

**SPIRITUAL BELIEF, ORGANISATIONAL COMMITMENT AND WORK
MOTIVATION AMONG EARLY ADULTHOOD**

BY

ILAKKIYA M

20PAP008

A Project Submitted to



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In Partial Fulfillment of the Requirement for the Degree of

Master of Science

In

Psychology

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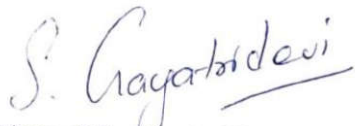
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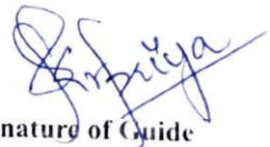
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Signature of the Head of Department



Signature of Guide

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ABSTRACT

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The study on Spiritual Belief, organisational Commitment and Work Motivation among Early Adulthood was conducted in Coimbatore. Two hundred and three Adulthoods including one hundred and twenty three (n=123) male, and eighty (n=80) females were selected by random sampling method in the age range of 22-30 years. All the participants of the study were assessed using Spiritual Belief Scale by Schaler, Organisational Commitment Scale by Dhar, Mishra and Srevastava and Work Motivation Scale by K.G.Agarwal. Pearson's correlation was used to analyze the collected data and independent sample t-test was administered. The results were analyzed and found to state that there is a significant relationship between Spiritual Belief, Organisational Commitment and Work Motivation among Early Adulthood.

Keywords: *Spiritual belief, Organisational Commitment, Work Motivation, Early Adulthood*

CHAPTER I

INTRODUCTION

SPIRITUAL BELIEF

Definition

Spiritual Beliefs include the relationship to a superior being and are related to an existential perspective on life, death, and the nature of reality. Religious beliefs include practices/rituals such as prayer or meditation and engagement with religious community members.

Meaning

Spiritual Belief is the broad concept of a belief in something beyond the self. It may involve religious traditions on the belief in a higher power, but it can also involve a holistic belief in an individual connection to others and to the world as a whole.

Spiritual Belief means different things to different people. For some people it is primarily about a belief in a god and active participation in organized religion.

Signs of Spiritual Belief

Spiritual belief is not a single path or belief system. There are many ways to experience spiritual belief and the benefits of a spiritual experience. For some people, this might involve the belief in a higher power or a specific religious practice.

For others, it may involve experiencing a sense of connection to a higher state or a sense of inter-connectedness with the rest of humanity and nature.

Some signs of Spiritual Belief include:

- Asking deep questions about topics such as suffering and what happens after death
- Deepening connections with other people
- Experiencing compassion and empathy for others
- Experiencing feelings of interconnectedness
- Feelings of awe and wonder
- Seeking happiness beyond material possessions or other external rewards
- Seeking meaning and purpose
- Wanting to make the world a better place

Not everyone experiences or expresses spiritual Belief in the same way

Some different reasons that people have Spiritual Belief

To find purpose and meaning - Exploring spiritual Belief can help people find answers to questions they have about philosophical questions such as “what is the meaning of life?” and “what purpose does my life serve?”

To cope with feelings of stress, depression, and anxiety - Spiritual experiences can be helpful when coping with the stresses of life

To restore hope and optimism - Spiritual Belief can help people develop a more hopeful outlook on life

Positive Impacts of Spiritual Belief

There are several ways that spiritual Belief can support mental health:

- Individuals may feel a higher sense of purpose, peace, hope, and meaning
- Individuals may experience better confidence, self-esteem, and self-control
- It can help to make sense of their experiences in life
- When unwell, it can help them feel inner strength and result in faster recovery
- People in a spiritual community may have more support
- Person may work at better relationships with themselves and others

Negative Impacts of Spiritual Belief

Some people may take advantage of emotionally vulnerable people while pretending to support their spiritual Belief. If people are emotionally vulnerable, they can be more easily convinced to take part in unhealthy activities.

Improving Spiritual Health

If a person takes measures to support a healthy mental state, it's important to make sure that, individual should take care of their spiritual health. Different approaches work differently for different people. People should do what makes them most comfortable and happy.

ORGANISATIONAL COMMITMENT

Definition

Meyer and Allen (1991) defined organisational commitment as “a psychological state that characterizes the employee’s relationship with the organization and has implications for the decision to continue or discontinue membership in the organization”.

Meaning

Organisational commitment is the individual’s psychological attachment to the organization. In other words, organisational commitment refers to the connection or bond employees have with their employer.

Organisational commitment plays a pivotal role in determining whether an employee will stay with the organization for a longer period of time and work passionately towards achieving the organization’s goal.

The level of organisational commitment helps predict employee satisfaction, employee engagement, distribution of leadership, job performance, job insecurity and similar such attributes.

Types of Organisational Commitment

Meyer and Allen (1997) proposed the first model of commitment called the tri-dimensional model (TCM) consisting of three dimensions namely, affective, continuance and normative commitments. These dimensions describe the different ways of organisational commitment development and the implications for employees’ behavior.

1. Affective commitment - Affective commitment is defined as a desire to remain a member of an organization due to an emotional attachment to, and involvement with, that organization.

Organisational member’s who are committed to an organization on an affective basis; continue working for the organization because they want to. Members who are committed on an affective level stay with the organization because they view their personal employment relationship as congruent to the goals and values of the organization. If the employee has a high level of active commitment, then the chances of an employee staying with the organization for long are high.

Affective commitment is work related attitude with positive feelings towards the organization and is the relative strength of an individual’s identification with and involvement in a particular organization.

The strength of affective organisational commitment is influenced by the extent to which the individual's needs and expectations about the organization are matched by their actual experience. This dimension is influenced by factors such as job challenge, role clarity, and goal clarity and goal difficulty and so on. In general, affective organisational commitment is concerned with the extent to which an individual identifies with the organization.

2. Continuance commitment – Continuance commitment is defined as a desire to remain a member of an organization because of awareness of the costs associated with leaving it.

It can be regarded as an instrumental attachment to the organization, where the individual's association with the organization is based on an assessment of economic benefits gained without identifying with the organization's goals and values.

In order to retain employees who are continuance committed, the organization needs to give more attention and recognition to those elements that boost the employee's morale to be affectively committed.

3. Normative commitment - Normative commitment is defined as a desire to remain a member of an organization due to a feeling of obligation.

In terms of the normative dimension, the employees stay because they should do so or it is the proper thing to do. There could be several reasons for this.

The strength of normative commitment is influenced by accepted rules about reciprocal obligation between the organization and its members. In either case it is based on a norm of reciprocity, in other words if the employee receives a benefit, it places him or her, or the organization under the moral obligation to respond in kindness.

Stages of Organisational Commitment

Organisational commitment develops through stages, which are outlined by O'Reilly (1989) as compliance, identification and internalization.

Compliance stage

The first stage, namely compliance centralizes around the employee accepting the influence of others mainly to benefit from them, through remuneration or promotion. At this stage, attitudes and behaviors are adopted not because of shared but simply to gain specific rewards. The nature of organisational commitment in this stage is associated with the continuance dimension commitment, where the employee is calculative with the need to stay in the organization when evaluating the rewards. This implies that at this stage employee's stay in the organization because of what they receive.

Identification stage

The second stage, namely identification occurs when employees accept the influence of others in order to maintain a satisfying self-defining relationship with the organization. Employees feel proud to be part of the organization. Organisational commitment at this stage is based on the normative dimension. The individual stay because he or she should and is guided by a sense of duty and loyalty towards the organization.

Internalization stage

The last stage, namely internalization takes place when the employee finds the value of the organization to be intrinsically rewarding and congruent with his or her personal values. Organisational commitment at this level is based on the affective dimension. The employee at this stage develops not only the sense of belonging but passion to the organization; hence the commitment is based on a “want to stay” basis. The value of the individual is congruent with those of the group and the organization.

Levels of Organisational Commitment

There are different levels of organisational commitment which are related to the individual’s development of the individual’s organisational commitment. Employee’s level of commitment may move from a low level to a moderate level and continue to develop to a higher level of commitment.

Higher level of organisational commitment

A high level of organisational commitment is characterized by a strong acceptance of the organization’s values and willingness to exert efforts to remain with the organization. Miller states that “high organisational commitment means identifying with one’s employing organization”. The “will to stay” suggests that the behavioral tendencies at this level relate closely with affective dimension of commitment, where individuals stay because they want to.

Moderate level of organisational commitment

The moderate level of organisational commitment is characterized by a reasonable acceptance of organisational goals and values as well as the willingness to exert effort to remain in the organization.

This level can be viewed as reasonable or average commitment, which implies partial commitment. The willingness to stay is an attribution of a moral commitment associated with the normative dimension of commitment. The individuals stay in the organization because they should do so.

