

Examine the Relationship of Spirituality at Work with Organizational Identity of Amir Kabir University's Staff

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Abstract: Today, identity is a competitive advantage for organizations that have become important in recent years. Positive identity in an organization can prevent the occurrence of a phenomenon called isolation of internal staff. The aim of this study was to evaluate the effect of spirituality on work of organizational identity, according to the mediator's work ethic in staff Amir Kabir Technical University. The goal of quantitative and fundamental research. The strategy of this research is descriptive and correlational. The population of the research staff of the university of Amir Kabir University which enjoyed 647 tons. The sample size of the study sample of 242 self-help measure and research the questionnaire milliman three standard questionnaire (2003) to measure spirituality in the standard questionnaire Gregory C. Petty to assess the work ethic and the standard questionnaire Ashforth and Miles used to measure organizational identity to help researchers construct validity and face validity of the questionnaire obtained. Also according to Cronbach's alpha coefficient above 0.7, reliability was confirmed. Then with the structural equation LISREL Software test the research hypothesis. The results showed that spirituality at work is in a significant relationship with organizational identity. The research ethic of the organization as a mediator of the relationship between spirituality and work with organizational identity will have a significant effect. The dimensions of spirituality at work have a significant relationship with organizational identity and work ethic of the organization as a mediator in the relationship between spirituality at work and organizational identity puts a significant effect.

Key words: Organizational identity, work ethics and spirituality at work, Amirkabir University of Technology, LISREL Software, spirituality

INTRODUCTION

The theme of spirituality, always attracted people's attention. With the advent of moral and identity crisis around the world more than ever has been emphasis on the spiritual. It seems that the human need for spirituality today than last time. Spirituality in organization, emerging rule that can be a powerful force and visionary brought to life. This powerful force will be achieved when the working life of employees tied to the spiritual life. With a staff force of approximately a hundred thousand hours of work they can work more enjoyable, more balanced and have more meaningful. Login spirituality in the ability of the staff to the integrated vision of the organization, the community and their families to achieve (Rastegar *et al.*, 2012).

In general, we can say that effective human resources of an organization are the major characteristics superior to other organizations. Manpower committed to the organization can also reduce absenteeism, delays and displacements, caused a significant increase

in performance of the organization, mental freshness of the staffs and manifesting both organizational admirable targets and personal goals.

Spirituality is an integral part of ethics and human values and it is very important in monotheist religions. The more important it is that human nature is inclined fundamental to positive values, whenever the man neglect spiritual and moral values I the field of science and technology, he provide the spread of various forms of inhumanity and moral ground. The role of ethics in the performance and behavior, decision-making and choices and the attitudes and communication is crucial. That is why today the work ethic is one of the main issues of management (Alvani, 2007).

Conceptual model: Milliman *et al.* (2003) have mentioned three dimensions of spirituality in the workplace including the significance of the work, a sense of solidarity and unity of the goals of employees with the organization's values. Jos (2006) to assess the work ethic and desire to work in an organization with four attachment

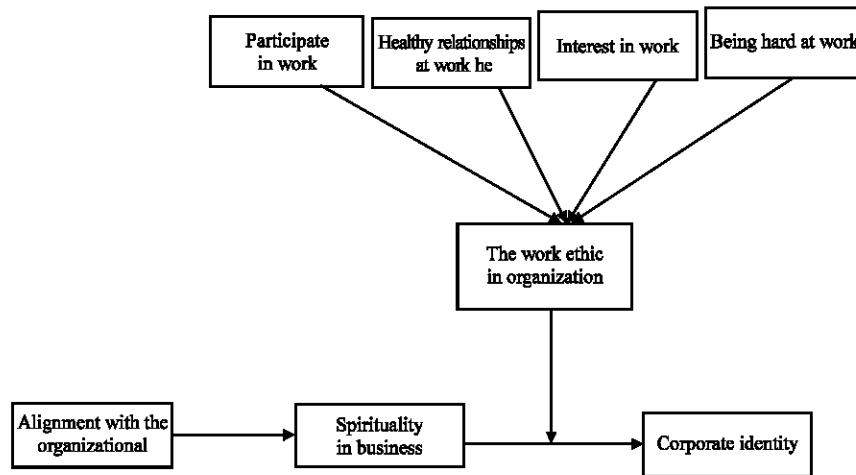


Fig. 1: Conceptual model

component, perseverance and hard work, healthy relationships and people in the workplace, community spirit and participation is considered operational. In the study of organizational identification of items of: rejecting criticism to the organization, the desire to understand the feelings of others into the organization, a sense of ownership to the organization, your success is the success of seeing and feeling ashamed of the stigma that organizations use to measure organizational identity theoretical framework is intended as a conceptual model depicted in Fig. 1.

