
| RESEARCH ARTICLE

The Influence of Workplace Spirituality on the Performance of Lecturers and Employees at Universitas Pelita Bangsa Cikarang, Indonesia

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| ABSTRACT

A person's spirituality at work may be described as their understanding and practice of religious beliefs in a manner conducive to and consistent with the job. This allows them to excel professionally while also cultivating healthy relationships with colleagues. Since the university is a gathering place for students and teachers to share knowledge, university employees also play an important role in helping students. If the University's staff and lecturers are to carry out their duties effectively, raise the bar for classroom teaching, and attend to the needs of their students, it is essential that they operate in an atmosphere that is more spiritual. This study aims to investigate the effect of spirituality on productivity in the workplace. In order to measure spirituality at work and job performance, this quantitative research surveyed 100 workers. We analyzed the collected data using SPSS for basic regression. The findings showed a computed t-value of 5.859 at a 0.001 level of significance. Considering that the computed t-value ($5.859 > 1.196$) is more than the table t-value and the significance threshold is less than 0.05 ($0.001 < 0.05$), it may be concluded that spirituality in the workplace significantly impacts performance. This research contributes to the expanding literature on academic human resource management by illuminating the relationship between spirituality at work and productivity in higher education. The study has practical implications for leaders and managers at other institutions. By creating a more spiritual work environment, students' learning is enhanced because of the increased awareness and support for spirituality in the workplace.

| KEYWORDS

Workplace spirituality, Employee performance, Lecturers, campus, Learning and Teaching.

| ARTICLE INFORMATION

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1. Introduction

Universities with all kinds of complexity are obliged to encourage the performance of lecturers and employees to be good and produce quality graduates who will apply to community life later. This is as has been extensively researched by (Amankwaah, 2023; Annan-Prah et al., 2023; Ardiansyah et al., 2021; Baumann, 2022; Brouwer et al., 2022; Herlina et al., 2020; Muhammad et al., 2020; Nisa, 2018; Soliman et al., 2021; Tahseen et al., 2022). That's why the quality of the university must continue to be improved in order to maintain the quality of its graduates.

It is not only the university lecturers and employees within the university that play a very important role in maintaining the smooth learning and teaching process. In an era of increasingly complex and dynamic education, their performance is a crucial factor in creating a productive and quality academic environment. The accomplishments and sustainability of the organization are greatly influenced by employee performance, which is dynamic (Abdelmegeed et al., 2023; Alefari et al., 2020; Paais & Pattiruhu, 2020;

Sharma & Taneja, 2018). The good performance of lecturers and employees at the University has a positive impact on the delivery of material, student inspiration and guidance, quality research, and excellent service to students.

Task performance, contextual performance, and counterproductive behaviors are the three main dimensions of performance, according to Ramos-Villagrasa et al. (2019). Every company, including colleges, expects good and trustworthy performance from their employees. This has a positive impact on lecturers, employees, and students. Therefore, efforts continue to be made to encourage and improve the performance of lecturers and employees at the University. The development of the University is in line with the improvement of the performance of lecturers and employees.

However, not all lecturers realize the important role of their performance in creating a productive and quality academic environment. Inadequate lecturer performance negatively affects the quality of education. This is in line with research (Anggreni, 2023; Harsono, 2017; Mukminat, 2021; Paul & Pasaribu, 2022; Wahyudi, 2018). Likewise, the performance of administrative employees at the University has not been fully efficient and responsive in various support services needed by students, as in studies (Ekosiswoyo, 2015; Taman et al., 2013; Wahyudi, 2018). Even though this service is needed for students in the teaching and learning process, as conveyed in research (Ali et al., 2022; Asmawati et al., 2022; Borishade et al., 2021; Harb & Eyupoglu, 2023; Lima et al., 2023; Saputra, 2016; Sari, 2014; Sina, 2020). This must be a concern for all universities so that the performance of lecturers and employees can be improved so that students get excellent service.

