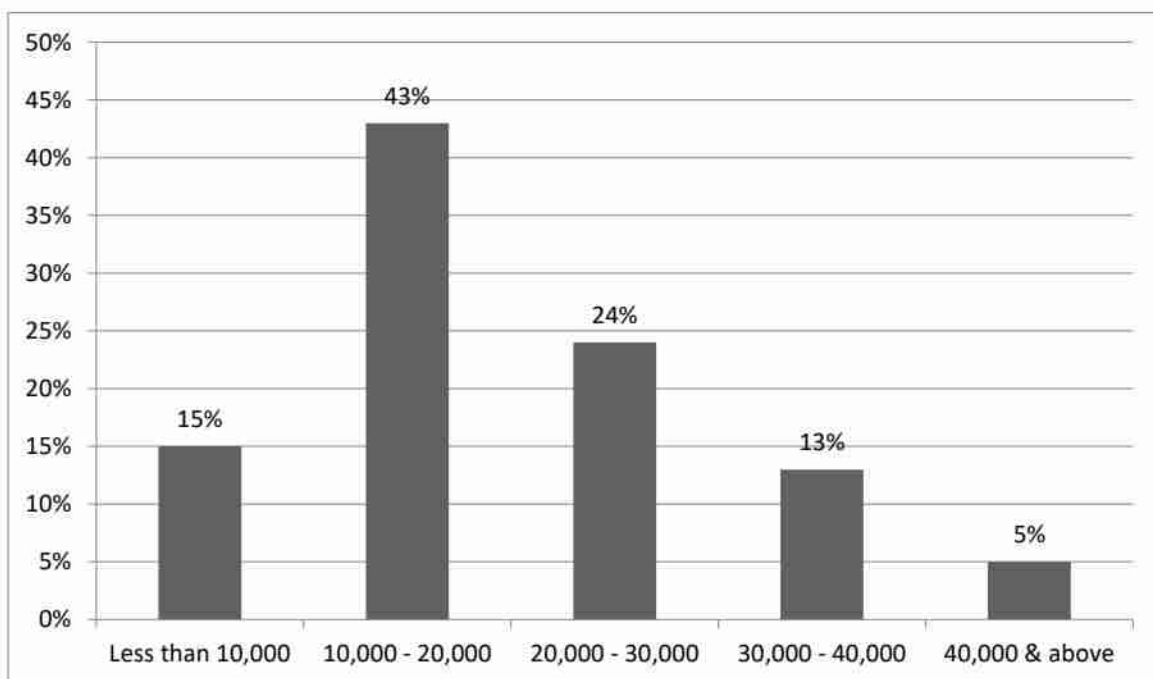

Interpretation:

This table displays the educational qualifications of respondents in nursing, indicating that 35% hold a Bachelor's degree, 24% have a Master's degree, 22% possess a nursing school diploma, and 19% fall under the category of "Others."

4.5 Table shows the monthly income level of respondents

Income	No. Of respondents	Percentage
Less than 10000	15	15
10000-20000	43	43
20000-30000	24	24
30000-40000	13	13
40000& above	5	5
Total	100	100

Source: Primary data

4.5 chart shows the monthly income level of respondents
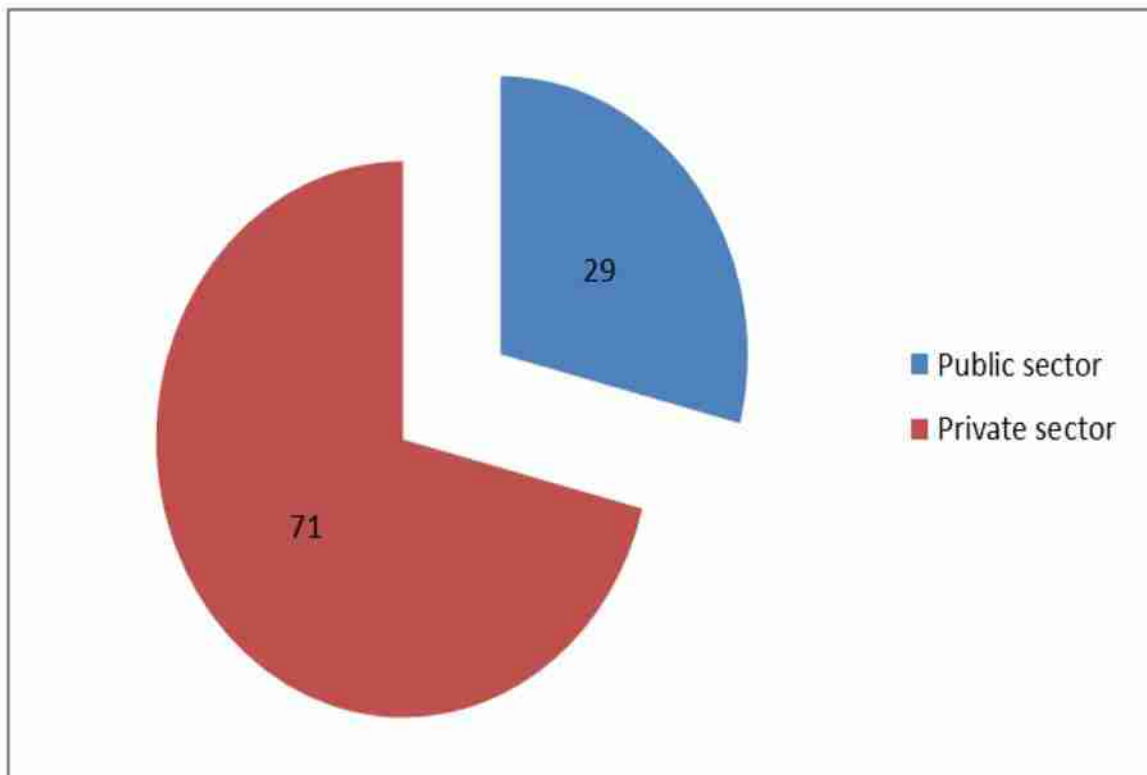

Interpretation:

Table 4.5 Showing that 15% earn less than 10,000, 43% earn between 10,000-20,000, 24% earn between 20,000-30,000, 13% earn between 30,000-40,000, and 5% earn 40,000 and above.