Hypothesis

The main hypothesis:

- Spirituality at work and organizational identity Amir Kabir University staff of technology has a significant relationship
- Organization work ethic as a mediator of the relationship between spirituality in organizational identity Amir Kabir University makes a significant impact

The minor ones:

- Spirituality at work Amir Kabir University employees with their organizational identity is a significant relationship
- Feeling of solidarity Amir Kabir University employees with their organizational identity is a significant relationship
- Alignment with organizational values Amir Kabir University employees of technology is a significant relationship with their organizational identity
- Work ethic makes a significant impact on the relationship between organizational identity and meaningfulness of work of Amir Kabir University employees

- Work ethic makes a significant impact on the relationship between the sense of solidarity and organizational identity of Amir Kabir University employees
- Work ethic makes a significant impact on the relationship between alignment with organizational values and organizational identity of Amir Kabir University employees

MATERIALS AND METHODS

The aim of this study is fundamental and the method of data collection is descriptive (non-experimental) and correlational. The research staff (non-academic) Amir Kabir University of Technology including employees, contractors, contract and company and a total of 647 tons of sample using sample of 242 people was randomly selected among them. To gather information, filed methods includes a questionnaire method was used Questionnaire contains 49 questions based on the 5-point Likert scale from strongly disagree to strongly agree option for some with the numbers 1 through 5 are valued. To measure spirituality questionnaire developed by Milimen staff Amir Kabir University of Technology to assess the work ethic of the staff at Amir Kabir University of technology, the standard questionnaire Gregory and Petty and to measure organizational identity Amir Kabir University of Technology, the standard questionnaire Eshforth and Miles. In the case of this study using SPSS Software Cronbach's alpha coefficient was 0.7 for all components of the questionnaire indicate acceptable reliability. Test hypotheses by using structural equation modeling with function of LISREL Softwar was performed (Fig. 2 and 3).

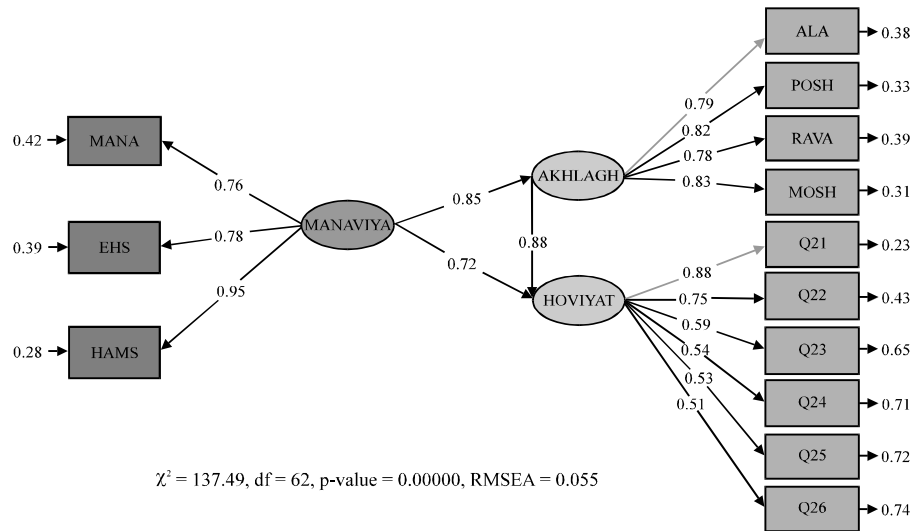


Fig. 2: The main hypothesis of this study is a significant model in the standard estimate

