

Relationship between Spirituality Perception of Employees and Organizational Commitment

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ABSTRACT

The outburst of knowledge and rapid development of science allow modern people abundant satisfaction from material, but result in severe emptiness in internal and spiritual aspects. These characteristics induce new demands and problems into organizations, such as interpersonal communication and coordination, retention and integrity of employees, as well as unnecessary waste of resources, etc. Maslow (1971) realized that the overemphasis of self-realization is likely to cause unhealthy individualism and even tendency of self-centeredness, and should not be regarded as the ultimate goal of life. It was also noted that the lack of perception on transcendental and public aspects resulted in physical illness, mental deficiencies such as cruelty, emptiness, hopelessness, and apathy. Therefore we need "something mightier than human" to inspire our respect. To struggle for a meaningful share of the market, Taiwanese enterprises nowadays regard Mainland China as a much better option for investment due to increasing international competitions. However, previous edges obtained from investing in China are being lost as time goes by, the management of human resources has become a winning factor. As a result, this research attempted to find the correct ways of management for enterprises from a spiritual leadership perspective, and to understand the relationship between spirituality perception of employees and organizational commitment. Analyses were conducted on different sample statistic variants (gender, age, marital status, education, position held, and geographical location). The objectives of this research are listed below: 1. To understand the relationship between spirituality perception of employees and organizational commitment 2. To investigate the influences of different statistic variants on spirituality perception of employees To investigate the influences of different statistic variants on employee's organizational commitment To understand the effects of different statistic variants on the relationship between employee's spirituality perception and organizational commitment. The sampling of this research was done using the method of convenience. 400 credibility-checked questionnaires were issued to employees of enterprises from both sides of Taiwan Strait, 303 were recovered. Analyses were done using relational, linear regression, single-factor variant and single-factor covariant approaches. Results showed the following: the spirituality perception and organizational commitment of employees are positively related; one's marital status can affect his/her spirituality perception; people with higher positions tend to have better perceptions on personal and organizational aspects; organizational commitment is influenced by marital status and position held; in addition, employees from China seem to have better value commitment than Taiwanese employees. Finally, the author proposed that enterprises could promote employee's spirituality perception by means of different internal activities, and the organizational commitment of employees will also be enhanced as a result.

Keywords : Spirituality, Spirituality Perception, Organizational Commitment

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