The work environment can affect employee performance. Good and positive environmental conditions can affect performance; this is in accordance with research from (Amrutha & Geetha, 2021; Ashraf et al., 2019; Benraïss-Noailles & Viot, 2021; Gullifor et al., 2023; Han et al., 2024; Sun et al., 2024; Tsai, 2023). One environmental factor that can affect employee performance is workplace spirituality, as reported in the study (Abdul Latiff, 2021; Arneliza et al., 2023; Belwalkar et al., 2018; Khusnah, 2020; Nururrosida, 2018; Rachman et al., 2019; Rathee & Rajain, 2020; Sapra & Mathur, 2020; Sutadi et al., 2024; Syarif & Fadhli, 2023; Wijaya, 2018).

The term "workplace spirituality" was coined by Shreshta (2016) to describe a culture that prioritises fostering an environment where employees may transcend themselves through their work and find fulfillment in their lives via meaningful connections with coworkers. Increasing employee productivity and securing the long-term sustainability of companies, particularly educational institutions, will necessitate the concept of spirituality in the workplace. Although the concept of a distinctive workplace is still in its infancy, it has the potential to significantly improve productivity. (Astakoni et al., 2021; Sapra & Mathur, 2020) In today's modern era, serious attention is needed from organizations or companies in terms of workplace specificity, including universities. With the concept of workplace spirituality, employees get recognition that they have a life of spirituality at work.

However, the study of workplace spirituality that can affect employee performance is still very limited, especially within the University environment, in this case, lecturers and employees, so it is very important to conduct further research. This study is very important since university faculty and staff bear a great deal of responsibility for the quality of their students' education, and there is a dearth of literature on the effects of spirituality in the workplace on faculty and staff productivity. To close a significant knowledge vacuum, this study will examine the impact of spirituality in the workplace on the efficiency and effectiveness of university faculty and staff. The goal of instituting a spirituality program for faculty and staff at the university is to enhance their personal well-being, which in turn will help them better serve their students and generate more talented researchers.

This research will help shape and improve the performance of university lecturers and staff, which in turn will create excellent educational services for students by providing an in-depth understanding of the impact of workplace spirituality on their performance. Therefore, a deep understanding of the importance of workplace spirituality on the performance of lecturers and staff at the University is essential in optimizing University management to provide quality and sustainable education.

2. Literature Review

2.1 Employee Performance

Employee performance is part of achieving company goals with productivity, efficiency, work quality, competence, and contributions given. Good employee performance shows that these employees are able to provide adequate results and have a positive impact on the company or organization where they work. With good performance, employees and the company will continue to grow and develop.

There are several facets to an employee's performance, including the amount and quality of their work, their punctuality, their capacity to adapt, and their willingness to assist others (Tahiri et al., 2022). The three primary components of employee performance that are identified Ramos-Villagrasa et al. (2019) are task performance, contextual performance, and counterproductive behaviors. In order to keep and grow the business, continuous employee performance is essential. There is a strong correlation between employee performance and both the company's current and future success and viability (Alefari et al., 2020).

2.2 Spirituality in the Workplace

Workplace spirituality is how a person interprets and lives his religious values and then applies them to the workplace environment so that they can work well to improve performance and establish good relationships with others at work.

Shrestha (2016) Workplace spirituality defines workplace spirituality as an organizational value framework reflected in a culture that encourages employees to experience transcendental experiences through work processes so that they feel connected to others thoroughly and happily. According to Shrestha (2016), Mindfulness, transcendence, purposeful labor, and compassion are aspects of spirituality in the workplace.

When workers bring their spiritual, social, and cognitive selves to work every day, they are fostering a spiritual environment in the workplace. Employees' introspection is key to this process because it helps them see the importance of and make room for their own personal values and views. (Gatling et al., 2016).