4.6 Table shows the sector level of respondents

Particulars	No. Of respondents	Percentage (%)
Public sector	29	29
Private sector	71	71
Total	100	100

Source: Primary data

4.6 chart shows the sector level of respondents
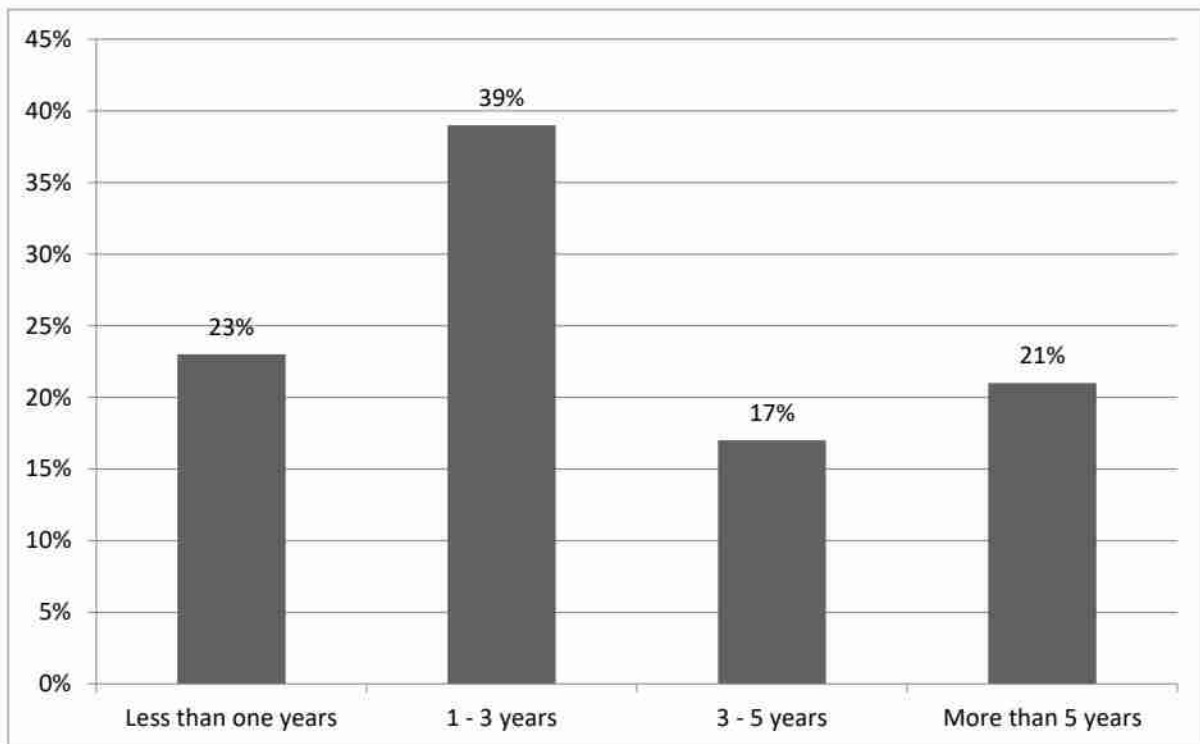

Interpretation:

Table 4.6 illustrates the distribution of respondents across sectors, indicating that 71% work in the private sector and 29% work in the public sector.

4.7 Table shows the experience level of respondents

Particulars	No. Of respondents	Percentage (%)
Less than one year	23	23
1-3 year	39	39
3-5 year	17	17
More than 5 year	21	21
Total	100	100

Source: Primary data

4.7 chart shows the experience level of respondents
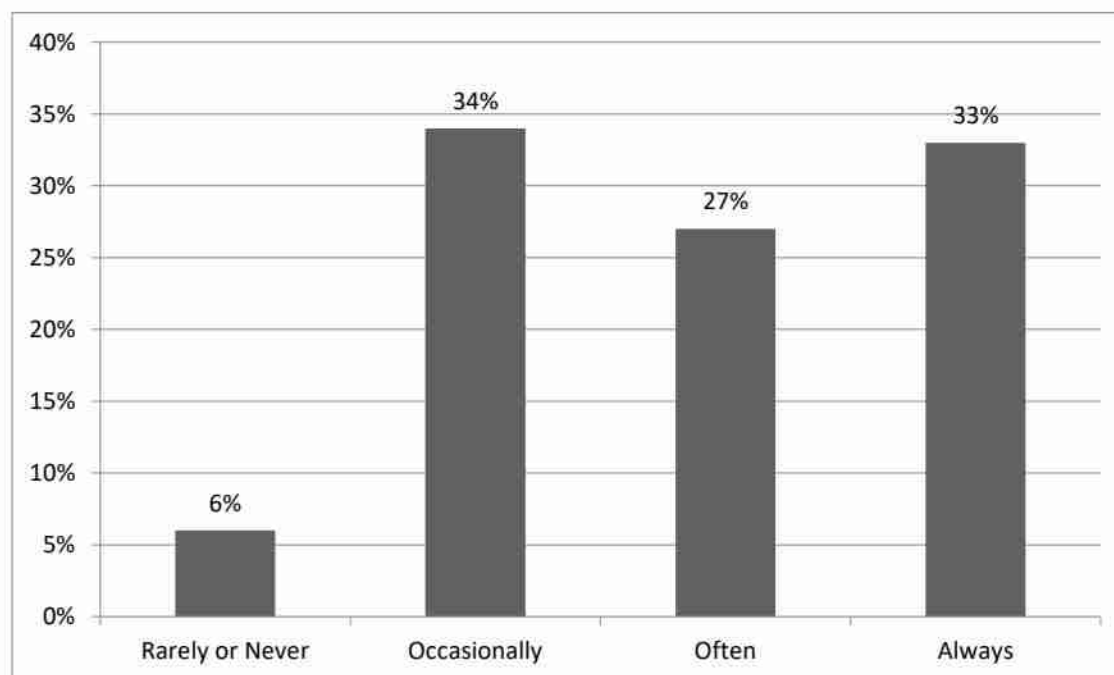

Interpretation:

Table 4.7 indicates that 23% have less than one year of experience, 39% have between 1 and 3 years of experience, 17% have between 3 and 5 years of experience, and 21% have more than 5 years of experience.

4.8 Table shows the alignment of personal and company values

Particulars	No. Of respondents	Percentage (%)
Rarely or never	6	6
Occasionally	34	34
Often	27	27
Always	33	33
Total	100	100

Source: Primary data

4.8 chart shows the alignment of personal and company values
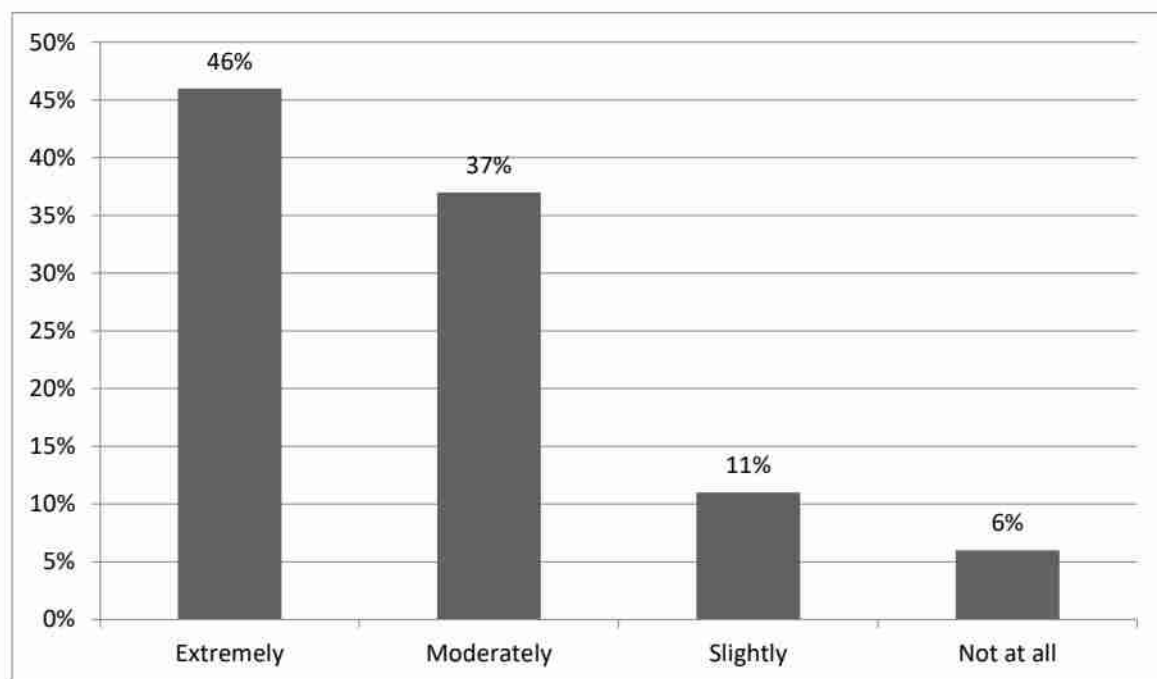