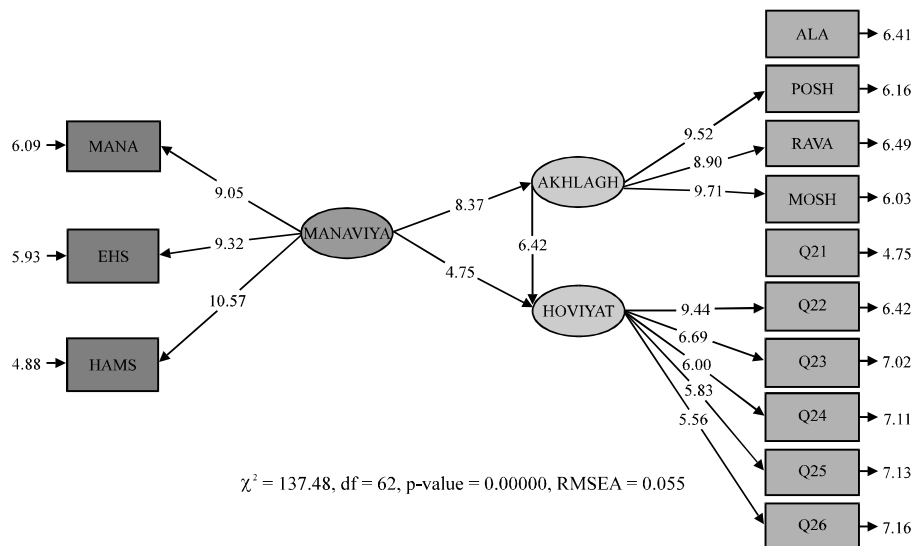


Fig. 3: The main hypothesis of this study is significant in the case of significant coefficients

RESULTS AND DISCUSSION

The main hypothesis of the study

The main research hypothesis and conclusion about it

The first main hypothesis: There is a significant relationship between spirituality at work and organizational identity, at Amir Kabir University. Statistical assumptions include.

- H_0 : there is no significant relationship between spirituality at work and organizational identity
- H_1 : there is a significant relationship between spirituality at work and organizational identity

Table 1: Results of structural equation modeling analysis: the first main hypothesis

The independent variable	The dependent variable	Standard rate	t-value	Test result
Spirituality at work	Corporate identity	0.72	4.75	Reject H_0

In LISREL and to confirm or reject hypotheses, primarily the t-value is used. If the value is greater than 1.96 or smaller than -1.96, the H_0 hypothesis can be rejected. Also, if the standard rate of <0.5 , it can be rejected H_0 hypothesis. Since, it is based on Table 1 standard ratio between latent spirituality in work and organizational identity is equal to 0.72 and according to the t-test (4.75) that is larger than 1.96, therefore, H_0

rejected and H_1 is confirmed. So, it can be concluded with 95% confidence that the spirituality in the work of organizational identity and there is a significant positive relationship at Amir Kabir University. The main hypothesis of the research is approved.

The second main hypothesis: Work ethic as a mediator in the relationship between spirituality at work and organizational identity at Amir Kabir University makes a significant impact.

Since, it is based on Table 2, the standard ratio between latent spirituality at work and work ethic of the organization vary from 850 and according to the t-test (8.37) that is larger than 1.96 so, spirituality at work and work ethic of employees in the organization and there is a significant positive relationship at Amir Kabir University. The standard ratio between latent in the work ethic and organizational identity is equal to 0.88 and according to the t-test (6.42) that is larger than 1.96, therefore, there is a significant positive relationship between work ethics and organizational identity at Amir Kabir University employees.

Table 2: Results of structural equation modeling analysis: the second main hypothesis

The independent variables	The dependent variables	Standard rate	t-values	Test result
Spirituality at work	Work ethics in the organization	0.85	8.37	Reject H_0
Work ethics in the organization	Corporate identity	0.88	6.42	Reject H_0

When spirituality at work and work ethic of the organization and work ethics in the organization with organizational identity have relationship, so it can be said that with the exception of a significant relationship between spirituality at work and organizational identity (first hypothesis of the study) through these two variables linked with work ethic variables (Fig. 4 and 5).

The hypothesis of this study

Secondary research hypotheses and conclusions about it

The first research hypothesis: There is a significant relationship between the significance of work and the organizational identity at the Amir Kabir University.