3. Methodology

3.1 Study design

The quantitative approach was utilized in this investigation. Quantitative research relies on numerical and statistical data collection and analysis. Research techniques that follow the laws of science are known as quantitative research methods (Sugiyono, 2021). These methods are empirical, objective, quantifiable, methodical, and reproducible. This approach involves gathering data using research instruments and then analyzing it statistically to see if the hypotheses were correct. The study's methodology is as follows:

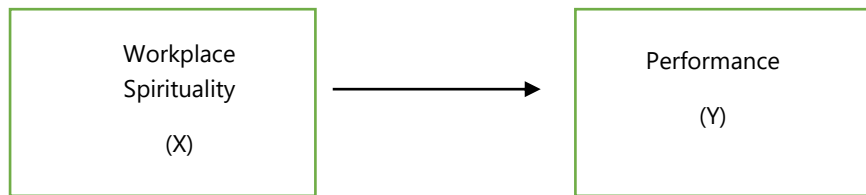


Figure 1. Research Design

3.1 Data Collection Techniques

Questions posed by the research participants served as the main data gathering tool in this study. After collecting participants' names and other identifying information, the questionnaire moves on to the segment that assesses the factors under investigation. This research employed the 22-item Workplace Spirituality Scale, created by Shrestha (2016), as a tool for measuring workplace spirituality factors. Regarding performance characteristics, the instrument utilized for measurement is the 18-item Individual Work Performance Questionnaire (IWPQ) created by Ramos-Villagrasa et al. (2019).

3.2 Sample

In this study, samples were taken from Pelita Bangsa University, located in Cikarang, West Java, Indonesia. The number of respondents involved in this study was as many as 100 people. The respondents covered various roles in the university environment, namely lecturers, administrative staff, cleaning staff, and security personnel, and their ages ranged between 22 and 68. Each of them is an important part of the context of our research. In order to maintain the confidentiality and privacy of respondents, all information provided through questionnaires is strictly guarded and only used for research purposes. The individual identity of respondents will remain anonymous, so there will be no disclosure of personal information that harms them. The characteristics of respondents or demographic information are as follows:

Table 1. Demographic Information of Respondents

Characteristics of Respondents		Number of Samples (n)	Percentage (%)
Gender	Male	54	54%
	Woman	46	46%
Total		100	100,0%
Recent Education	SMA	7	7%
	D3	2	2 %
	S1	18	18,1%
	S2	60	60%
	S3	13	13%
Total		100	100,0%

Data processing 2024

3.3 Data Analysis Techniques

For the purpose of assessing regression data, this research used a simple approach. In this research, we want to find a linear connection between Y, the dependent variable, and X, the independent variable. Using this technique, we can determine whether the relationship between the two variables is positive or negative and see how changes in the independent variable (X) will affect the dependent variable (Y). Using basic linear regression analysis, one may determine the extent to which changes in one variable impact the other (Darma, 2021). Here, X and Y are the variables of interest, and we want to examine their linear connection.

4. Results and Discussion

To ensure optimal validity and reliability, this study used SPSS computer software version 27.00 for Windows as a tool to test the overall items used. Through the use of this software, it is expected to verify that all items involved in this study have sufficient validity, which means they are able to accurately measure the variables in question. In addition, reliability testing is also carried out to ensure that these items are consistent and reliable in measuring the concepts studied. Thus, the validity and reliability of the entire item can be ensured according to the needs of this study.

4.1 Research Validity and Reliability

The results of validity testing involving 100 respondents showed that there was a reference value called the r value of the table, which was 0.196. To meet validity requirements, the calculated r value obtained from the test must be greater than the r value of that table. Furthermore, in reliability testing, research is considered reliable if the Cronbach alpha value used as an indicator exceeds 0.60. Thus, the study requires a calculated r-value that exceeds 0.196 for validity, as well as a Cronbach alpha value greater than 0.60 for reliability.