Interpretation:

This table 4.8 illustrates the extent to which respondents feel their personal values align with the values of their company. It shows that 6% rarely or never feel alignment, 34% feel alignment occasionally, 27% feel alignment often, and 33% always feel alignment.

4.9 Table shows the inspiration from company mission

Particulars	No. Of respondents	Percentage (%)
Extremely	46	46
Moderately	37	37
Slightly	11	11
Not at all	6	6
Total	100	100

Source: Primary data

4.9 chart shows the inspiration from company mission

Interpretation:

Table 4.9 illustrates the degree to which respondents are inspired by their company's mission in their daily tasks. It indicates that 46% are extremely inspired, 37% are moderately inspired, 11% are slightly inspired, and 6% are not inspired at all.

4.10 Table shows the level of team and organizational connection

Particulars	No. Of respondents	Percentage (%)
Not connected at all	0	0
Slightly connected	19	19
Moderately	21	21
Very moderately	35	35
Extremely moderately	25	25
Total	100	100

Source: Primary data

4.10 chart shows the level of team and organizational connection
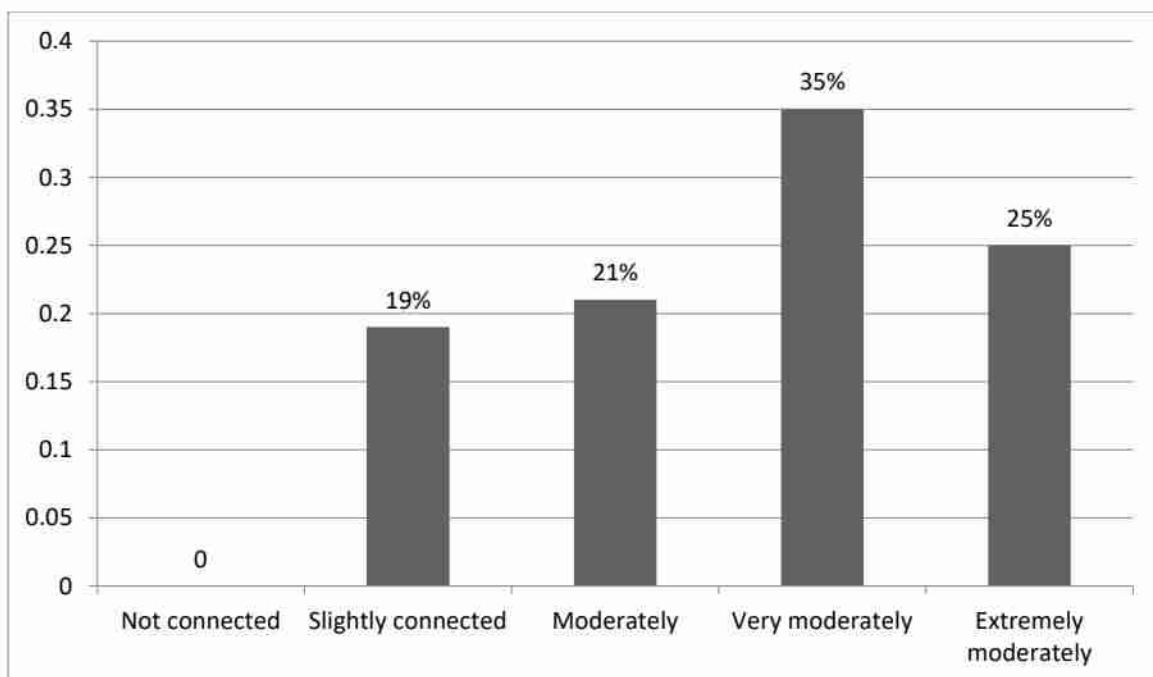
Interpretation:

Table 4.10 Shows that no respondents feel not connected at all, 19% feel slightly connected, 21% feel moderately connected, 35% feel very moderately connected, and 25% feel extremely moderately connected.

4.11 ASSESSING WORK ENGAGEMENT IN HOSPITAL NURSES

4.11.1 Table shows the work energy level

Particulars	No. Of respondents	Percentage
Almost never	13	13
Rarely	21	21
Sometimes	37	37
Often	13	13
Very often	11	11
Always	5	5
Total	100	100

Source: Primary data

4.11.1 Chart shows the work energy level
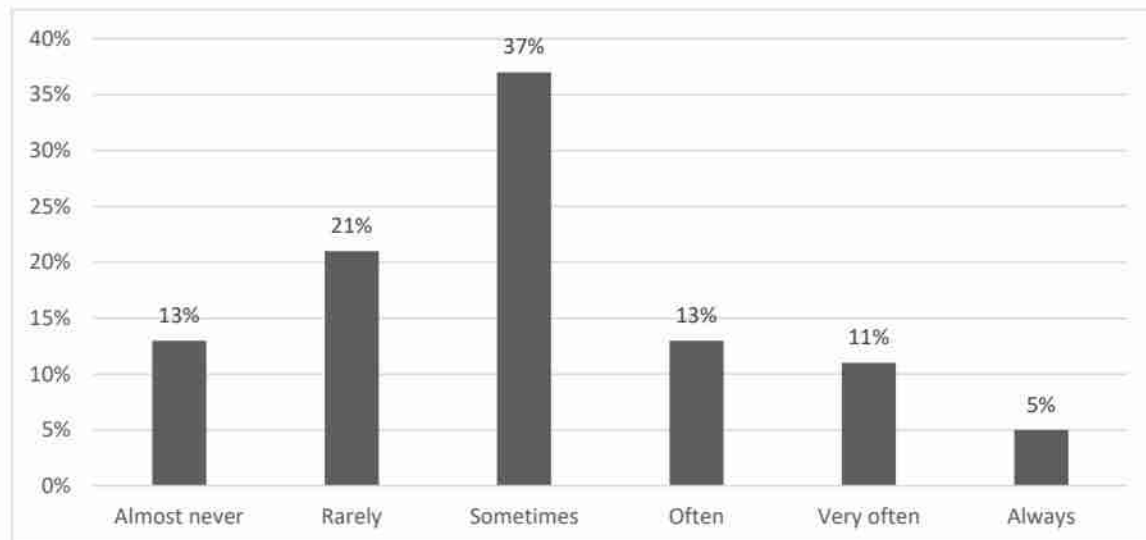
Interpretation

Most respondents (37%) sometimes feel bursting with energy at work. A significant number (34%) rarely or almost never feel this way, while a smaller group (24%) often or very often experience high energy levels. Only 5% always feel bursting with energy at work.