Statistical assumptions include:

- H_0 : there is no significant relationship between meaningful work with organizational identity
- H_1 : there is a significant relationship between meaningful work with organizational identity

$$\begin{cases} H_0: \rho_{xy} = 0 \\ H_1: \rho_{xy} \neq 0 \end{cases}$$

Since, it is based on Table 3 and 4 the standard ratio between latent sense of organizational identity is equal to 0.55 and according to the t-test (7.38) that is larger than 1.96, so H_0 rejected and H_1 is confirmed. So, it can be concluded with 95% confidence that there is a significant

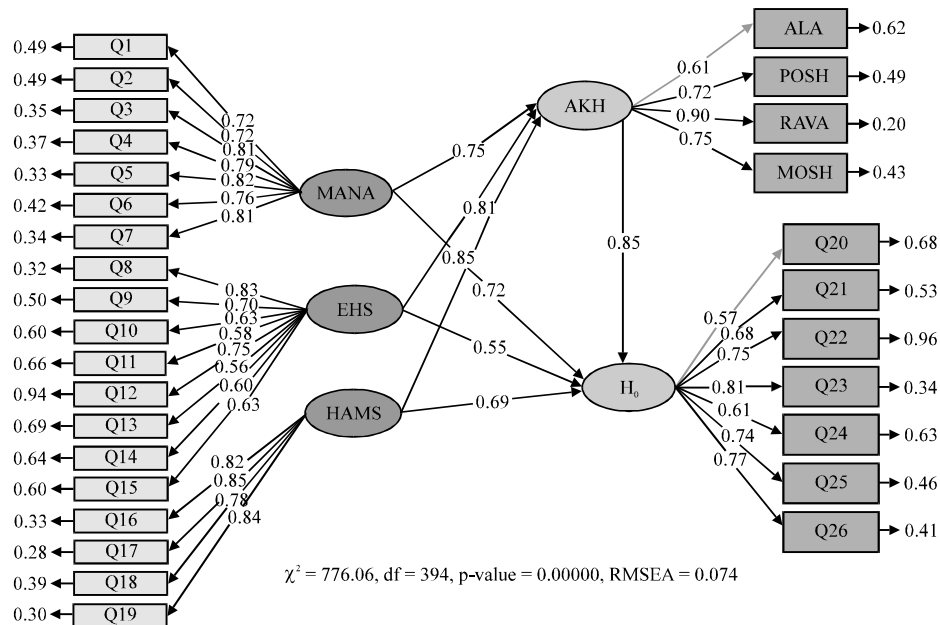


Fig. 4: A significant model assumptions in the estimation of sub-standard

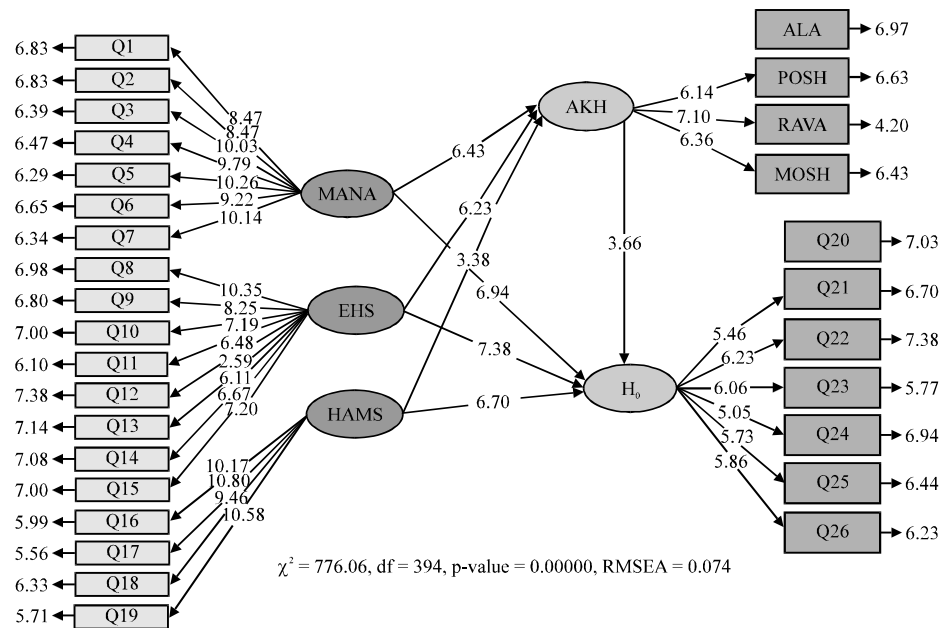


Fig. 5: The significant assumptions significant factor in the sub-study

Table 4: Results of structural equation modeling analysis: the third sub-hypothesis

The independent variable	The dependent variable	Standard rate	t-value	Test result
Alignment with organizational values	Corporate identity	0.69	6.70	Reject H ₀

positive relationship between the sense of solidarity and organizational identity at Amir Kabir University employees. The second research hypothesis is confirmed.

