

The Influence of Workplace Spirituality on Organizational Commitment and Job Performance of Employees

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Abstract: With the increasing trend of economic globalization and the gradual improvement of scientific and technological level, the competition between enterprises has become more fierce, which also makes individual employees affected to some extent. If the relevant enterprises want to enhance their own competitive strength, they need to attach great importance to the comprehensive quality of employees, and scientifically improve the organizational commitment and work performance of employees from the perspective of workplace spirituality. In the actual development process, relevant enterprises should clarify the influence relationship among the three and establish an influence model among the three. Through scientific analysis of the path coefficient in the relationship model, the positive influence of workplace spirituality on employees' organizational commitment and work performance should be clarified. The intermediary role of organizational commitment should be played by combining the positive influence with the actual situation. In order to improve the work performance of employees.

Keywords: Workplace Spirituality; Employees of the Company; Organizational Commitment; Performance of Work

Introduction

In the process of operation and development, many enterprises will face relatively high talent turnover rate, which will have a greater impact on the steady development of enterprises. In the face of this situation, relevant enterprises should pay attention to improving the work enthusiasm of employees, and make them have a greater sense of security in the enterprise, and further enhance the loyalty of employees. Through the research, it is found that workplace spirituality presents a positive relationship with employees' organizational commitment. In order to realize the full application of workplace spirituality and improve employees' work performance, it is necessary to deeply study the corresponding relationship between workplace spirituality, organizational commitment and work performance, and effectively verify the relationship between the three from different perspectives. According to the specific situation of enterprise human resources management, to develop a perfect plan to promote the development of employees and enterprises.

1. Overview of workplace spirituality

The word "spirituality" comes from Latin, and it has the word "breath," which means to be able to provide a certain amount of power, to make a person feel alive and alive. With the deepening of the study of "spirituality", different disciplines have different interpretations of spirituality. Many researchers combine "spirituality" and "capital", and on this basis put forward the concept of spiritual capital, which means that individuals obtain the cognition of values, mission, meaning of life and other aspects from their own beliefs in order to obtain continuous benefits in the future. Chinese spiritual researchers put forward in the study of spirituality that spiritual ability, perceptual ability and rational ability together constitute the basic ability of a person, which is an indispensable part in stimulating individual's potential ability and promoting the overall development of a person^[1].

In addition, the earliest definition of "workplace spirituality" is that every employee in the workplace has a deep inner experience nourished by the relevant work significance in the team work, and will desire to establish a certain connection between themselves and others and the society. On the basis of this definition, some researchers concretized workplace spirituality to make the whole period

more clear. Workplace spirituality means that individuals and organizations are in line with each other in terms of values. In this case, individuals will show a more positive sense of work meaning and purpose, and even achieve self-transcendence. To enable individuals to align their work pursuits with the development pursuits of the organization. Others believe that workplace spirituality is a goal-oriented work behavior that employees perform when they realize the real meaning of work, through which they gain satisfaction, a sense of belonging and a high sense of team. In terms of the actual situation, although domestic and foreign researchers have different definitions of workplace spirituality, they emphasize various inner experiences such as the sense of work significance, the sense of team connection, and the compatibility of values between individuals and organizations.

2. The meaning of organizational commitment and work performance

First, the so-called organizational commitment refers to the sense of identity and trust that employees have for the goals and values set within the enterprise, and they can also obtain positive emotional experience from it. Organizational commitment helps employees better invest in the work of the enterprise. Second, work performance refers to the achievements or effects made by employees in the working process of relevant enterprises. Good work performance is conducive to improving the overall work level of the enterprise.

3. Analysis of the relationship between workplace spirituality and job performance

In practice, task performance is closely related to the professional skill level and cognitive ability of individuals. It can also be said that task performance will be affected by individual professional ability. In addition, satisfaction at the work level will also have a certain impact on task performance. For employees with high workplace spirituality, they can get pleasure from their own experience of the sense of work meaning, which will encourage employees to work actively and improve their job satisfaction. At the same time, they can exercise their own work ability and improve their own task performance. On the other hand, if employees feel that their work has no meaning, they will be less interested in their work and less engaged in their work, thus reducing their task performance. According to the relevant survey, if employees can directly connect with colleagues more closely, then the employees themselves will become more united and can effectively cooperate in the work, which can have a great positive effect on the improvement of employees' work performance. In addition, if the values of employees are consistent with the values of the corporate culture of the company they work for, they will be more actively involved in the work, which will also achieve higher work performance^[2].

4. The intermediary role of organizational commitment

At the present stage, large and small enterprises are taking advantage of talents in various ways, and will continue to introduce high-quality professionals. When introducing new employees, they also need to ensure the overall stability and vitality of the existing staff. If employees can feel the care of relevant organizational departments in the enterprise and their spiritual needs are effectively met, they can strengthen their feelings for the organization, so that they can show a higher commitment to the organization and strengthen their loyalty to the enterprise. In addition, a high level of organizational commitment will encourage employees to devote themselves to their work on the basis of a sense of mission, identity and emotional dependence, and try their best to complete their work, including some extra work, so as to improve their work performance.

5. Analysis on the influence of workplace spirituality on organizational commitment and job performance of employees

Through practical research and analysis, it is clear that workplace spirituality can have a significant positive impact on employees' organizational commitment and work performance, and organizational commitment plays an intermediary role between employees' workplace spirituality and work performance. In practice, workplace spirituality mainly consists of three dimensions: sense of work meaning, sense of team connection, and fit between personal and organizational values. From these three dimensions, it has a positive impact on employees' organizational commitment and work performance. From the perspective of the sense of work significance, if employees can feel the meaning and fun of work, really like their work and enjoy the sense of achievement brought by the work, they will devote more efforts to the work. In this process, they will also make corresponding work planning and goals, and achieve effective

motivation for themselves on the basis of this organizational commitment. In order to achieve higher work performance. From the perspective of the sense of team connection, if employees can get along with their colleagues harmoniously and establish a friendly team relationship at work, they can obtain mutual support, the overall working atmosphere will be more harmonious, and they will also work towards the same goal, thus promoting the overall work performance improvement. In terms of the compatibility between individual and organizational values, when employees work in the enterprise, if they feel that the values transmitted by the corporate culture are consistent with their own values, they will have a higher sense of identity with the enterprise, and the organization will also increase the care for employees, so that employees can obtain psychological satisfaction. This will also encourage employees to take the initiative to undertake the mission and responsibility entrusted by the organization, so as to form a strong organizational commitment, and then integrate the realization of their own personal value into the strategic development goals of the enterprise to further improve the performance of employees^[3].

Conclusion

Through the research and analysis of the relationship among workplace spirituality, organizational commitment and work performance, it can be clarified that workplace spirituality can have a positive impact on organizational commitment in three dimensions, and thus improve employees' own work performance, so as to improve the overall work level of the enterprise. Enterprises should also attach great importance to and correctly understand the relationship between the above three, and make full use of the relationship between the three, so that employees can play a practical role in the process of enterprise operation and development.

References

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