4.11.2 Table shows the job vigor level

Particulars	No. Of respondents	Percentage
Almost never	13	13
Rarely	22	22
Sometimes	17	17
Often	5	5
Very often	11	11
Always	32	32
Total	100	100

Source: Primary data

4.11.2 Chart shows the job vigor level
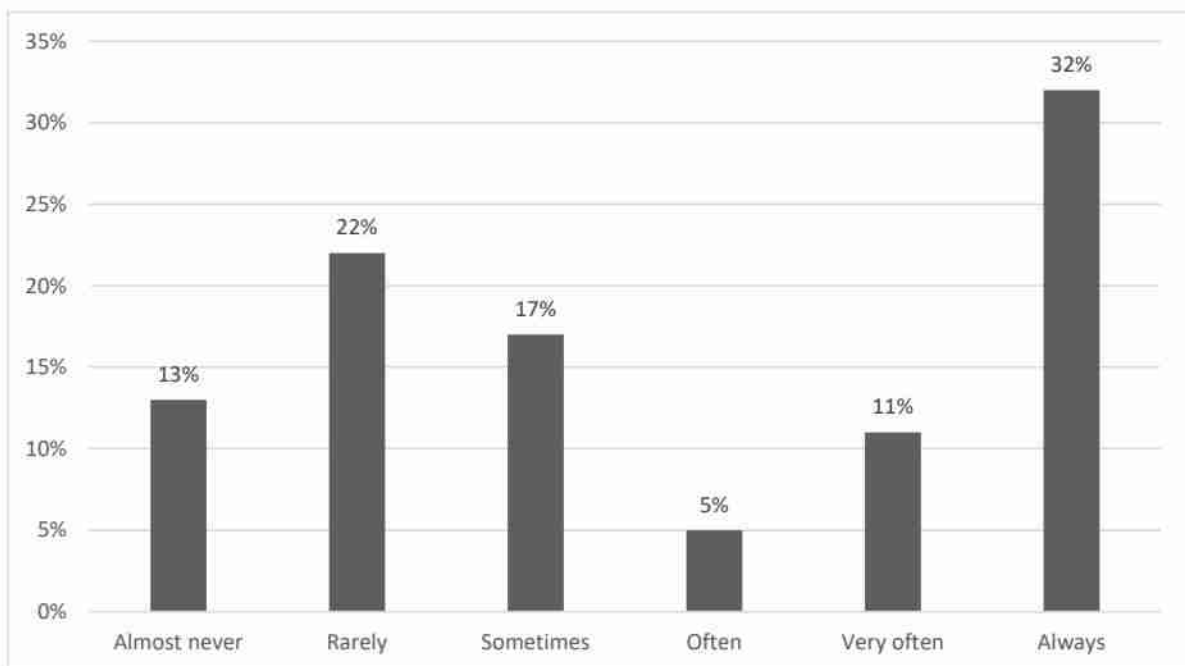
Interpretation

Table 4.11.2 shows that 13% almost never feel strong and vigorous at work, 22% rarely feel that way, 17% sometimes feel that way, 5% often feel that way, 11% very often feel that way, and 32 % always feel strong and vigorous at work.

4.11.3 Table shows the work enthusiasm level

Particulars	No. Of respondents	Percentage
Almost never	16	16
Rarely	19	19
Sometimes	13	13
Often	3	3
Very often	11	11
Always	38	38
Total	100	100

Source: Primary data

4.11.3 Chart shows the work enthusiasm level
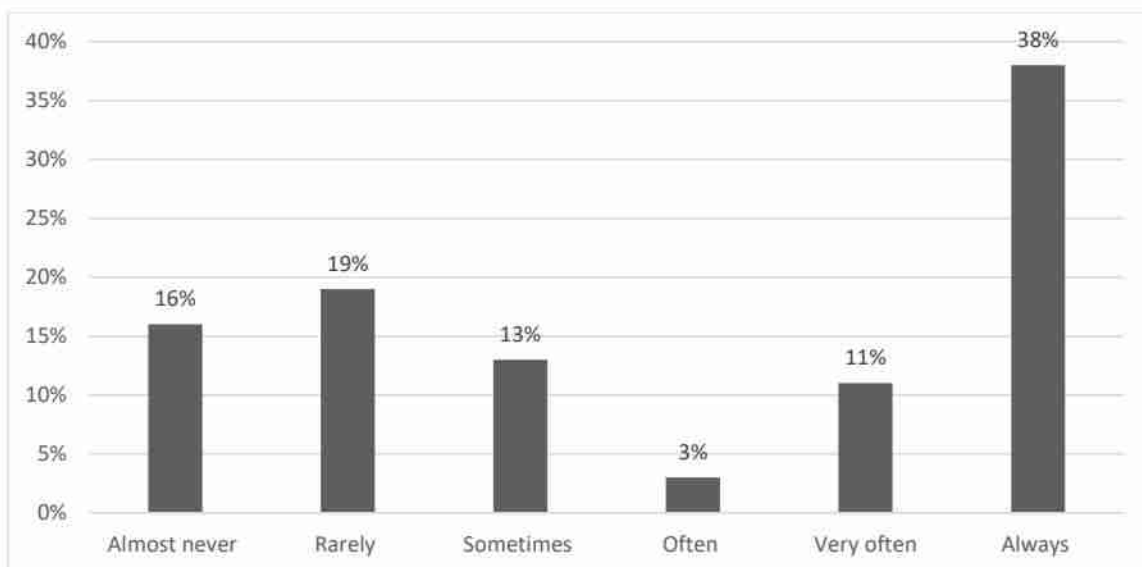
Interpretation

The table 4.11.3 depicts the varying degrees of work enthusiasm among respondents. 16% respondents almost never feel enthusiastic, 19 % respondents rarely feel enthusiastic, 13 % respondents sometimes feel enthusiastic, 3 % respondents often feel enthusiastic, and 11 %very often feel enthusiastic. The majority, 38% respondents always feel enthusiastic about their work.