The third research hypothesis: There is a significant relationship between the alignment with organizational values and organizational identity, at Amir Kabir University employees. Statistical assumptions include:

- H₀: there is no significant relationship between the alignment with organizational values and organizational identity
- H₁: there is a significant relationship between the alignment with organizational values and organizational identity

$$\begin{cases} H_0: \rho_{xy} = 0 \\ H_1: \rho_{xy} \neq 0 \end{cases}$$

Since, it is based on Table 4, standardized coefficient between latent alignment with organizational values and organizational identity is equal to 0.69 and according to the t-test (6.70) that is larger than 1.96, therefore, reject H₀ and H₁ is confirmed. So, it can be concluded with 95% confidence that there is a

Table 5: Results of structural equation modeling analysis: the fourth sub-hypothesis

The independent variables	The dependent variables	Standard rate	t-values	Test result
Meaningful work	Meaningful work	0.75	6.43	Reject H ₀
Work ethics in the organization	Work ethics in the organization	0.85	36.6	Reject H ₀

Table 6: Results of structural equation modeling analysis: fifth sub-hypothesis

The independent variables	The dependent variables	Standard rate	t-values	Test result
A sense of solidarity	Work ethic	0.81	6.23	Reject H ₀
Work ethic	Corporate identity	0.85	3.66	Reject H ₀

significant positive relationship between the alignment with organizational values and organizational identity at Amir Kabir University employees. correlation third research hypothesis is confirmed.

The fourth research hypothesis: Work ethic as a mediator has significant impact on the relationship between significance of the organizational identity at Amir Kabir University employees.

Since, it is based on Table 5 and 6 standard coefficient between the latent meaning and work ethic of the organization is equal to 0.75 and according to the t-test (6.43) that is larger than 1.96 therefore, there is a significant positive relationship between the significance of the work and work ethic of employees in the organization at Amir Kabir University. The standard ratio between latent in the work ethic and organizational identity is equal to vary from 850, according to t-test (3.6)

that is larger than 1.96, therefore, there is a significant positive relationship between work ethics and the organizational identity at Amir Kabir University employees.

When the significance of the work ethic of the organization and work ethics in the organization have organizational identity, so it can be said that with the exception of a significant relationship between the work of corporate identity (the first hypothesis of sub-research) of these two variables changing work ethics in the organization are linked to each other that with respect to the relationship of the state with 95% confidence it can be said that the work ethic of the organization as a mediator has a significant impact on the relationship between the meaningfulness of work and the organizational identity at Amir Kabir University.

Fifth research hypothesis: Work ethic has a significant impact as a mediator on the relationship between the sense of organizational identity at Amir Kabir University organizational identity: since, it is based on Table 7, the standard ratio between latent sense of solidarity and work ethic of the organization is equal to 0.81 and according to the t-test (6.23) that is larger than 1.96, there is a significant positive between the sense of solidarity and the work ethic of employees in the organization and relationship at Amir Kabir University. The standard ratio between latent in the work ethic and organizational identity is equal to vary from 850, according to t-test (3.66) that is larger than 1.96 therefore, work ethics in the organizational identity there is a significant positive relationship at Amir Kabir University.

When the sense of the work ethic of the organization and work ethics in the organization have organizational identity, so it can be said that a sense of solidarity with the exception of a significant relationship between organizational identity (second hypothesis secondary research), these two variables through changing behavior working in organizations linked to each other that with respect to the relationship of the state with 95% confidence it can be said that the work ethic of the organization as a mediator has a significant impact on the relationship between the sense of solidarity and the organizational identity at Amir Kabir University.