The results of validity and reliability testing in this study can be seen in the table below:

Table 2. Research Validity and Reliability

Variable	Indicators	R Calculate	R Table	Cronbach Alpha	Standard Cronbach Alpha
Workplace Spirituality	SPRI1	0,806	0,196	0,803	0,60
	SPRI2	0,803			
	SPRI3	0,796			
	SPRI4	0,791			
	SPRI5	0,796			
	SPRI6	0,806			
	SPRI7	0,788			
	SPRI8	0,790			
	SPRI9	0,798			
	SPRI10	0,794			
	SPRI11	0,797			
	SPRI12	0,806			
	SPRI13	0,788			
	SPRI14	0,795			
	SPRI15	0,793			
	SPRI16	0,790			
	SPRI17	0,788			
	SPRI18	0,786			
	SPRI19	0,805			
	SPRI20	0,799			
	SPRI21	0,798			
	SPRI22	0,790			
Employee Performance	KIN1	0,803	0,196	0,812	0,60
	KIN2	0,810			
	KIN3	0,803			
	KIN4	0,799			
	KIN5	0,804			
	KIN6	0,800			
	KIN7	0,795			
	KIN8	0,797			
	KIN9	0,794			
	KIN10	0,794			
	KIN11	0,791			
	KIN12	0,790			
	KIN13	0,807			
	KIN14	0,812			
	KIN15	0,813			
	KIN16	0,816			
	KIN17	0,816			
	KIN18	0,816			

Data processing 2024

The study's validity and reliability analyses demonstrated that all items significantly related to the concept being evaluated; the computed r-values were greater than the allocated table r-values (0.196). This proves that the validity of every item in this research is adequate. All items demonstrated sufficient reliability according to reliability testing using Cronbach's alpha value, which revealed values higher than the needed standard (0.60). Thus, it is safe to say that the study's items were valid and trustworthy.

Spirituality

Reliability Statistics

Cronbach's Alpha	N of Items
.803	22

Figure 1. Cronbach's Alpha Workplace Spirituality

Performance

Reliability Statistics

Cronbach's Alpha	N of Items
.812	18

Figure 2. Cronbach's Alpha Employee Performance

Data processing 2024

4.2 Normality Test

The goal of the normalcy test in this investigation is to determine if the research model's variables follow a normal distribution. The analysis was carried out on Windows using SPSS 27.0, the PPlot normal graph technique, and Kolmogorov Smirnov's One-Sample test. The data in this research can be regarded as normally distributed if the test findings demonstrate that the residuals follow a normal distribution at a significance level greater than 5%.

Figure 3 shows the results of the normalcy test, which demonstrates that the data points are spread randomly along diagonal lines. This observation points to a normal distribution for residuals, which are defined as the value difference between the observed and the projected value. The appearance of uniformly dispersed dots in this context shows that the residuals are similarly variable and do not exhibit any notable systematic patterns. The results of this study's residuals are consistent with the normal distribution assumption, a crucial criterion for statistical analysis.