Lower level of organisational commitment

The lower level of organisational commitment is characterized by a lack of neither acceptance of organisational goals and values nor the willingness to exert effort to remain with the organization. The employee who operates on this level must be disillusioned about the organization; such an employee may stay because he or she needs to stay as associated with the continuance dimension. Given an option they will leave the organization.

Factors Affecting Organisational Commitment

There are a variety of factors that shape organisational commitment.

Job-related factors

Organisational commitment is an important job-related outcome at the individual level, which may have an impact on their job-related outcomes such as turnover, absenteeism, job effort and performance or vice versa. The job role that is ambiguous may lead to lack of commitment to the organization and promotional opportunities can also enhance or diminish organisational commitment. Other job factors that could have an impact on commitment are the level of responsibility and autonomy.

Employment opportunities

The existence of employment opportunities can affect organisational commitment. Individuals who have a strong perception that they stand a chance of finding another job may become less committed to the organization as they ponder on such desirable alternatives. Where there is lack of other employment opportunities, there is a tendency of high level of organisational commitment.

As a result, membership in the organization is based on continuance commitment, where employees are continuously calculating the risks of remaining and leaving.

Personal characteristics

Organisational commitment can also be affected by the employee's personal characteristics such as age, years of service and gender. It implies that older people are seen to be more committed to the organization than other age groups. Another personal characteristic that may affect organisational commitment is associated with gender.

Work environment

The working environment is also identified as another factor that affects organisational commitment. One of the common working environmental conditions that may affect organisational commitment positively is partial ownership of a company. Ownership of any kind gives employees a sense of importance and they feel part of the decision-making process. This concept of ownership which includes participation in decision-making on new developments and changes in the working practices, creates a sense of belonging. Another factor within the work environment that may affect organisational commitment is work practices in relation to recruitment and selection, performance appraisal, promotion and management styles.

Positive relationships

The organization as a workplace environment is built up of working relationships; one of which is the supervisory relationship. A positive supervisory relationship depends on how work-related practices such as performance management are being implemented in the organization. When individuals find the supervisory relationship to be fair in its practices, they tend to be more committed to the organization.

Other work relationships, such as teams or groups, which exist in the workplace, can affect organisational commitment. Organisational members can demonstrate commitment when they are able to find value through work relationships. When work relationships reflect mutual respect to individuals, they are able to commit themselves to the organization.

Organisational structure

Organisational structure plays an important role in organisational commitment. Bureaucratic structures tend to have a negative effect on organisational commitment. The management can increase the level of commitment by providing the employees with greater direction and influence.

Management style

A management style that encourages employee involvement can help to satisfy employee's desire for empowerment to organisational goals. Organizations need to ensure that their management strategies are aimed at improving employee commitment rather than compliance.

Effects of Organisational Commitment

Organisational commitment can have either a negative or a positive effect on the organization.

1. Negative effect of low level of organisational commitment

The negative effect implies that the level of organisational commitment is low. Employees with a low level of organisational commitment tend to be unproductive and some become loafers at work.

Characteristics of under-commitment: Fear of success; fear of failure; chronic and persistent procrastination; negative cultural, familial and personality factors; chronic and persistent under-achievement.

Characteristics of over-commitment: Overly loyal employees; job and occupational burnout; obsessive-compulsive patterns at work; neurotic compulsion to succeed and extreme high level of energy.

In certain cases, the high rate of staff turnover and absenteeism are associated with the low level of organisational commitment. Organisational commitment is regarded to be the best predictor of employees' turnover than the far more frequently used job satisfaction predictor. Given the fact that employees who operate in a continuance commitment dimension are calculative of their stay, one would deduce that such employees may continuously stay away from work when they feel like, doing so.

1. Positive effect of organisational commitment

Committed organisational members contribute positively to the organization which is not the case with less committed members. Employees with a high level of commitment tend to take greater efforts to perform and invest their resources in the organization.

Organisational commitment can result in a stable and productive workforce. It enables employees to release their creativity and to contribute towards organisational development initiatives. Employees who are highly committed do not leave the organization because they are dissatisfied and tend to take challenging work activities. Committed members are normally achievement and innovative oriented with the ultimate aim of engaging in and improving performance.

Other positive effect of organisational commitment includes feelings of affiliation, attachment and citizenship behavior, which tend to improve organisational efficiency and effectiveness.

Affectively and normatively committed members are more likely to maintain organisational membership and contribute to the success of the organization than continuance- committed members.

Advantages of Organisational Commitment

1. Employee productivity

When an employee is committed to their organization, they believe in the company's shared goals, vision, and mission, which in turn lead to them being more motivated and therefore more productive. They make a greater effort to be autonomous, set more ambitious goals, and get more done.

Organisational commitment boosts productivity. Committed employees have a knock- on effect on the colleagues' and team members' productivity. They want everyone to be putting their all in to achieve shared goals.

2. Improved organisational performance

When an employee is heavily invested in an organization, they are increasingly likely to be cooperative, immerse themselves in collaboration and working within teams. It also boosts the team's morale and productivity.

3. Employee advocacy

A committed employee is more likely to advocate for their organization because they believe in the larger vision. They have adopted the organization's goals and values on both a professional and personal level. This means they actively support the organization's products, services and policies.

4. Lower absenteeism

When an employee is committed, they are much less likely to call sick than their co- workers. This is because they are more likely to enjoy coming to work, completing tasks, achieving goals and being a valued team member.

5. Decreased turnover

When an employee reaches the stages where they identify with the organization's goals and values, they are far less likely to consider leaving their job, even when they experience inevitable periods of job satisfaction.

Ways to Improve Organisational Commitment

Create a strong teamwork culture

Building a strong teamwork culture facilitates a healthy work environment. No two employees in an organization can be exactly the same. When people come from different backgrounds, there will be differences in the way they see and perceive things and the same holds true when people work in a team. However, if an organization promotes a culture of team building, employees will be motivated to work together and achieve more. This will help boost their commitment levels and create a long-term work culture harmony.

Communicate clear goals and expectation to the employees

Most employees want to be part of an irresistible future, they want to know what is most important in their job and how can they achieve excellence in their job. For objectives to have meaning and be effective, employees should be communicated clearly the goals and expectations of the management. Employees, when they feel a sense of ownership tend to stay longer with an organization.

Maintain work ethics

Employees would want to feel good about the organization they are working with. Having high standards of work ethics makes employees feel motivated and respectful towards the organization. When employees know that an organization has high morals, they stay associated with the organization. Good work ethics assures an employee, that they have an equal playing field in the organization to perform and to grow their careers.

Foster a positive work culture

Positive work culture is where employees feel happy to be a part of the organization, where they feel motivated and encouraged to share new ideas and facilitate communication with the management without having the fear of being misunderstood. Encourage employees to find a personal fit with the organization's culture.

Develop trust

When employees start developing trust among themselves as well as leadership, it is a positive sign of organisational development. Employees constantly watch the organization's leadership for motivation and example, learn decision-making skills, and how it helps strategic changes within the organization and if their behavior reflects what they say.

Encourage innovation

Innovation is one of the best ways of encouraging employees. When an employee has an idea of doing things differently and in a better way, do not discourage them, on the contrary, motivate them to come up with more good ideas.

Provide constructive feedback and not criticism

Employees should be provided with constructive feedback whenever needed. They should be appreciated for what they are doing good which will help them raise their morale. Employees should be told when they are wrong, why it's wrong and above all- how to do better.

Efficiently delegate tasks

An organization that functions efficiently knows the art of delegating tasks. One should understand not all work can be done by one single person, there are dedicated resources in an organization to carry out particular tasks.

Offer incentives

When an employee performs exceptionally well, organizations need to value his/her contribution. In such cases, it is a good idea to offer incentives to the employee to recognize his/her good work and dedication. If the organization wants employees to have sufficient work commitments it is essential that management rewards them appropriately as different things motivate different people.

Satisfied and engaged employees are an asset to any organization. It is important to value people who show dedication and commitment to the organization.

WORK MOTIVATION

Motivation

The term 'motivation' derives from the Latin word *movere* which means 'to move'. Motivation is the process of arousing movement but the term ordinarily applies to the arousal of one kind of movement - behavior. It describes the wants or needs that direct behavior toward a goal. The Older theories of motivation stated that rational thought and reason were the guiding factors in human motivation. But the current theories have explained that motivation may be rooted in basic impulses to optimize Well-being, minimize physical pain and maximize pleasure.

Atkinson (1964) defined motivation as "the contemporary (immediate) influence on

direction, vigour and persistence of action”.

Motivation can be stimulated by uncomfortable or conditions or by attractions to positive or pleasurable conditions. Individuals also become motivated when individuals deprived of something that they want or need at the specific moment.

Work

Budd & Bhave (2010) defined work as “a purposeful human activity involving physical or mental exertion that is not undertaken solely for pleasure and that has economic value”.

