

Synopsis for Ph.D. Registration

Consequences of Workplace Spirituality: A Study among Arts and Science College Teachers in Madurai District

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1. Introduction

Workplace spirituality can be defined as the “recognition that employees have an inner life which nourishes and is nourished by meaningful work taking place in the context of a community” (Ashmos and Duchon, 2000)

Spirituality at work is not about religion, or about getting people converted to a specific belief system (Laabs, 1995; Cavanagh, 1999). It does not necessarily involve a connection to any specific religious tradition, but rather can be based on personal values and philosophy. It is about employees who view themselves as spiritual beings whose souls need nourishment at work, who experience a sense of purpose and meaning in their work, and a sense of connectedness to one another and to their workplace community. Research suggest that the encouragement of spirituality in the work place can lead to benefits in the area of creativity, honest and trust, personal fulfillment and commitment , which will ultimately lead to increased organizational performance. Many research works investigated the impact of work place spirituality in developed economies and in large organization, with selected consequences. The proposed research work therefore fills the gap by evaluating the influence of work place spirituality on a variety of consequences. In the present research, we the researcher attempts to show how teachers are committed to their organizations in response to the way they perceive their organizations in light of various dimensions of workplace spirituality.

2. Scope of the study

The proposed research study measures the consequences of work place spirituality among arts and Science College Teacher’s in Madurai district. It explores the perception of college Teachers. However, the study is limited with respect to a number of dimensions. The study covers only teachers with minimum three years of experience

3. Objectives of the study

The following are the main objectives of the proposed study

- i) To identify the significant dimensions of work place spirituality
- ii) To examine the relationship between work place spirituality and consequences
- iii) To study the association between study variables and demographic factors

iv) To offer suitable suggestions for improving the work place spirituality among college teachers

4. Research Design

Depending on the nature of the problem the research could be exploratory, descriptive or casual. In this thesis, descriptive research will be used as specific hypotheses. The study would employ a quantitative cross-sectional approach to examine the proposed objectives. Primary data would be collected by means of area sampling through a structured questionnaire. Study participants would be college teacher's who have minimum of three years experience. The secondary data were collected from various Journals, Books, Dailies, Libraries and also from various Websites

5. Framework of Analysis

The researcher has planned to use various statistical tools like, Percentage analysis, Descriptive statistics, Chi – Square test, ANOVA, T- Test, Factor Analysis, Discriminant Analysis and Cluster Analysis for interpreting the data.

6. Scheme of the Report

The proposed thesis consists of five chapters

The first chapter titled on, “**Introduction and design of the study**” deals with introduction, statement of the problem, scope of the study, objective of the study, Hypothesis of the study and the like.

The second chapter titled on, “**Review of Literature**” exhibits the summary of prior research works and research works related to the present study. This chapter also tries to conceptualize the relationship between work place spirituality and its consequences

The third chapter titled, “**Research Methodology**” exhibits the research design and the various research procedures adopted for the present study.

The fourth chapter titled “**Analysis and Interpretation**” deals with the analysis of the relationship between the dependent variables and independent variables of the study using statistical techniques like Cluster analysis, T-Test, Chi-square test and one way ANOVA.

The fifth and final chapter titled, “**Summary of findings, Suggestions and Conclusion**” provides various suggestions.