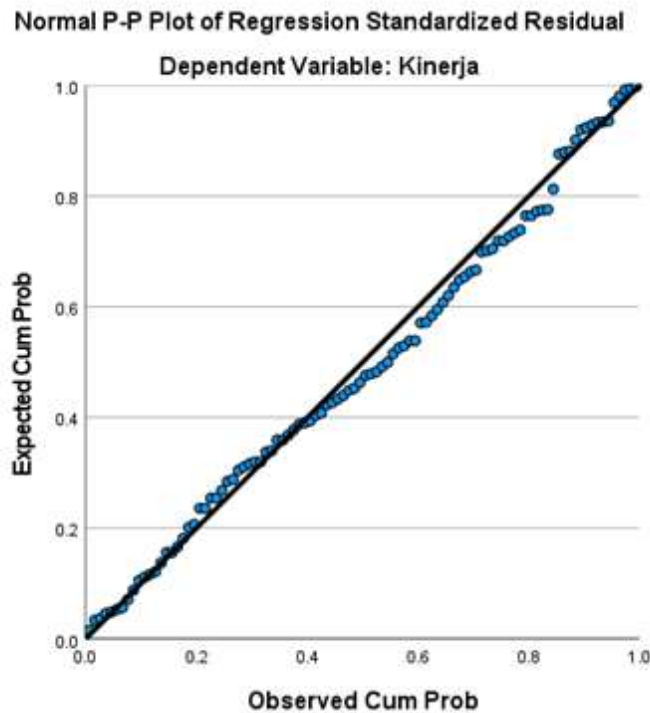


Figure 3. Normality Test

Data processing 2024

Table 4. Normality Test Results

One-Sample Kolmogorov-Smirnov Test			Unstandardized Residual
N			100
Normal Parameters ^{a,b}	Mean	0,000000	
	Std. Deviation	5,96764297	
Most Extreme Differences	Absolute	,063	
	Positive	,063	
	Negative	-,035	
Test Statistics			,063
Asymp. Sig. (2-tailed)			,200 ^{c,d}
a. Test distribution is Normal.			
b. Calculated from data.			
c. Lilliefors Significance Correction.			
d. This is a lower bound of the true significance.			

Data processing 2024

Table 4 shows that the workplace spirituality variable has a Z-score of 0.063 and a sig-value of 0.200 when it comes to the effect on employee performance. With a sig value higher than 0.05, we may reject H0 and accept H1. This proves that the residuals of the variables measuring the impact of spirituality in the workplace on productivity all adhere to the normal distribution. Consequently, a normal distribution can be inferred from the residuals on the variables of workplace spirituality and employee performance.

4.3 Heteroscedasticity Test

The goal of heteroscedasticity testing in regression models is to look for statistically significant changes in variance between each observation's residuals. If the residual (SRESID) and dependent variable (ZPRED) plots do not follow a regular pattern and lie arbitrarily above and below the Y-axis value of 0, we may infer that the regression model does not exhibit heteroscedasticity.

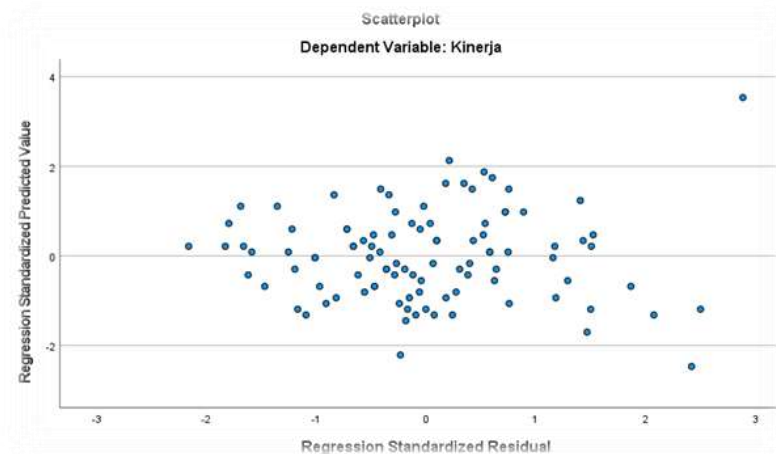


Figure 4. Heteroscedasticity Test Results
Data processing 2024

Figure 4's observations show that the data points are dispersed all over the place on the Y-axis, with no discernible pattern. This proves that the results of this investigation do not exhibit heteroscedasticity.

4.4 Simple Regression Test

To find out how one variable (Performance, Y) affects the other (Workplace Spirituality, X), researchers employ Linear Regression Analysis. Table 4 displays the findings of the analysis and includes the pertinent coefficients.

Table 5. Simple Regression Testing

Coefficients ^a					
Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	8,791	5,905		1,489	,140
Workplace Spirituality	,451	,077	,509	5,859	,001
a. Dependent Variable: Performance					

Data processing 2024

When viewed from the equation, it can be described as follows:

Simple regression equation

$$Y = b_0 + b_1X_1 + e$$

$$Y' = 8.791 + 0.451X_1 + 5.905$$

Information:

- Y = Performance
- B0 = Constant/reciprocal value
- X1 = Workplace Spirituality
- b = Regression coefficient,
- e = Standard error

The regression equation above can be explained as follows:

The value of the constant, or intercept, is 8.791. Employee Performance (Y') is expected to be 8,791 if Workplace Spirituality (X1) is set to 0.