Since, it is based on Table 8, the standard ratio between latent alignment with organizational values and work ethic of the organization vary from 850 and according to the t-test (3.38) greater than 96.1 it is, therefore, consistent with organizational values and work ethic of employees in the organization and there is a significant positive relationship at Amir Kabir University. The standard coefficient between the latent variable work

Table 7: Results of structural equation modeling analysis: fifth sub-hypothesis

The independent variables	The dependent variables	Standard rate	t-values	Test result
Alignment with organizational values	Work ethics in the organization	0.85	3.38	Reject H_0
Work ethics in the organization	corporate identity	0.85	3.66	Reject H_0

Table 8: Comparing the fitness of parameters model with authorized amount

Parameters	Authorized amount	Model 1	Model 2	The results fit
GFI	Higher than 0.9	0.910	0.930	Good
AGFI	Higher than 0.9	0.940	0.950	Good
RMR	Closer to 0	0.120	0.100	Good
SRMR	Closer to 0	0.092	0.092	Good
NFI	Higher than 0.9	0.940	0.900	Good
IFI	Higher than 9.0	0.960	0.930	Good
p	$0.01 \leq p \leq 0.05$	0.000	0.000	Lower the threshold

ethic and organizational identity is equal to vary from 850, according to t-test (3.66) that is larger than 1.96, so there is a significant positive relationship between the work ethic in an organization and organizational identity at the University of Amirkabir.

When aligned with organizational values and work ethics in the organization and work ethics in the organization have organizational identity, so it can be said that except a meaningful relationship and direct alignment with organizational values and corporate identity (third sub-study hypothesis) the two variable by variable work ethic in an organization communicate with each other according to the same relationship with a 95% confidence, it can be said that the work ethic of the organization as a mediator does not significantly influence in the relationship between the sense of solidarity in organizational identity the Amir Kabir University.

To evaluate the fit of models: The primary and secondary hypotheses for testing hypotheses from 2 different model is used. To determine the model specific parameters are used that of calculating these indicators in each of the two models (main and secondary hypotheses) compared with the authorized amount, the results showed good fitness of the model.

According to a simple rule, the default model (a model which is fitted) is good when the coefficients was within the allowable range if the calculated values are out of range, means that the indicator poorly fitted. Comparing the coefficients column by column limit shows that the index below the acceptable threshold of p in both models and other indicators are a good fit.

CONCLUSION

According to the results, the majority of Amir Kabir University employees of technology was (49%) between

31 and 40 years of age which indicates that staff are relatively young and productive phase and 50% of them are women, respectively. The level of education (41%) employees of Bachelor Degree (BA) and had a staff of 5-10 years work experience 25 and 24% of has work experience between 10 and 15 years. As a result, 49% of employees between 5 and 15 years of experience at the university level. The results showed that spirituality and organizational identity with any of the demographic characteristics (gender, education, experience and age), no statistically significant correlation with the results of research that Yoosef (2000), there is no relationship between spirituality at work by age, education and income as well.

Other results of this study to evaluate the staff due to 3 main variable (spirituality at work, work ethics in the organization and organizational identity) with 95% confidence it can be said that in terms of work ethic and academic staff spirituality does not enjoy a moderate position, in fact, spirituality in the work of the staff is below the average and work ethics at the Amir Kabir University is higher than average.

The organizational identity with 95% confidence it can be said that from the viewpoint of staff status and importance of organizational identity is average. That it can be achieved that target employees working in the current situation is just doing a job and do the best it is still for them importance and valuable, in fact it has not achieved the expected pleasure and fascination. Since, according to research findings in the area of spirituality in the work of the staff appraisal is lower than average and the low level of their organizational identity is estimated to be in the same level. Results showed that most employees believe that their colleagues and managers are honest and straightforward and it is thought that managers do not try to maintain the reliability and welfare. It can be concluded that the members of the community and the level of trust and solidarity are not ruling spirituality at work among the employees of the university declined. Lack of rule of meritocratic organizational identity among employees at the lower levels of society have a role. Choose a model employee, without any criteria and indicators, lack of transparency in the notification incomplete and selective, among other factors

are leading to a climate of mistrust among the employees of the university. The absence of effective social interaction and communication as well as common values and ideals that can nurture spirituality at work and the development of organizational identity as well as the absence of sufficient knowledge to other people, too, another reason for the low level of corporate identity and spirituality in the work of the staff's Amir Kabir University of technology. In sum total, we can conclude based on the findings of spirituality can be a contributing factor in organizational identity of university staff. To keep improving organizational identity in college planners and policy makers must work on spiritual growth, especially in terms of team and organizational focus. The Datn and colleagues employees are proud to work in an organization with a good reputation. The image, a sense of self-worth is enhanced through the identification, self-esteem expanded staff and vice versa if the employee unfavorable external image interpretation may be negative personal consequences such as depression and stress experience. Organizational identity are employees who have job satisfaction, commitment to work and organization, lack of turnover and in line with the values and goals of the organization

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