4.11.4 Table shows the job inspiration level

Particulars	No. Of respondents	Percentage
Almost never	17	17
Rarely	18	18
Sometimes	12	12
Often	4	4
Very often	6	6
Always	43	43
Total	100	100

Source: Primary data

4.11.4 Chart shows the job inspiration level
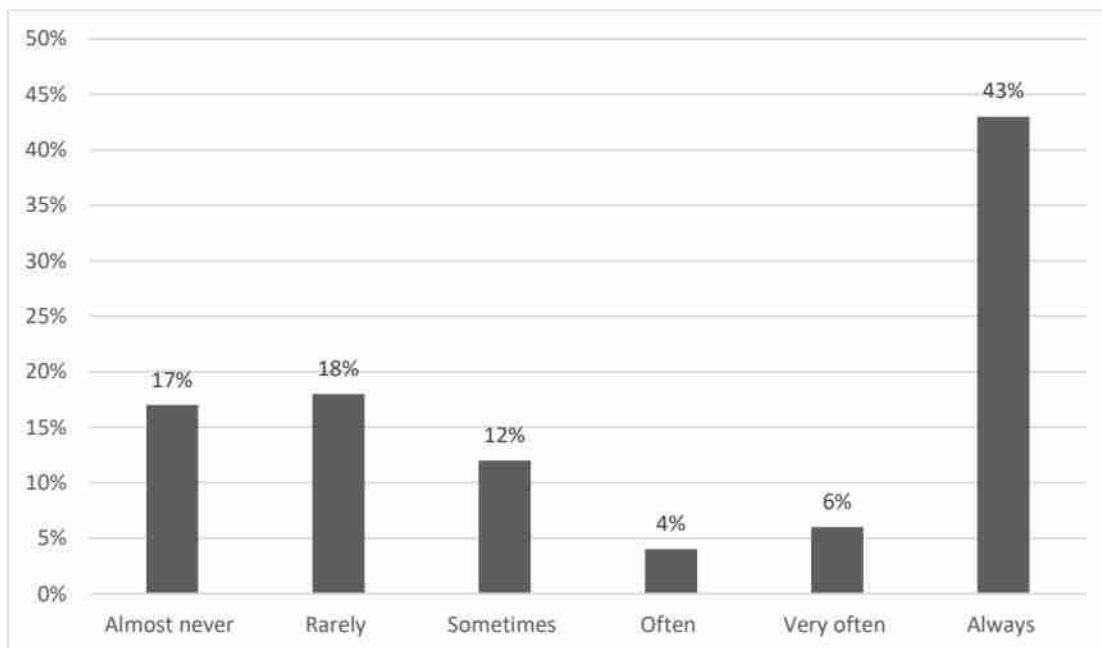
Interpretation

The table 4.11.4 presents data on job inspiration frequency among respondents. It indicates that 43% of respondents reported feeling inspired by their jobs "Always," while 17% said "Almost never," 18% "Rarely," 12% "Sometimes," 4% "Often," and 6% "Very often".

4.11.5 Table shows the morning motivation level for work

Particulars	No. Of respondents	Percentage
Almost never	12	12
Rarely	26	26
Sometimes	14	14
Often	7	7
Very often	8	8
Always	33	33
Total	100	100

Source: Primary data

4.11.5 Chart shows the morning motivation level for work
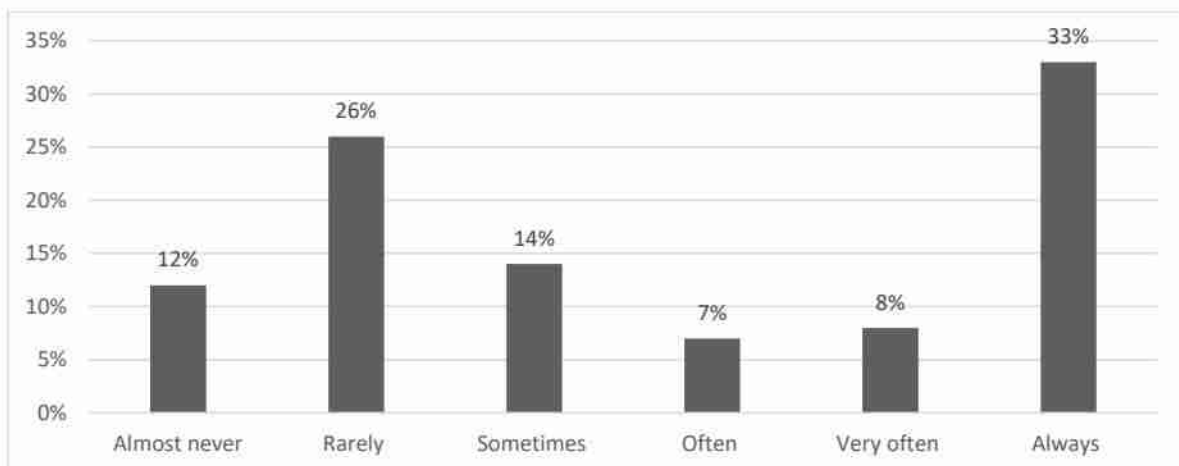
Interpretation

The data in Table 4.11.5 on "Morning Motivation for Work" reveals the distribution of respondents based on how frequently they feel motivated to go to work in the morning. 33% respondents always feel motivated to go to work in the morning, 26% respondents indicate they rarely feel motivated, 14% respondents sometimes feel motivated in the morning.12 % respondents report that they almost never feel motivated to go to work in the morning. 8% respondents very often feel motivated. Only 7% respondents often feel motivated to go to work.

4.11.6 Table shows the work intensity level

Particulars	No. Of respondents	Percentage
Almost never	13	13
Rarely	22	22
Sometimes	14	14
Often	4	4
Very often	9	9
Always	38	38
Total	100	100

Source: primary data

4.11.6 Chart shows the work intensity level
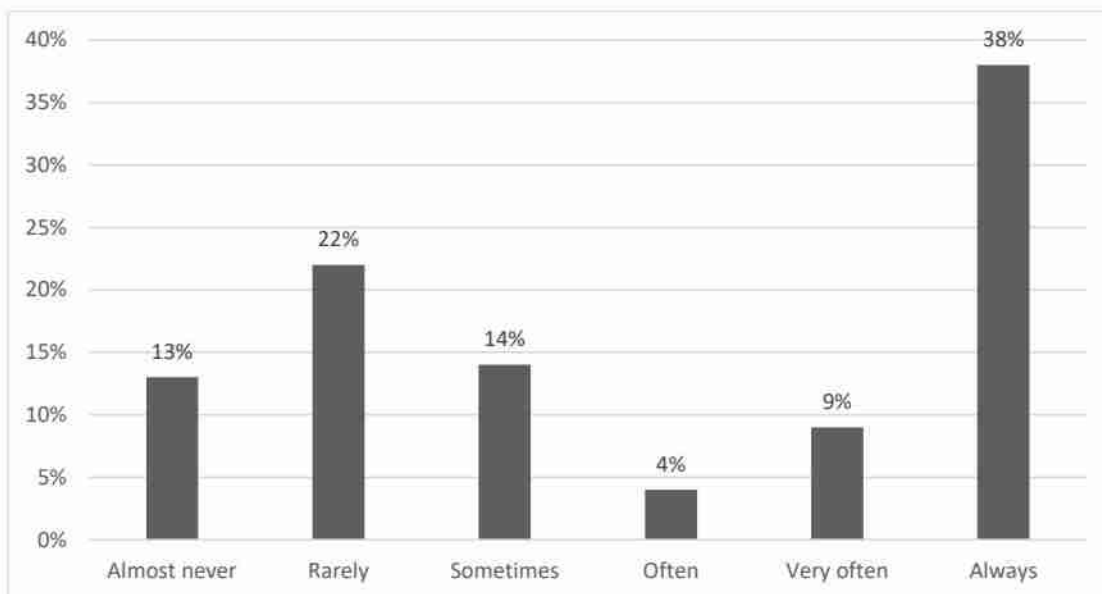
Interpretation

The table 4.11.6 shows that a majority of respondents (38%) always feel happy when working intensely, 22% respondents reported feeling happy Rarely, 14% reported feeling happy sometimes, while 13% respondents reported feeling happy Almost never, 9% feel happy either very often, only 4% respondents reported feeling happy often.