X1, the workplace spirituality variable, with a regression coefficient of 0.451. This coefficient indicates that there is a 0.451 percent improvement in employee performance for every one unit rise in workplace spirituality. We may also infer that workplace spirituality has a beneficial effect on performance because this coefficient is positive. A value of 5,905 is assigned to the error standard. If we were to use the Workplace Spirituality variable to forecast the value of Employee Performance, the anticipated error would be this number. As the standard error number decreases, it indicates that the regression model is producing more accurate predictions.

4.5 T Test

To find out whether the partially independent components have a significant effect on the dependent variable, we may use the T test. We use the 0.05 threshold to find the significance. The null hypothesis that there is no effect of the independent variable on the dependent variable may be accepted if the significance level is lower than the predetermined cutoff. Here is the data that was generated:

Table 6. T Test

Coefficients^a					
Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	8,791	5,905		1,489	,140
Workplace Spirituality	,451	,077	,509	5,859	,001

a. Dependent Variable: Performance

Data processing 2024

The following is shown by the results of the t-test (partial) statistical test:

In the Coefficients^a table, for the Workplace Spirituality variable (X), there is a t-count value of 5.859 > 1.196, which is more than the table t, and a significance value (Sig.) of 0.001, where $\alpha = 0.05$ and $0.001 < 0.05$. This demonstrates the substantial effect of spirituality on productivity at work.

4.6 Test Coefficient of Determination (R²)

In linear regression, the coefficient of determination shows how much of the variance in the dependent variable can be explained by the independent variables. The correlation coefficient (R) or coefficient of determination (R) is a simple way to express the amount of variation in the dependent variable (Y) that can be explained by the independent variable (X) squared. If the coefficient of determination (R²) is 0, then X does not explain any of the variation in Y. The converse is also true: X accounts for all of the variation in Y if R²= 1. See Table 7 for details on the R² s determination test results:

Table 7. Coefficient of Determination Test

Model Summary^b				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.509 ^a	.259	.252	5,99801

a. Predictors: (Constant), Workplace Spirituality
b. Dependent Variable: Performance

Data processing 2024

Table 7 shows that the resulting R² (R Square) value is 0.259. Accordingly, 25.9% of the variance in Performance may be attributed to Workplace Spirituality as an independent variable. Extraneous variables accounted for the remaining 74.1%. The regression analysis also yielded a standard error of estimate value of 5.99801. This defines the margin of error for performance projections, with an average margin of error of 5.99801. As a general rule, a regression model is seen to be better at predicting Y values if the standard error of the estimate is smaller than the standard deviation of the dependent variable (Y).

5. Discussion

The Influence of Workplace Spirituality on Employee Performance

As you can see from the table of coefficients, the variable Workplace Spirituality (X) is very significant, with a value of 0.001. Considering that the degree of significance is 0.05 and the t-count value is 5.859 > 1.196, we may deduce that $0.001 < 0.05$. This demonstrates the substantial effect of spirituality on productivity at work.

Today, in an era filled with a wide flow of information, spirituality has become very important as a balancer between individuals and their environment, especially in the work environment where individuals often spend most of their time. Unfortunately, many individuals are affected by materialistic environments, so they ignore spiritual values that should be the main concern in their lives.

This condition can have a negative impact on employee performance, especially on their inner life, which will certainly affect performance. The development of this phenomenon encourages awareness to integrate aspects of individual spirituality with the management of work or work environment through the concept of workplace spirituality, one of which is through this research conducted at Pelita Bangsa University, Cikarang, West Java, Indonesia, with respondents being lecturers and employees on this campus.