Definition of Work Motivation

Pinder (1998) defined work motivation as “a set of energetic forces that originate both within as well as beyond an Individual's being, to initiate work-related behaviour, and to determine its form, direction, intensity aside duration”.

Types of Motivation

Four different types of motivation drive people through the tough times, make them high productive. These are defined as being either intrinsic (arising from internal factors) or extrinsic (arising from external factors) as well as being an introjected or identified.

1. Intrinsic motivation

Intrinsic motivation means that an individual is motivated from within. An individual's deep inside beliefs are usually the strongest motivational factors. The common qualities of such individuals include acceptance, curiosity, honour and desire to achieve success. The goals come from within and the desired outcomes satisfy the basic needs for autonomy, competence and relatedness.

2. Extrinsic motivation

Extrinsic motivation means an individual's motivation is stimulated by external factors such as rewards, appreciation and recognition. Some people may never be motivated internally and in that case only external motivating would work with them to get the tasks done. The goals are focused on an outcome and don't satisfy the basic psychological needs. It involves external gains such as money, fame, power or any rewards.

3. Introjected motivation

Introjected motivation is an internalize motivation like intrinsic motivation, but it is described as the negative form of motivation which results from the non-action. This form of

motivation is similar to negative reinforcement but the stimulus for the person's motivation is internal rather than external.

4. Identified motivation

Identified motivation is where a person knows that something needs to be done but has not yet decided to do anything about it. An individual doesn't have to find any enjoyment in the behaviour and there doesn't have to be an immediate reward. That person simply recognizes that a particular behaviour is beneficial toward her development or not and adopts it by her own.

Barriers of Work Motivation

1. Attitude to employees

This includes the attitude of the manager towards his employees. When an employee is considered as a working machine rather than valuing him as a human with unique needs, abilities, values, skills, and then the level of interest/motivation toward his work would diminish.

2. Work goal

The work goal should be achievable, motivating and competing instead of being undefined, unmeasurable and unachievable.

3. Leadership

Leadership is an important function of management which helps in achieving organisational goals. Without proper leadership and guidance, even the initial action towards the work goals could not be undertaken.

4. Third party

Any informal communication from the third parties which includes colleagues, family members or others may influence the work process.

Strategies to Overcome Barriers

1. Job Analysis

Job analysis is a systematic and detailed examination of different jobs. It is the process of collecting information about a job such as knowledge, experience and the required skills needed to acquire the job.

2. Attitude change

Having a positive attitude at the workplace it helps to overcome difficulties. A negative

attitude can be contagious as well as it leads to less productivity. It is necessary to make those negative attitudes into positive ones. The employees can try to be appreciative, grateful, humble, kind, encourage humour and avoid negative triggers as much as possible.

3. Role clarity

Well defined job description and work roles can help them to be efficient and productive at their work. Each and every employee should have a clear understanding of their tasks, responsibilities and processes at work. This clarity should not be limited to their specific roles; it also includes their colleagues' roles. At the same time, there must be a certain amount of freedom required for employees to feel a sense of autonomy, involvement and entrepreneurship.

4. Training

Periodical training should also be given to the employees about the upgradation of skills and work role analysis in the specific given work and leadership programs to the leaders in order to develop effective communication, manipulation of incentives, decision making etc.

5. Work Culture

Work Culture is a collection of attitudes, beliefs and behaviours that make up the work environment. Work Culture determines how well a person fits into their environment at a new job and their ability to build professional relationships with colleagues. One's attitudes, work- life balance, growth opportunities and job satisfaction all depend on the culture of the workplace.

Theories of Work Motivation

1. Need Hierarchy Theory

Needs are the starting point of motivation. The forms in which one experiences needs are through pleasure and pain. Need satisfaction is pleasurable whereas need frustration is not only uncomfortable, it can be also life threatening.

Different people are capable of prioritizing their needs in different ways, based on their chosen values. Abraham Maslow proposed that motivation is the result of a person's attempt at fulfilling five basic needs.

1. Physiological needs
2. Safety needs
3. Belongingness needs
4. Esteem needs
5. Self - actualization needs

Also, he stated that these can create internal pressures that will influence a person's external behaviour.

Physiological needs

These needs are taken as the starting point and are considered to be the most prepotent of all. It is required for human survival such as air, food, water, shelter, sleep etc... At the workplace, the physiological needs of an employee can be achieved by providing comfortable working conditions, reasonable work hours and the necessary breaks. Once these needs are deprived for a long period, all other needs will fail to appear or remain in the background.

Safety needs

Safety needs are mainly concerned with maintaining a sense of security and Well-being. Personal security, financial security, good health, protection against danger is included in safety needs. Providing safe working conditions, secure compensation and job security is very important.

Social needs (Love and Belongingness)

These needs refer to the need to feel a sense of belongingness and acceptance. Being a manager, one should encourage cooperative teamwork, making employees know each other, promoting a good work - life balance in order to satisfy the social needs of their employees.

Esteem needs

Esteem needs refer to the need for self - esteem, respect and admiration from others. These relate to job title, job activities, autonomy, attention, recognition, praise, promotions to make sure that they are a valued employee.

Self - actualization needs

Self - actualization is the highest need in which an individual reaches his/her full potential. At the workplace, these needs can be associated with challenging jobs, decision making, having a sense of autonomy in their jobs, advancement both in their organization and personal development. Maslow separated the five needs into higher and lower needs. The first three needs (physiological, safety and belongingness) are also called lower needs while the last two (esteem and self - actualization) are referred to as higher order needs.

Porter and Lawler (1968), Hackman and Oldman (1976) suggested that an employee's higher order needs are very important that influences work motivation and job performance. In contrast, the findings of Ajila revealed that the employees attached more importance to Maslow's lower needs than to their higher order needs. Although Maslow presented pay as a lower order need, most of the employees consider pay as a top - priority need.

2. David McClelland's Motivation Theory

McClelland has identified three basic motivating needs - need for power, need for affiliation and need for achievement.

Need for Power

Power is the ability to induce or influence the behaviour of others. The people with high power needs seek high level positions in the organization. Every employee wished to have some sort of power at the workplace to feel motivated.

Need for Affiliation

Human beings, the social animals, like to interact and be with others. Thus people with these needs seek pleasant social relationships, acceptance, help and console others at the time of their trouble.

Need for Achievement

McClelland found that some people have an intense desire to achieve. Employees with a high need for achievement have realistic goals to achieve and are motivated by success. It can be done in order to get appreciation, promotion, any material rewards or for his/her satisfaction.

NEED FOR THE STUDY

Individuals moving towards a changing world of more uncertainty and various challenges that has to be more skilled and updated to match the developing needs of an organization. Every organization is trying to grow rapidly and the demands are very much competing. To meet those demands employees should be committed to an organization. Spiritual belief provides a sense of peace, integrity, and balance between the physical, emotional and social aspects of our lives which helps an employee to get committed to an organization psychologically and get motivated to meet organization's goals. This study shows the importance of spiritual belief and affects organisational commitment and work motivation.

CHAPTER II

REVIEW OF LITERATURE

Arouj, Mir and Zahid (2022) conducted a study among the predicting effect of illness intrusiveness and spiritual belief determine dialysis patients' quality of life. The samples were 200 patients. The tools used were the illness intrusiveness scale, the daily spiritual experience scale, the world health organisation quality of life scale. The research shows that the high level of illness intrusiveness in dialysis patients and having high level of spiritual belief tended to develop a better approach to life quality.

Xie (2022) examined the effect of inclusive education teacher's work motivation on their organisational commitment and the mediating role of job crafting in this relationship. A total of 534 inclusive education teachers in Beijing, China, were participated in this study. The instruments used were work motivation scale and organisational commitment. The results shows that controlled motivation were positively predicted maladaptive commitments, while autonomous motivation were positively predicted adaptive commitments and negatively predicted maladaptive commitments.

Basalamah and Asad (2021) conducted a study on the role of work motivation and work environment in improving job satisfaction. The sample size consists of 105 participants. Leadership Scale, Work Motivation Scale, Job Satisfaction Scale and Employee Performance Test were used. The result shows that motivation has a significant effect on job satisfaction.

Boxer and Gill (2021) investigated a study on predicting anxiety from the complex interaction between masculinity and spiritual belief. The data were collected from 331 male participants. The tools used were Masculine Behaviour Scale, Spiritual Experience Index and The Beck Anxiety Inventory. The findings were masculinity and spiritualism did not have significant direct effects on anxiety.

Harris and Tao (2021) conducted a study the impact of nurses personal religious and spiritual beliefs on their mental well being and burnout .The participants were 207 nurses in USA. World Health Organisation Quality Of Life –Spirituality, Religion and Personal Beliefs (WHOQOL-SRPB) is used for the positive impact on mental well- being, religion/spiritual was negatively associated with emotional exhaustion and depersonalisation and positively associated with personal accomplishments.