4.11.7 Table shows the work satisfaction assessment

Particulars	No. of respondents	Percentage
Almost never	17	17
Rarely	17	17
Sometimes	11	11
Often	4	4
Very often	5	5
Always	46	46
Total	100	100

Source: Primary data

4.11.7 Chart shows the work satisfaction assessment
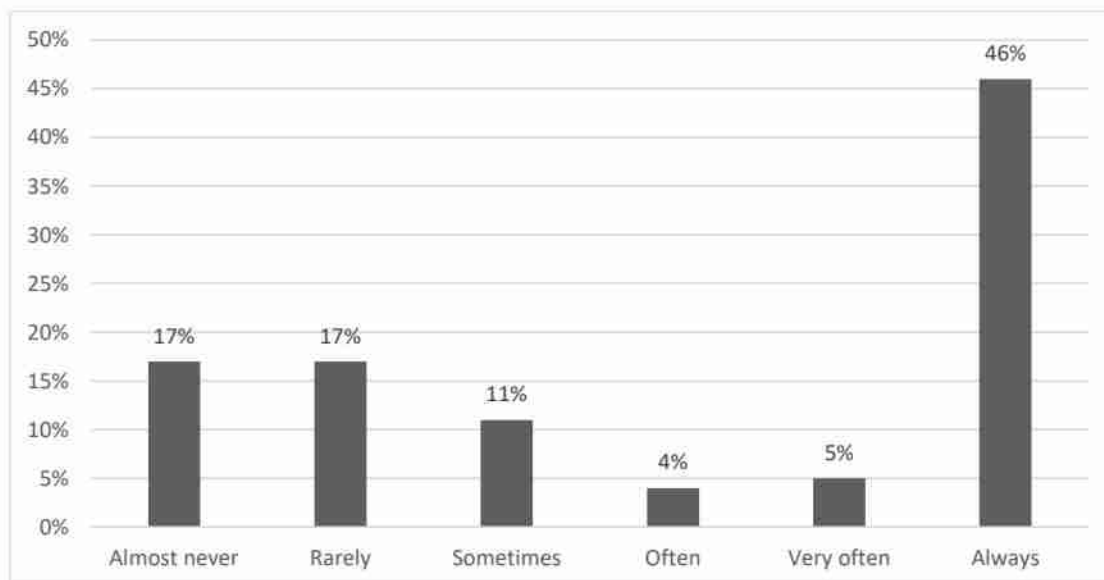
Interpretation

Table 4.11.7 indicates that a significant majority of respondents (46%) reported feeling pride in their work "Always. 17 % respondents reported feeling pride almost never and rarely, 11% respondents reported feeling pride sometimes, 5% respondents reported feeling pride very often, only small percentage (4%) respondents reported feeling pride often.

4.11.8 Table shows the work involvement level

Particulars	No. Of respondents	Percentage
Almost never	13	13
Rarely	20	20
Sometimes	13	13
Often	4	4
Very often	14	14
Always	36	36
Total	100	100

Source: primary data

4.11.8 Chart shows the work involvement level
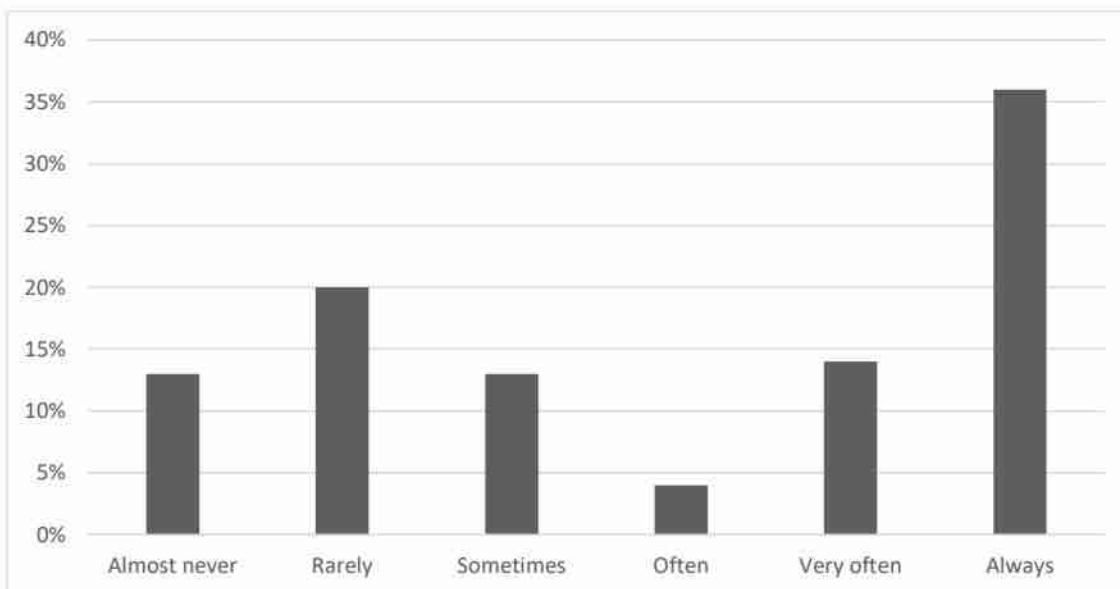
Interpretation

The table 4.11.8 presents the distribution of respondents based on their level of work immersion. A majority of respondents (36%) reported always being immersed in their work. 20 % respondents reported rarely, 14% respondents reported very often, 13% respondents reported Almost never and sometimes, Additionally, a small percentage (4%) reported often being immersed in their work.