Spirituality in the workplace is a relatively new idea, yet it shows promise for boosting productivity. (Sapra and Mathur, 2020; Astakonian et al., 2021). At its foundation, the spiritual paradigm acknowledges that a person's physical, mental, and emotional selves are all actively engaged in their job. Citation: Afsar et al., 2016. People are able to be themselves in the job when they work with enthusiasm and dedication because they discover purpose and meaning in their work. Budiono (2014) claims that when workers are able to open up about their most personal experiences with their jobs, it has a multiplicative effect on productivity, decreasing absenteeism, conflict, and stress.

Although the concept of spirituality in the workplace is still in its infancy, research suggests that it may increase efficiency. References: Sapra and Mathur (2020) and Astakonian et al. (2021). A person's bodily, psychological, and emotional identities are all involved in their work, according to the spiritual paradigm. The source is Afsar et al. (2016). When workers bring their whole selves to their jobs, they find a sense of fulfillment and purpose, which allows them to be themselves on the job. According to Budiono (2014), there is a multiplier effect on productivity, conflict, and stress reduction when employees are able to speak up about their most personal experiences with their professions.

Further research by Mousa (2020) Explains that spirituality in the workplace in an organizational context has a significant relationship with employee performance at various levels. Kumar Research (2022) shows that spirituality in the workplace is an important aspect of increasing work engagement among employees. Some of the research involved include: (Hassan et al., 2016); (Zhenjing et al., 2022); (Pouragha et al., 2021); (Syarif & Fadhi, 2023); (Putri & Yuniawan, 2016); (Jin & Lee, 2020); (Mengko & Sambeka, 2018);.

6. Conclusion

Studying how spirituality in the workplace affects the productivity of faculty and staff at Universitas Pelita Bangsa Cikarang in West Java, Indonesia, is the primary goal of this research. A t-count value of 5.859 > 1.196 and a significance value (Sig.) of 0.001 for the Workplace Spirituality variable (X) in the coefficient table indicate that this study's important findings are supported. The degree of significance (α) is 0.05, meaning that 0.001 < 0.05. It is clear from these findings that Universitas Pelita Bangsa's lecturers and staff benefit greatly from a spiritually healthy work environment, as high morale in the office is associated with higher productivity. Important for the sake of the students' education and the continued production of high-caliber academics from Universitas Pelita Bangsa's faculty and staff. Incorporating spirituality into personal and professional development techniques helps raise awareness of the importance of giving outstanding service to students, which in turn improves lecturers' and employees' overall performance.

The results of this research can be a reference or decision making at Universitas Pelita Bangsa to continue to develop workplace spirituality. The limitation of this study is that it is only on one university, so it cannot compare results with other universities. Recommendations for further research based on the limitations of this study include adding other variables, as well as other objects, as a comparison.

7. Implication

The results of this research are very useful and can contribute to science, especially for universities, by taking models from Pelita Bangsa University, Cikarang, West Java, Indonesia, in paying attention to the importance of workplace spirituality, which plays an important role in improving the performance of lecturers and employees. This research is very useful for University management in improving the performance of lecturers and employees at other universities. With increased performance, it is expected that the teaching and learning process by lecturers to students will increase, and the service of University employees to students will also increase so as to be able to provide excellent educational services.

A limitation of this study is the correlational design that does not allow for cause-and-effect inferences. Further research is needed with experimental approaches or longitudinal studies to understand the causal relationship between workplace spirituality and performance at the University.

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Conflicts of Interest: The authors state there is no conflict of interest.

Publisher's statement and declaration: This research has practical implications for organizational leaders and managers. Promoting an understanding of the importance of spirituality in the workplace and offering resources to help employees practice

it may lead to a happier and more productive work environment overall. The study's correlational design, however, precludes drawing any firm conclusions on cause and effect. The correlation between spirituality on the job and academics and staff productivity necessitates more research that employs experimental or longitudinal methodologies.

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