Maryani, Entang and Tukiran (2021) examined the relationship between work motivation, work discipline and employee performance. The study population was 158 non-leadership employees. The instruments used were work motivation scale, employee performance assessment and work discipline scale. The results shows a positive and significant relationship between work motivation, work discipline and employee performance.

Mohadesi (2021) examined the relationship between social intelligent and organisational commitment among male and female managers of boys and girls school in too Iranian cities of Kasmai and Khalilabad. The participants were 204 people. Social Intelligence Scale and Organisational Commitment Scale were used to assess. The results revealed that there was a relationship between social intelligent and organisational commitment.

Niati, Siregar and Prayoga (2021) aimed a study on the effect of training on work performance and career development by mediating work motivation. Respondents in this study were 135 employees from Asam. The data were collected via online (Google form) which consist of four variables, namely training, work performance, career development and motivation. The result shows that training and motivation can improve job performance. Training, motivation, and job performance can improve career development of employees at work.

Noodeh, Abdi and Ranjbar (2021) conducted a study about the experience of providing futile care among intensive care unit nurses and to examine the moderating effect of spiritual beliefs on job dissatisfaction related to the sense of futile care among nurses in intensive care units. The participants were 236 nurses. The nurse's perception of futile care questionnaire, Minnesota satisfaction questionnaire and spirituality and spiritual care rating scale were used for the study. The study shows that the futile care can decrease job satisfaction while spiritual well being can reduce its negative effect.

Orgambidez and Benitez (2021) explored a study on understanding the link between work engagement and affective organisational commitment. The samples were 176 IT specialist of sew ice companies southern Spain. The tools used were Organisational Commitment Scale and Work Engagement Scale. The result shows that work engagement was positively related -to affective organisational commitment and negatively related to role ambiguity and role conflict.

Lal, Tharyan and Tharyan (2020) investigated a study about the prevalence, determinants and role of empathy and religious or spiritual beliefs on job stress, job satisfaction, coping, burnout and mental health in medical and surgical faculty of a teaching hospital. The samples were 345 respondents. The tools used were satisfaction questionnaire, general health

questionnaire, Jefferson scale. This study results that the religious or spiritual beliefs strongly influencing the attitudes to work were significantly associated with high level of personal accomplishment.

Livingston et al (2020) conducted a study on shared spiritual belief between adolescents with cancer and their families. The samples were 126 adolescents with cancer. The functional Assessment of Chronic Illness Therapy-Spiritual Well-being and Prevalence-Adjusted and Bias-Adjusted Kappa were used for this study. The research shows that male family members were less likely to share spiritual belief than female family members.

Pancasila et al (2020) conducted a study on effects of work motivation and leadership towards work satisfaction. There were 355 participants from BUKIT Assam coal mining company limited. The tools used were Work Motivation Scale, Work Environment Scale and Job Satisfaction Scale. The result shows the leadership and work motivation have a positive and significant effect on job satisfaction.

Sharma, Tiwari and Rai (2020) conducted a study to examine the nature of spiritual beliefs and their role in regulating various life outcomes of cancer survivors. The samples were 30 cancer patients. This research involves semi structured interviews. This research shows that the spiritual beliefs carried many positive outcomes to region and maintain psychological balance, well being and quality of life and health.

Torke et al (2020) aimed to study the association of surrogate decision makers religious and spiritual with end of life decisions. The samples were 291 patients or surrogate dyads. The tools used were spiritual belief scale and religious belief scale. The result shows that few religious variables are associated with end of life preferences or treatment.

Atanki, suifan and Eaten (2019) conducted a study on the relationship between Organisational culture and Organisational commitment in IT companies. The samples were about 711 participants. The tools used were Organisational commitment scale and Organisational culture questionnaire. The study shows that there is a positive and significant relationship between Organisational culture and Organisational commitment.

Beisegulova and Heikkila (2019) conducted a study on work motivation about testing the mental state and work motivation of nurses based on the literature. The samples were about 254 participants. The tools used were work motivation scale. The study shows that there is an increase in the motivational skills of the nurses.

Best et al (2019) examined a study about the influence of religious and spiritual beliefs on HPV vaccine uptake among college women. The samples were 307 college women. The tools used were relationship between religion/spiritual and sexual behaviour among college students (Brimeyer and Smith 2012). The findings show that sexual activity is main factor and fully mediates relationship between religious/spiritual beliefs and HPV vaccination.

Christian, Aoun and Breen (2019) investigated the religious and spiritual beliefs in daily life in explaining prolonged grief disorder (PGD) symptomology. There were 588 bereaved participants. The tools used were PG-13 and pilot test. The study shows that spiritual beliefs in daily life explained a small to medium, significant 3% of variance in PGD symptoms but religious beliefs in daily life did not. Individuals who placed moderate importance as spiritual beliefs in their daily life may experience more griefs.

Eliyana, Arif and Muzakki (2019) conducted a study on job satisfaction and organisational commitment effect in the transformational leadership towards employee performance. The samples were about 30 employees. The data was collected using Minnesota satisfaction scale, organization commitment questionnaire. The study shows that transformational leadership has direct significant effect on job satisfaction and organisational commitment.

Andriani, Kesumawati and Kristiawan (2018) examined a study on determining the effect of transformational leadership and work motivation on teacher's performance. The samples were about 193 participants. The tools used were work motivation scale and leadership performance questionnaire. The study shows that the transformational leadership and work motivation have a positive and significant influence on the teacher's performance.

Chequini et al (2018) investigated a study on about the relationship between psychiatrist's religious / spiritual beliefs and their attitudes regarding religion and spirituality in clinical practice. The samples are 121 psychiatrists. The tools used were spiritual belief scale and religious belief scale. The study shows that those who are less religious or spiritual were also less likely to find difficulties in addressing a patient's religious and spiritual belief.

Egan et al (2017) developed a project to investigate peoples understanding of spirituality and spiritual care practices in newzealand hospices. The samples were about 642 participants. The tools used were spiritual belief scale. The findings are shows that spirituality is broadly understood and considered that the patients and family had high spiritual needs and staff had spiritual needs but organisational support was lacking in attending to their needs.

Madero et al (2017) investigated a study on cultural and religious/spiritual beliefs and the impact on health that fear to death has on gender and age among a Romani minority group from southern Spain. The samples were about 150 people. The tools used were expressions of spirituality inventory, Collett-Lester fear of death scale, Nottingham health profile. The result shows that fear of death of other damages health more than fear of one's own health.

Vujcic, Oerlemans and Bakker (2017) conducted a study on autonomous motivation for work can explain the distinctive associations between hindrance and challenge demands and work related well being. The samples were 153 secondary school teachers. The tools used were daily positive effect, daily work engagement. The study shows that the daily autonomous motivation which is a motivational process that can explain the daily challenges and hindrance demands are differentially related to positive well being.

Bahrami et al (2016) conducted a study on the role of Organisational climate in Organisational commitment, the case of teaching hospitals. The samples were 90 nurses. The tools used were Organisational commitment standard questionnaire, Organisational climate description questionnaire. The study shows that there is a significant positive relationship between avoidance of Organisational climate and affective commitment.

Hanaysha (2016) conducted a study on examining the effect of employee empowerment, teamwork and employee training on organisational commitment. The samples were about 242 employees. The tools used were the questionnaire adopted from Mowday, stress and porter, scale of nine items adopted from men, scale of six items from Schmidt. The study shows that the employee training has a significant positive effect on organisational commitment.

Seydi, Nazari and Ebrahimi (2016) examined a study among the spiritual and relational beliefs and demographic variables which they predict marital happiness. The samples were 358 participants. The tools used were relationship beliefs inventory, sanctification of marriage scale, family communication scale and marital happiness measure. The study shows that the belief in the sanctity of marriage is the most important factor influencing the marital happiness.

Tharikh, Ying and Saad (2016) investigated the relationship between job attitudes and Organisational citizenship behaviour among secondary school teachers. The samples were about 250 participants. The tools used are job satisfaction survey and Organisational commitment scale. The study shows that the job satisfaction, Organisational commitment and Organisational citizenship behaviour revealed statistically significant and positive correlation.

Jayaweera (2015) conducted a study on relationship between work environmental factors and job performance with work motivation among 254 hotel workers in England. The tools used were work motivation scale, COPSOQ and WEIMS scale. The study shows that there is a significant relationship between work motivation and job performance of the hotel workers.