4.11.9 Table shows the work focus level

Particulars	No. Of respondents	Percentage
Almost never	42	42
Rarely	32	32
Sometimes	9	9
Often	2	2
Very often	7	7
Always	8	8
Total	100	100

Source: Primary data

4.11.9 Chart shows the work focus level
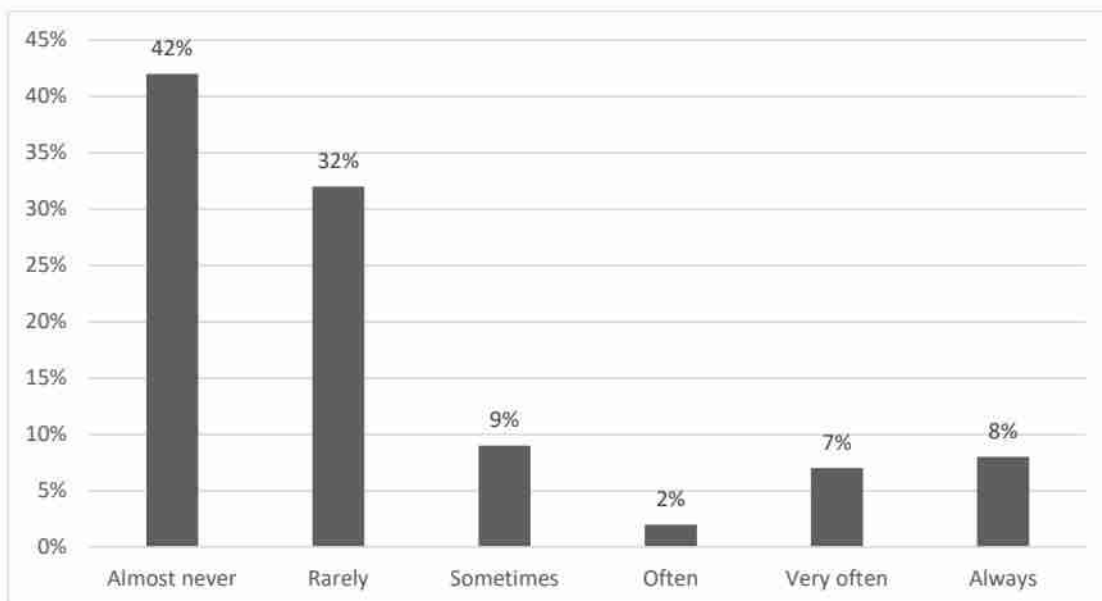
Interpretation

The survey data reveals that 42% indicate "almost never" and 32% "rarely." A smaller portion (9%) participates "sometimes," Additionally, 8% of respondents engage "always," and 7% "very often" engage in the behavior. While only 2% do so "often."

H01: There is no significant difference in workplace spirituality between nurses working in public and private sector.

4.12 Table shows the workplace spirituality of nurses working in public and private sector

Group statistics

Sector		N	Mean	Std. Deviation
workplace spirituality	public sector	29	3.7401	.45313
	private sector	71	3.9378	.47285

Interpretation

The table illustrates the mean scores of workplace spirituality for nurses in the public and private sectors, with the public sector scoring an average of 3.74 and the private sector scoring 3.94. These scores represent the typical levels of workplace spirituality among nurses in each sector.

Independent Sample T- Test

	t	df	P
Workplace spirituality	-1.920	98	.058

An independent samples t-test was conducted to assess workplace spirituality among nurses in the public and private sectors. The obtained t-value was -1.920, with 98 degrees of freedom, yielding a p-value of .058, which exceeds the significance value of 0.05. Consequently, we fail to reject the null hypothesis, suggesting there is no significant difference in workplace spirituality between nurses in the public and private sectors.

H02: There is no significant relationship between workplace spirituality and work engagement

4.13 Table shows the relationship between workplace spirituality and work engagement

Correlations		Compassion	meaningful work	transcendence	mindfulness	work engagement
compassion	Pearson Correlation	1	.540**	.519**	-.011	.224*
	Sig. (2-tailed)		.000	.000	.912	.025
	N	100	100	100	100	100
meaningful work	Pearson Correlation	.540**	1	.702**	-.178	.275**
	Sig. (2-tailed)	.000		.000	.076	.006
	N	100	100	100	100	100
transcendence	Pearson Correlation	.519**	.702**	1	-.010	.212*
	Sig. (2-tailed)	.000	.000		.920	.034
	N	100	100	100	100	100
mindfulness	Pearson Correlation	-.011	-.178	-.010	1	-.699**
	Sig. (2-tailed)	.912	.076	.920		.000
	N	100	100	100	100	100
work engagement	Pearson Correlation	.224*	.275**	.212*	-.699**	1
	Sig. (2-tailed)	.025	.006	.034	.000	
	N	100	100	100	100	100

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Interpretation

The table indicated that the Compassion has a Strong positive correlation with meaningful work (r = 0.540, p < 0.01) and transcendence (r = 0.519, p < 0.01). A moderate positive correlation is seen with work engagement (r = 0.224, p < 0.01). And there is no significant correlation with mindfulness. Meaningful Work Shows strong positive correlations with compassion (r = 0.540, p < 0.01) and transcendence (r = 0.702, p < 0.01). A moderate positive correlation is observed with work engagement (r = 0.275, p < 0.01). There is no significant correlation with mindfulness. Transcendence also has Strong positive correlation with compassion (r = 0.519, p < 0.01) and meaningful work (r = 0.702, p < 0.01). There is no significant correlation with mindfulness. And mindfulness negatively correlates with work engagement (r = -0.699, p < 0.01), indicating that higher levels of mindfulness are associated with lower work engagement. Work Engagement Shows a moderate positive correlation with compassion (r = 0.294, p < 0.01) and meaningful work (r = 0.275, p < 0.01). It negatively correlates with mindfulness (r = -0.699, p < 0.01), suggesting that higher work engagement is associated with lower levels of mindfulness.

H03: There is no significant impact of workplace spirituality on work engagement.

4.14 Table shows the impact of workplace spirituality on work engagement.

Model	R	R Square	Adjusted R Square
1	.351ᵃ	.123	.114

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	32.169	1	32.169	13.766	.000ᵇ
	Residual	229.011	98	2.337		
	Total	261.180	99			
a. Dependent Variable: work engagement						
b. Predictors: (Constant), workplace spirituality						

Interpretation:

The table presents a regression analysis assessing the relationship between workplace spirituality and work engagement. The model indicates a moderate positive correlation ($R = 0.351$), with workplace spirituality explaining 12.3% of the variance in work engagement (R Square = .123). The regression model is significant ($p < 0.001$), suggesting workplace spirituality indeed has a significant impact on work engagement, supporting hypothesis H1.

CHAPTER 5
FINDINGS, SUGGESTIONS
AND CONCLUSION

FINDINGS

- A significant portion of the nursing workforce being studied is relatively young, with a notable majority falling within the 20-25 age brackets.

- The majority of nursing respondents have a Bachelor's degree.

- Most of the respondents earn between 10000 and 20000.

- The findings indicated that a significant majority of respondents work in private sector.

- While many employees believe that their individual worth match their company's values, a significant number of workers feel that there is only occasional or limited alignment. This creates an opportunity for organizations to investigate the reasons behind these different perceptions and develop specific initiatives aimed at improving value alignment across the workforce.

- The data reveals that while the company's mission resonates strongly with most employees, there is an opportunity to further engage and inspire those who feel disconnected or only partially inspired by the mission. By addressing the factors that contribute to this lack of inspiration, the company can potentially enhance employee motivation, engagement, and alignment across the entire workforce.