Johnson (2015) investigated the relationship among spiritual beliefs, preparation and spiritual competence of master's level council for accreditation of counselling and related educational programs counsellor trainees completing practicum or internship requirements. The samples were 97 participants. The tools used were the spiritual involvement scale and spiritual belief scale, the spiritual and religious competency assessment. The study shows that the impact of spiritual religious affiliations on spiritual beliefs, preparation and spiritual competence was undetermined, age, ethnicity, religious affiliated college/university and supervision track lacked significance and could not be correlated with spiritual beliefs, preparation or spiritual competence.

Jones et al (2015) conducted a study to determine negative spiritual beliefs and health outcomes for individuals with heterogeneous medical condition. The samples were 199 participants. Data were collected using brief multidimensional measures of religious/spirituality and medical outcomes short form 36 health survey. This study shows that negative spirituality was significantly correlated with worse physical health, mental health and pain while positive spirituality was significantly correlated only with better mental health.

Malik and Noreen (2015) conducted a study on perceived Organisational Support as a Moderator of Affective well being and occupational stress among teachers. The samples were about 210 teachers. The tools used were occupational stress scale, perceived Organisational Support scale and affective well being scale. The study shows that there is a significant negative relationship between occupational stress with job related affective well being and positive relationship between occupational stress and perceived Organisational Support among teachers.

Farooq and zia (2013) conducted a study on gender and Organisational commitment. The aim of this study is to assess the gender relationship among level of Organisational commitment. The samples were about 115 teachers. The data was collected using Organisational commitment scale. The study shows that the male members were relatively more committed to their respective organisations than their female.

Gupta and Gehlawat (2013) conducted a study among job satisfaction and work motivation of secondary school teachers in relation to some demographic variables. The samples were 400 participants. The tools used were job satisfaction scale and work motivation scale. The study

shows that there no significant differences in the job satisfaction and work motivation of male and female teachers.

King et al (2013) conducted a study on spiritual beliefs needs the end of life that a prospective cohort study of people with cancer receiving palliative care. The samples were 170 patients. The tools used were beliefs and value scale, hospital anxiety and depression scale. The study shows that the religious and spiritual beliefs might increase marginally as death approaches they do not affect levels of anxiety or depression in patients with advanced cancer.

Mhaske (2013) conducted a study to examine the relationships between spiritual beliefs and mental health and gender differences among aged living in institution. The samples were about 200 participants. The tools used were spiritual involvement and beliefs scale and general health questionnaire. This study shows that the male and female are different on spiritual involvement and beliefs.

Papazisis et al (2013) examined the religious and spiritual beliefs, self esteem, anxiety and depression among nursing students. The samples were about 123 nursing students. The tools used were Beck depression inventory, State-trait anxiety inventory, the royal free interview for religious and spiritual beliefs and Rosenberg self esteem scale. The research shows that spiritual belief was strongly positively correlated with increased self esteem and negatively correlated with depression and stress as personality trait.

Acar (2012) conducted a study on the effects of Organisational culture and leadership styles on employees commitment. The data was collected from 344 employees. The tools used to collect data are Organisational commitment scale, multifactor leadership questionnaire and Organisational culture assessment instrument. The result shows that there was positive effects of leadership and Organisational culture on the Organisational commitment in logistics industry.

Adekola (2012) conducted a study on the impact of Organisational commitment on job satisfaction. The samples were collected from 150 employees. The tools used were Organisational commitment scale and Minnesota satisfaction questionnaire. The study shows that the employees in public universities have greater degree of Organisational commitment in comparison to private universities.

Bakshi, Sharma and Kumar (2011) conducted a study on organisational commitment as predictor of organisational citizenship behaviour. The samples were about 77 employees. The data was collected using organisational commitment scale and organisational citizenship behaviour

scale. The study shows that the organisational commitment was positively correlated with aggregate measure of organisational citizenship behaviour.

Boyle et al (2011) conducted a study to examine the impact of a breast cancer diagnosis on religious or spiritual belief and practices in the UK. There samples were 202 patients. The tools used were spiritual belief scale. The study shows that the patients belief in god, strength of faith and private spiritual practices to have significantly increased shortly after surgery compared to have with the year prior to surgery.

Bresnahan et al (2010) conducted a study among spiritual beliefs about organ donation in china and unitedstates. The samples were 748 participants. The spiritual concern, spiritual connection, altruism, attitude toward organ donor donation, religiosity and willingness to become an organ donor were used to measure in this study. The study shows that the Chinese participants showed higher levels of spiritual connection with the potential recipient of transplanted organ.

Bulut and culha (2010) investigated the impact of organisational training on employee commitment. The samples were about 298 participants of four and five star hotels. The tools used were organisational commitment scale, training motivation scale. The study shows that all dimensions of training positively affected employee commitment.

Markovits et al (2010) conducted a study among the link between job satisfaction and Organisational commitment between the public and private sectors employees. The samples were about 617 Greek employees. The data was collected using Minnesota satisfaction questionnaire and Organisational commitment scale. The study shows that the extrinsic satisfaction and intrinsic satisfaction are more strongly related to affective commitment and normative commitment for public sector employees than private sector employees.

Garg and Rastogi (2009) conducted a study on effect of psychological well-being on Organisational commitment of employees. The samples were 100 participants. The tools used to collect data are Organisational commitment scale, psychological well-being questionnaire. The study shows that there is significant effect of psychological well-being on Organisational commitment.

Yiing and Ahmad (2009) conducted a study on the moderating effects of Organisational culture on the relationship between leadership behaviour and Organisational commitment and Organisational commitment and job satisfaction. The samples were about 238 Malaysian people. The data was collected using leadership behaviour questionnaire, overall performance

questionnaire. The finding shows that the leadership behaviour was significantly related to Organisational commitment and Organisational commitment associated with job satisfaction.

Wegge et al (2006) conducted a study on work motivation, organisational identification and well being in call centre. The samples were about 372 participants. The tools used were Job diagnostic survey, work motivation scale and well being scale. The study shows that the work motivation and well being should improve both the motivating potential of the job and organisational identification.

Eskildsen, Kristensen and Westlund (2004) conducted a study on differences in job satisfaction and work motivation between employees. The samples were about 962 employees. The tools used were work motivation scale and Minnesota satisfaction scale. The study shows that there no differences between the genders with respect to job satisfaction in the Nordic countries.

Nikolaou and Tsaousis (2002) conducted a study on emotional intelligence in the workplace exploring its effects on occupational stress and organisational commitment the samples were about 212 participants. The tools used were emotional intelligence questionnaire, organisational stress screening tool, and occupational stress indicator. The result shows that there is a negative correlation between emotional intelligence and stress at work and there is a positive correlation between the emotional intelligence and organisational commitment.

CHAPTER III

METHOD

The methodology pertaining to the study on “Spiritual Belief, Organisational Commitment and Work Motivation among Early Adulthood” was carried out in the following steps:

- ❖ Objective
- ❖ Hypotheses
- ❖ Sample and Sampling Procedure
- ❖ Inclusion Criteria
- ❖ Exclusion Criteria
- ❖ Tools
- ❖ Procedure
- ❖ Analysis of data

Objective

- To determine the relationship between demographic variables on Spiritual Belief, Organisational Commitment and Work Motivation among Early Adulthood.
- To explore the relationship on Spiritual Belief, Organisational Commitment and Work Motivation among Early Adulthood.

Alternative Hypotheses

H1: There will be a significant relationship between Spiritual Belief and Organisational Commitment among Early Adulthood.

H2: There will be a significant relationship between Organisational Commitment and Work Motivation among Early Adulthood.

H3: There will be a significant relationship between Spiritual Belief and Work Motivation among Early Adulthood.

H4: There will be a significant gender differences in Spiritual Belief, Organisational Commitment and Work Motivation among Early Adulthood

Sample and Sampling Procedure

The study was collected from Early Adulthood. The motive for the selection of this particular age group is due to the following reasons:

- ❖ Availability of the sample
- ❖ Easy accessibility
- ❖ Approached to have complete cooperation for the conduct of the research

A sample of 203 consisting of both male (123) and female (80) were the participants. By using the simple random method of sampling, the data was collected. The targeted samples were Early Adulthood from the age group of 22-30, which includes participants who are working professionals (businessmen, corporate and private employees, professor, accountant, engineers, and entrepreneurs).

Inclusion Criteria

- ❖ Age ranges from 22-30 years
- ❖ Both male and female participants
- ❖ Samples from working professionals

Exclusion Criteria

- ❖ The participants below the age of 22 and beyond the age of 30
- ❖ The participants who are not willing to participate

Tools

The following tools were used for data collection

❖ **Informed Consent Form**

The informed consent is provided to all the participants to obtain their willingness to participate in the study.

❖ **Socio-Demographic Status Profile**

This profile consisted of the basic information pertaining to the age, gender, qualification, socio-economic status, marital status, family type and occupation.

❖ **Spiritual Belief Scale**

The Spiritual Belief scale developed by Schaler (1996) contains eight items which are meant for measuring spiritual thinking. These items are adapted from Alcoholic Anonymous (AA) literature. Each contains a reference to God or “spiritual health”. The

items are grouped according to the analysis of spiritual characteristics of AA developed by Ernst Kurtz. The SBS is an 8-item self report scale along a 5 point Likert scale anchors labelled: Strongly disagree, Disagree, Neutral, Agree and Strongly Agree. Cronbach's alpha was calculated for the SBS and =0.92 (standardized item =0.91, n=280). Factor analysis of the SBS revealed two dimensions to spiritual thinking based on AA philosophy. One is characterized by a "release-gratitude-humility" dimension (=0.95, n=281) and the other is characterized by a "tolerance" dimension (=0.53, n=290). The responses of all 8 items were added to generate overall SBS score. Thus, the minimum possible score for SBS will be 8 and the maximum 40. The higher the score, the stronger the belief in a metaphysical power that can influence personal experience, i.e. spiritual thinking. The spiritual belief scale (SBS) can be administered individually on subjects and in a group on adult male and female population. Subjects were asked to mark the extent to which they agree or disagree with the statements along a five point Likert scale ranging from disagree to strongly agree. Reliability is one of the characteristics of good test for determining the quality of any standardized test. Cronbach's alpha is used for establishing the internal consistency reliability. Cronbach's alpha of the SBS was found to be 0.89.

❖ **Organisational Commitment Scale**

Organisational Commitment scale helps measure employee's organisational commitment. It is an 8 item scale developed by Dhar, Mishra and Srevastava (2005) and uses a 5-point Likert type response format. This scale was administered on 600 executives working in various organizations and was used for statistical treatment to determine the reliability and validity of the scale. The reliability was estimated by spearman brown prophecy formula. The reliability co-efficient of the whole scale was found to be 0.6078. According to garret (1981), the index of reliability is sometimes taken as a measure of validity. The two important factors that affect validity of a test are the internal consistency of the test and scoring and certainty of the responses. The index of reliability of this scale is as high as 0.7796. It is a self administering tool and does not require the services of a highly trained tester. It is perfectly suitable for group administration as well as individual testing.

❖ **Work Motivation Scale**

The Work Motivation Questionnaire (WMQ-A) prepared by K.G.Agarwal (2005) was used. The scale consists of 26 items related to following six dimension i.e. (1) Dependence (2) Organisational Orientation (3) Work Group Relations (4) Intrinsic Motivation (Psychological Work Incentives) (5) Material Incentives and (6) Job Situation. The scale is rated as Likert type rated on five point scale, since the items were Likert type; summated scoring is done by assigning 5 to the most positive response and 1 to the extreme negative

response. So in this way scores 5, 4, 3, 2, 1 were to each item; alternative a, b, c, d, e can also be assigned respectively. The reliability co-efficient by Spearman Brown formula was 0.994, which is significant at 0.01 level of significance. In order to find out the factorial validity all the items were factor analyzed using principle component method.

Procedure

The research was conducted using simple random sampling method. The participants were administered by Spiritual Belief scale, Organisational Commitment scale and Work Motivation questionnaire. Scoring is done according to the scoring key and the data is analysed.

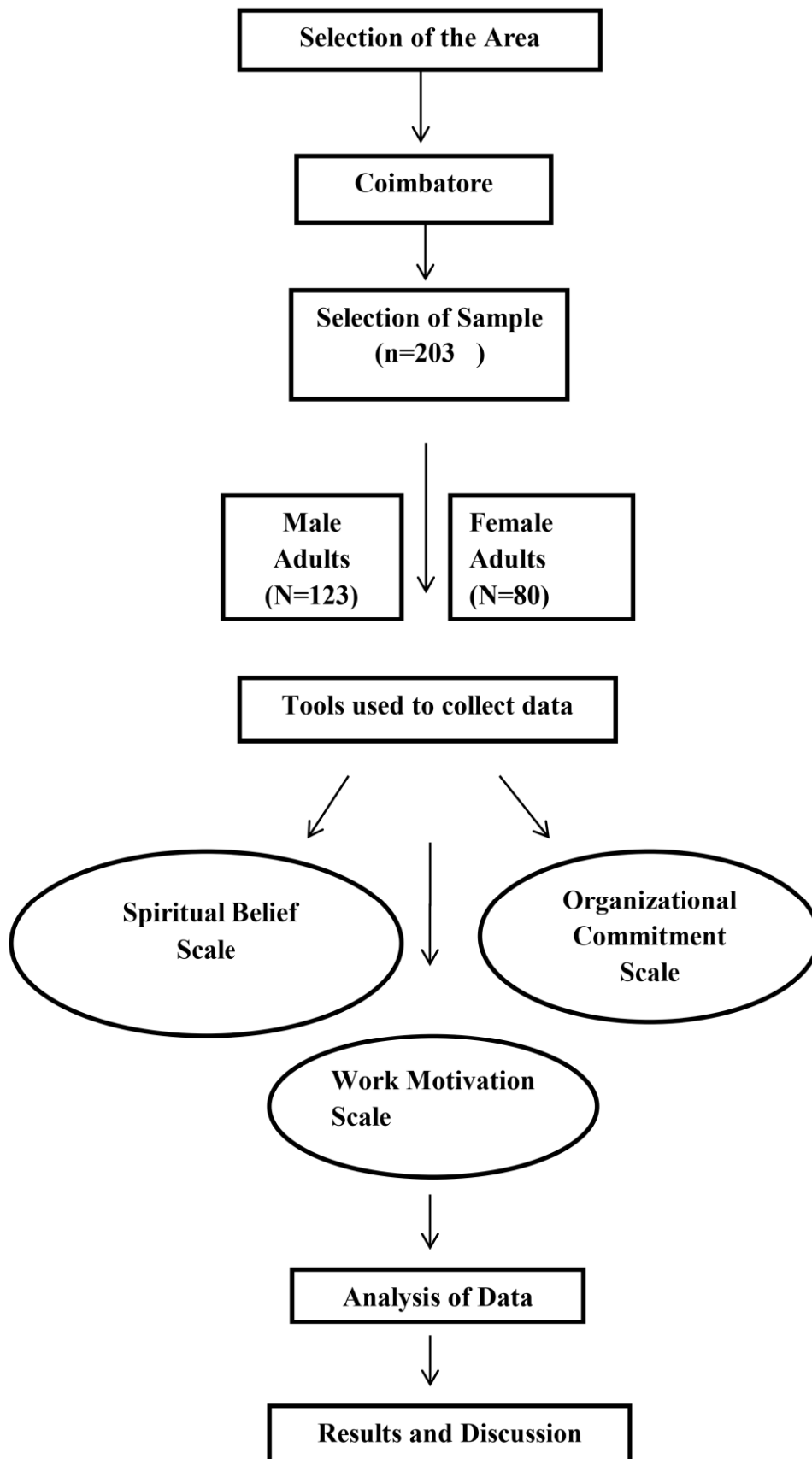
Analysis of Data

The data was analysed using the SPSS software (Statistical Package for Social Science). Pearson's correlation was used to find the relationship between Spiritual Belief, Organisational Commitment and Work Motivation among Early Adulthood and Independent Sample Test was computed.

Institutional Human Ethics Committee

The project entitled on Spiritual Belief, Organisational Commitment and Work motivation among Early Adulthood was submitted to Institutional Human Ethics Committee, Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore. The approval number is **AUW/IHEC/A.PSY-21-22/XPD-06**.

Flow Chart



CHAPTER IV

RESULTS AND DISCUSSION

The study Spiritual Belief, Organisational Commitment and Work Motivation among Early Adulthood were conducted to assess the relationship among the Spiritual Belief, Organisational Commitment and Work Motivation. The number of subject included are 203 (123 male and 80 female) done by simple random sampling method. Participants were assessed using Spiritual Belief Scale, Organisational Commitment Scale and Work Motivation Scale. The scoring was finished and evaluated using the Pearson correlation of coefficient and t-test. The results are in tables and discussed below:

Table I

Socio-demographic of the samples

(N=203)

		Number	Percent
Gender	Male	123	61
	Female	80	39

Percentage is rounded off

Table I shows the socio demographic data of the samples. In this study 123 males participated and their percent was 61% and 80 females participated and their percent was 39%

Table II**Correlation between Spiritual Belief and Organisational Commitment among Early Adults****(N=203)**

Variables		Spiritual belief	Organisational commitment
Spiritual Belief	Pearson Correlation	1	0.24**
	Sig. (2-tailed)		0.00
Organisational Commitment	Pearson Correlation	0.24**	1
	Sig. (2-tailed)	0.00	

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

Table II shows the correlation between Spiritual Belief and Organisational Commitment, which was found to be significant at 0.01 level. The finding indicates that Spiritual Belief has a significant relationship with organisational commitment. Spiritual Belief means relating to people thought, rather than to their bodies and physical surroundings. Organisational commitment means the connection or bond that employees have with their employer. Workplace spirituality includes many aspects like meaningful work, sense of community, and organisational value. When people possess a high level of spiritual belief they will be trustworthy to their organization.