- Notably, no respondents indicated feeling completely disconnected with their team and organization, suggesting a baseline level of connection among the surveyed individuals. However, a notable portion feels only slightly connected, suggesting room for improvement in fostering stronger workplace connections.

- The study reveals that there is no significant difference in workplace spirituality between nurses working in the public and private sectors. Despite slightly higher average scores in workplace spirituality among nurses in the private sector compared to those in the public sector, the difference did not reach statistical significance. So, factors other than sector affiliation may play a more influential role in determining workplace spirituality among nurses.

- The research indicates that there is a strong positive correlation between compassion and meaningful work. This suggests that acts of compassion, such as empathy and kindness towards patients and colleagues, contribute

significantly to enhancing the sense of purpose and fulfillment nurses derive from their work.

- Moreover, there is a strong positive correlation between compassion and transcendence. This suggests that acts of compassion may not only elevate individuals' sense of empathy and connection with others but also foster enhanced comprehension of the spiritual or transcendent aspects of their work.

- Additionally, there is a moderate positive correlation between compassion and work engagement. It promotes increased feeling of dedication and involvement in one's work.

- The result reveals that compassion has no significant association with mindfulness, while compassion involves attributes like compassion and kindness towards others, mindfulness entails being present and aware in the moment without judgment. Therefore, individuals can possess varying levels of compassion and mindfulness independently of each other.

- In this research, Meaningful work shows a strong positive correlation with transcendence. This suggests that people who view their job as significant also often encounter elevated levels of transcendence.

- The analysis suggests that while individuals may derive meaning their work meaningful, it does not necessarily relate to their level of mindfulness. Meaningful work is about feeling purposeful and fulfilled in the job, while mindfulness is about being present and aware without judgment. So, people can have different levels of meaningfulness in their work and mindfulness, and these aspects don't always go together.

- The findings indicate a moderately positive correlation between the perception of meaningful work and work engagement. This implies that individuals who view their work as meaningful tend to be more involved in their duties and responsibilities.

- In this study, the relationship between transcendence and mindfulness is not significant. This suggests that there is no strong association between experiencing moments of transcendence and being mindful in the present moment.

- The examination indicates a notable positive connection between transcendence and work involvement. This implies that individuals who encounter heightened levels of transcendence, such as a sense of connection to something larger than themselves, are more prone to being engaged in their work.

- The findings demonstrate that the association between mindfulness and work engagement is strong and adverse. Mindfulness involves a state of non-judgmental awareness, which may lead individuals to detach from work-related concerns and disengage from tasks. Consequently, higher mindfulness levels are associated with decreased dedication and involvement in professional responsibilities.

- Overall, workplace spirituality encompasses moderate positive correlation with work engagement.

- Spirituality in the workplace greatly boosts work engagement. It indicates the potential significance of incorporating spiritual practices, values, and beliefs into organizational policies and practices to enhance work engagement.

SUGGESTIONS

- Managers should encourage alignment of personal values with the organization's mission to enhance engagement among nurses.
- Training programs focusing on mindfulness could be beneficial, as while mindfulness may have a negative correlation with work engagement, it still plays an essential role in overall well-being and stress reduction.
- Offer training programs to align personal values with organizational values to enhance engagement and connection.
- Strengthen integration of the company's mission into daily tasks to maintain inspiration among employees.
- Encourage practices that promote compassion, meaningful work, and transcendence in the workplace

CONCLUSION

In conclusion, our study delved into the influence of workplace spirituality on the work engagement of nurses, revealing some key findings. Firstly, we observed that personal values often align with company values, but there's room for improvement in fostering stronger connections. Additionally, while the company's mission resonates with most employees, efforts can be made to engage those feeling disconnected. We found no significant difference in workplace spirituality between nurses in the public and private sectors. Compassion, meaningful work, and transcendence were all positively correlated with work engagement, while mindfulness showed a negative correlation. Overall, workplace spirituality positively impacts work engagement, suggesting the importance of integrating spiritual practices into organizational policies. Recommendations include encouraging value alignment, offering mindfulness training, and promoting practices that foster compassion and meaningful work. By incorporating these recommendations, companies can boost the involvement and welfare of their nursing staff, leading to better patient care and contentment.

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APPENDIX

QUESTIONNAIRE

THE INFLUENCE OF WORKPLACE SPIRITUALITY ON THE WORK ENGAGEMENT OF NURSES

Name   :

1. Gender

   - Male ☐
   - Female ☐
   - Others ☐

2. Age

   - 20-25 ☐
   - 25-30 ☐
   - 30-35 ☐
   - 40& above ☐

3. Marital status

   - Single ☐
   - Married ☐
   - Divorced ☐

4. Education Qualification

   - Bachelor Degree in Nursing ☐
   - Master Degree in Nursing ☐
   - Nursing school Diploma ☐
   - Others ☐

5. Monthly income

- Less than 10000 ☐
- 10000-20000 ☐
- 20000-30000 ☐
- 30000-40000 ☐
- 40000& above ☐

6. In which sector do you work?

- Public sector ☐
- Private sector ☐

7. Your work experience?

- Less than one year ☐
- 1-3 year ☐
- 3-5 year ☐
- More than 5 years ☐

8. To what extent do you feel your personal values align with the company's value?

- Rarely or never ☐
- Occasionally ☐
- Often ☐
- Always ☐

9. To what degree does the company's mission inspire your daily tasks?

- Not connected at all ☐
- Slightly connected ☐
- Moderately ☐
- Very moderately ☐
- Extremely moderately ☐

10. Following statements are regarding Compassion in workplace spirituality.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
I can easily put myself in other people's shoes.					
I am aware of and sympathize with others.					
I try to help my coworkers relieve their sufferings.					
I am aware of my coworkers needs.					

11. Following statements are regarding meaningful work in workplace spirituality.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
I experience joy in my work.					
I look forward to coming to work most days.					
I believe other experience joy as a result of my work.					
My spirit is energized by my work.					
I see a connection between my work and the larger social good of my community.					
I understand what gives my work personal meaning.					
The work I do is connected to what I think is important in life.					

12. Following statements are regarding Transcendence in workplace spirituality.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
At times, I experience an energy or vitality at work that is difficult to describe.					
I experience moments at work where everything is blissful.					
At times, I experience happiness at work.					
I have moments at work in which I have no sense of time or space.					
At moments, I experience complete joy and ecstasy at work.					

13. Following statements are regarding mindfulness in workplace spirituality.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
I do jobs or tasks automatically, without being aware of what I am doing.					
I find myself working without paying attention.					
At work, I break or spill things because of					

carelessness, not paying attention, or thinking of something else.					
I rush through work activities without being really attentive to them.					
I go to the places on automatic pilot, and then wonder why I went there.					
It seems I am working automatically without much awareness of what I'm doing.					

14. Following statements are used for measuring work engagement among hospital nurses.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
At my work, I feel bursting with energy					
At my job, I feel strong and vigorous.					
I am enthusiastic about my work.					
My job inspires me.					
When I get up in the morning, I feel like going to work.					
I feel happy when I'm working intensely.					

I am proud of the work that I do.					
I am proud of the work that I do.					
I get carried away when I'm working.					