Hence, the hypothesis 1 stating, “**There will be a significant relationship between Spiritual Belief and Organisational Commitment among Early Adulthood**” is accepted.

Table III**Correlation between Organisational Commitment and Work Motivation among Early Adulthood****(N=203)**

Variables		Organisational Commitment	Work Motivation
Organisational Commitment	Pearson Correlation	1	0.29**
	Sig.(2-tailed)		0.00
Work Motivation	Pearson Correlation	0.29**	1
	Sig.(2.tailed)	0.00	

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

Table III shows the correlation between the variables of Organisational Commitment and Work Motivation among Early Adulthood, which was found to be significant at 0.01 level. The finding indicates that organisational Commitment has a significant relationship with work motivation. Organisational Commitment is an individual's psychological attachment to the organization. Motivation is the process that initiates guides and maintain goal oriented behaviours. If a person is dedicated to work then the motivation level will be high and it will lead to increased performance and productivity.

Hence, the hypothesis 2 stating, **“There will be a significant relationship between Organisational Commitment and Work Motivation among Early Adulthood”** is accepted.

Table IV**Correlation between Spiritual Belief and Work Motivation among Early Adulthood****(N=203)**

Variables		Spiritual Belief	Work Motivation
Spiritual Belief	Pearson Correlation	1	0.38**
	Sig.(2-tailed)		0.00
Work Motivation	Pearson Correlation	0.38**	1
	Sig.(2-tailed)	0.00	

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

Table IV shows the correlation between the Spiritual Belief and Work Motivation among Early Adulthood, which was found to be significant at 0.01 level. The finding indicates that Spiritual Belief has a significant relationship with Work Motivation. Spiritual Belief involves the recognition of a feeling or sense or belief that there is something greater than individual, something more to being human than sensory experience and that the greater whole of which is cosmic or divine in nature. Work Motivation of employee is the level of energy, work commitment, persistence, and creativity that workers bring to their jobs. Spiritual Beliefs, Work motivations, Spiritual competence and skills of an individual may play a more crucial role to enhance one's work satisfaction, health, commitment, confidence and all work life balance in a professional set up.

Hence, the hypothesis 3 stating, **“There will be a significant relationship between Spiritual Belief and Work Motivation among Early Adulthood”** is accepted.

Table V**Level of significance among the psychological variables based on gender****(N=203)**

Variables	Gender	N	Mean	Standard Deviation	T
Spiritual Belief	Male	123	22.10	6.72	2.82 N.S
	Female	80	24.75	6.27	
Organisational Commitment	Male	123	25.44	5.06	0.54 N.S
	Female	80	25.05	4.88	
Work Motivation	Male	123	92.49	15.18	2.90 N.S
	Female	80	85.96	16.37	

N.S – Not Significant

Table V shows the gender differences in Spiritual Belief, Organisational Commitment and Work Motivation among Early Adulthood. The statistical values indicate that there are no major gender differences in Spiritual Belief, Organisational Commitment and Work Motivation. A person with spiritual belief, the workplace environment and situations are established and well organised. It is a combination of thought and feeling that gives consistency to everything. The spiritual Belief is gained either through one's life experiences or personal opinions despite of gender. Work Motivation and Organisational Commitment tends to generalize without difference between male and female. Regardless gender, focusing on workplace experience, leadership, achieving goals and targets are essential. Apart from gender, an individual's knowledge and aptitude plays an important role in an organization. Employees of both the gender have access to the same rewards, opportunities and resources in an organization that includes equal pay and benefits for roles with similar responsibilities.

Hence, the hypothesis 4 stating, **“There will be significant gender differences in Spiritual Belief, Organisational Commitment and Work Motivation among Early Adulthood”** is rejected.

CHAPTER V

SUMMARY AND CONCLUSION

A study on Spiritual Belief, Organisational Commitment and Work Motivation among Early Adulthood was carried out involving following objectives:

- ❖ To determine the relationship between demographic variables on Spiritual Belief, Organizational Commitment and Work Motivation among Early Adulthood
- ❖ To explore the relationship on Spiritual Belief, Organizational Commitment and Work Motivation among Early Adulthood

The current study on understanding relation between Spiritual Belief, Organizational Commitment and Work Motivation among Early Adulthood proposed to find the gender difference and relationship among the chosen variables. The researchers reviewed various related literature and understood the concept related to three variables and considered gender to be a grouping variable, Spiritual Belief as the independent variable and Organisational Commitment and Work Motivation to be the dependent variables. The study was conducted in Coimbatore by Simple Random Sampling Method. The participants were adulthood. Two hundred and three participants were selected for this present study. The participants were in the age group of 22 to 30 years. The tools used for the study were Spiritual Belief scale developed by Schaler (1996); Organisational Commitment scale developed by Dhar, Mishra and Srevastava (2005); and Work Motivation Questionnaire (WMQ-A) prepared by K.G.Agarwal (2005). The survey was collected in person through questionnaires. Participants were asked to tick yes or no in the consent form in the agreement of participating in the study on “Spiritual Belief, Organizational Commitment and Work Motivation among Early Adulthood”. And they are requested to fill each statement according to the instructions provided to them. Thus the data collected from the samples were subjected to statistical analysis. The data was analysed using SPSS (Statistical Package for the Social Science). Statistical methods such as Pearson correlation, t-test and descriptive statistic were used to find the results of the study.

Conclusion

From this research study the following conclusion have been arrived.

- ❖ There is a significant relationship between Spiritual Belief and Organisational Commitment, which is significant at 0.01 level.
- ❖ There is significant relationship between Organisational Commitment and Work Motivation, which is significant at 0.01 level.
- ❖ There is a significant relationship between Spiritual belief and Work Motivation, which is significant at 0.01 level.
- ❖ There is no significant difference between the genders in the levels of Spiritual Belief, Organisational Commitment and Work Motivation

Implications

- ❖ Spiritual Belief helps a people being connected to their self, feeling peace even in stressful situations in work and possesses a positive well being among the fellow mates. People who identified themselves as being highly spiritual with their job show high level of gratitude and purpose in life than non spiritual people.
- ❖ Work Motivation can be enhanced by providing meaningful and challenging work to the employees.
- ❖ Organisational Commitment helps organizations to perform better and to achieve their goals because their employees feel connected to the organisation, are more productive and dedicated to their work.

Limitations

- ❖ The sample consisted of only the age group of 22-30 and the selected population was smaller in size.
- ❖ Since the study was conducted among adulthood, data collection was done through in-person approach as most of them didn't have access to gadgets.

Suggestions for the research

- ❖ The study can include additional variables like job satisfaction, achievement motivation, leadership and happiness.
- ❖ The research can be expanded to diversified and cross cultural samples may include other age group.

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ANNEXURE I

STUDENT CONSENT FORM

Use of questionnaires for students

You are being invited to take part in a research study. Before you decide to participate in this study, it is important that you understand why the research is being done and what it will involve. Please take the time to read the following information carefully. Please ask the researcher if there is anything that is unclear or if you need more information. The purpose of the research is to study on “Spiritual Belief, Organisational Commitment and Work Motivation among Early Adulthood”.

Study Procedure

You will be given three tests along with socio-demographic profile. We request you to kindly participate. If you are in the age between 22 and 30 your responses would be appreciable. Read each questions properly and choose any one of the alternatives given. Please give your honest responses which are more valuable. I hereby inform you that the details and the responses you are about to provide will be kept confidential and it will be used only for research purposes. Therefore I request you to kindly furnish all the needed information and answer all the questions asked in the following pages. Your participation in this study is voluntary. It is up to you to decide whether or not to take part in this study. You are free to withdraw at any time and without giving any reason. There are no costs to you for your participation in this study.

Consent

“By endorsing this consent form, I confirm that I have read and understood the information which is true to the best of my knowledge. I understand that my participation is voluntary and I am free to withdraw at anytime, without giving a reason and without cost. I voluntarily agree to take part.”

ANNEXURE II
SOCIO-DEMOGRAPHIC STATUS PROFILE

NAME :

AGE :

GENDER : M/F

EDUCATION :

AREA : Rural/ Semi Urban/ Urban

FAMILY : Nuclear/ Joint

ANNEXURE III
SPIRITUAL BELIEF SCALE

Husain, A., Singh, R. & Zehra, S. (1996)

Read the statements carefully and mark the opinion that comes to your mind first. Please do not leave any statement unanswered.

Key:

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

Sl.NO	STATEMENT	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	I feel that in many ways turning my life over to god has actually set me free					
2	I know that all the best things in my life have come to me through God					
3	I believe I am blessed by God with many gift I do not deserve					
4	I feel that it is important to thank God when I manage to do the right things					
5	It is only when I stop trying to play with God that I can begin to learn what God wants					
6	I know I am able to meet life challenges only with God's help					
7	I know that forgiving those					

	who have hurt me is important for my spiritual health					
8	I believe there are many ways to know God and that my way is not the only way					

ANNEXURE IV

CONSUMABLE BOOKLET OF ORGANISATIONAL COMMITMENT SCALE

Dhar, U., Mishra, P. & Srevastava, D. K. (2005)

Read the statements carefully. There is no right or wrong answer. Give the response which describes your feeling/opinion. Please do not leave any statement un answered i

Key:

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

Sl.NO	STATEMENT	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	I feel bad if this organisation is making loss					
2	I am contributing to the achievement of goals of this organisation					
3	I do not like somebody tarnishing the image of this organisation					
4	I have been working even on holidays in this organisation					
5	An employee should be concerned about the					

	image of his/her organisation					
6	I do not stay back in the organisation after office hours even if required					
7	I am committed to the welfare of my organisation					
8	I do not like the goals of this organisations					

ANNEXURE V

WORK MOTIVATION QUESTIONNAIRE (WMQ)

K. G. Agarwal (2005)

To what degree do you agree with the following statement? Answer all the questions

1. All in all how satisfied are you with your job?

- (a) Very satisfied with my job.
- (b) Fairly satisfied.
- (c) Neither satisfied nor dissatisfied
- (d) Somewhat dissatisfied.
- (e) Very dissatisfied with my job.

2. Considering your skills and efforts you put into the job; how satisfied are you with your pay?

- (a) Very satisfied with my job.
- (b) Fairly satisfied.
- (c) Neither satisfied nor dissatisfied.
- (d) Somewhat dissatisfied.
- (e) Very dissatisfied with my job.

3. How do you feel about the way tea breaks, lunch breaks, hours of work and the like are handled in your office?

- (a) I am very satisfied.
- (b) Somewhat satisfied.
- (c) Neither satisfied nor dissatisfied.
- (d) Somewhat dissatisfied.
- (e) I am very dissatisfied.

4. How much satisfied do you feel about your chances of promotion in your organization?

- (a) Completely satisfied.
- (b) Fairly satisfied.
- (c) A little satisfied.
- (d) Somewhat dissatisfied.
- (e) I am very dissatisfied.

5. How do you feel about your Organization's employees' benefits as compared with those in other similar Organizations?

- (a) I am very satisfied

- (b) Somewhat satisfied.
- (c) Neither satisfied nor dissatisfied
- (d) Somewhat dissatisfied.
- (e) I am very dissatisfied

6. How do you like the kind of work you do in your Organization?

- (a) It is exactly the kind of work I like the best.
- (b) I like it very much.
- (c) It is alright.
- (d) I do not like it very much.
- (e) I dislike it very much.

7. How do people work here in your Organization?

- (a) To keep their job, make money. get promoted, do a satisfying job and because other people in their work group except.
- (b) To keep their job, make money, get promoted and for satisfaction of a job well done.
- (c) To keep their jobs, make money and to get promoted.
- (d) To keep their job and make money.
- (e) Just to keep their job and for not being chewed out.

8. Are there things about working here (People policies or conditions) that encourage you to work here?

- (a) Yes, practically everything around here encourages me from working here.
- (b) Yes, great many things around here encourage me for working here.
- (c) About as many things discourage me as encourage me.
- (d) Not most around here encourage to work here.
- (e) Not practically anything around here encourages me to work here.

9. To what extent does your job give you a chance to use your best abilities to do things you are best at?

- (a) To a very great extent.
- (b) To a considerable extent.
- (c) To some extent.
- (c) To a very little extent.
- (e) Not at all.

10. To what extent does your work here help you learn more about your profession or occupation?

- (a) To a very great extent.
- (b) To a great extent.
- (c) To some extent.
- (d) To a very small extent.
- (e) Not at all.

11. If you had a chance to do some kind of work for same pay in another organization, would you stay here?

- (a) I would stay in this organization.
- (b) I would stay if things seem to change here.
- (c) I can't say.
- (d) I would prefer to go if conditions are better in other organization.
- (e) I would prefer to go to the other organization.

12. To what extent the people who make decisions are aware of problems at lower levels in the organization?

- (a) To a very great extent.
- (b) To a considerable extent.
- (c) To some extent.
- (d) To a very little extent.
- (e) Not at all.

13. Do you agree that the work-assignments are well planned in your organization?

- (a) Extremely well planned
- (b) Very well planned.
- (c) Fairly well planned.
- (d) Not too well planned
- (e) Not well planned

14. To what extent do people in your work group show you how to improve your performance?

- (a) To a very great extent
- (b) To a considerable extent.
- (c) To some extent.
- (d) To a very little extent.
- (e) Not at all.

15. How often your immediate superior talks to you in the appreciating encouraging way?

- (a) Always
- (b) Most of the time.
- (c) Sometimes.
- (d) A few times.
- (e) Never.

16. How often your immediate superior talks to you-in giving direction and suggestions?

- (a) Always
- (b) Most of the time.
- (c) Sometimes.
- (d) A few times.
- (e) Never

17. How often your immediate superior talks to you in the way of criticises and refuses to help?

- (a) Always
- (b) Most of the time.
- (c) Sometimes.
- (d) A few times.
- (e) Never.

18. How often your immediate superior talks to you in the way of harass asks for explanation?

- (a) Never.
- (b) A few times.
- (c) Sometimes.
- (d) Most of the times.
- (e) Always.

19. To what extent do you have confidence and trust in the people in your work group ?

- (a) To a very great extent.
- (b) To a considerable extent.
- (c) TO some extent.
- (d) To a very little extent.
- (e) Not at all.

20. How free do you feel to discuss your personal problems with your immediate superior?

- (a) I always feel free to discuss.

- (b) I usually feel free.
- (c) Sometimes feel free.
- (d) Only once a while.
- (e) Never feel free.

21. Suppose you were having some sort of difficulty in do you feel your job. To what extent your immediate you superior would be willing to go out of way help if you ask for it?

- (a) To a very great extent.
- (b) To a considerable extent.
- (c) To some extent.
- (d) To a very little extent.
- (e) Not at all.

22. To what extent do the members of staff in your work group make an effort to avoid creating problems or interference?

- (a) To a very great extent.
- (b) To a great extent.
- (c) To some extent.
- (d) To a little extent.
- (e) Not at all.

23. How much satisfied to you feel with the recognition your work gets?

- (a) Very satisfied.
- (b) Fairly satisfied.
- (c) Neither satisfied nor dissatisfied.
- (d) Somewhat satisfied.
- (e) Very dissatisfied.

24. To what extent do you feel you are responsible for your work?

- (a) To a very great extent.
- (b) To a great extent.
- (c) To some extent.
- (d) To a little extent.
- (e) Not at all.

25. To what extent do you feel free to plan your own work?

- (a) To a very great extent
- (b) To a great extent

- (c) To some extent
- (d) To a little extent
- (e) Not at all

26. To what extent do you feel you are doing useful work here?

- (a) To a very great extent
- b) To a great extent
- (c) To some extent.
- (d) To a little extent
- (e) Not at all

INSTITUTIONAL HUMAN ETHICS COMMITTEE



Avinashilingam

Institute for Home Science and Higher Education for Women
(Deemed to be University under Category 'A' by MHRD, Estd. u/s 3
of UGC Act 1956) Re-accredited with 'A++' Grade by NAAC.
Recognised by UGC Under Section 12 B
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Dr.G.Victoria Naomi
Dr. Judith Justin
Dr.AnithaSubash

26thFebrary 2022

To
Ms.Ilakkiya.M
Department of Applied Psychology
Avinashilingam Institute for Home Science and
Higher Education for Women
Coimbatore – 641 043

Dear Ilakkiya.M,

Ref: Your proposal No. IHEC/21-22/A.PSY-06 entitled
“Spiritual Belief, Organisational Commitment and Work Motivation
among Early Adulthood” submitted for approval of IHEC.

The Institutional Human Ethics Committee of our University
hereby grants approval to your research proposal No. IHEC/21-22/
A.PSY-06 entitled “Spiritual Belief, Organisational Commitment
and Work Motivation among Early Adulthood” submitted by you.
The Approval number for the same is AUW/IHEC/A.PSY-21-
22/XPD-06.

We wish you all the best in your research endeavours.

Regards,

S.Uma Mageshwari
Dr.S.Uma Mageshwari
Member Secretary

