Research Article

THE RELATIONSHIP BETWEEN WORKPLACE SPIRITUALITY AND THE ORGANIZATIONAL CLIMATE OF PHYSICAL EDUCATION TEACHERS IN THE CITY OF TABRIZ

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ABSTRACT
The aim of the present study was to investigate the relationship between workplace spirituality and the organizational climate of physical education teachers in the city of Tabriz. The research method is of a descriptive and correlation. The statistic population of this research is consists of all physical education teachers in the state schools of the city of Tabriz (N=344). A sample of 179 people was selected randomly according to Morgan's table for determining sample size. For collecting data, two questionnaires of Milliman et al workplace spirituality (2003) and also Halpin and Craft's organizational climate inventory (1970) were used. After data collection, data were analyzed using Kolmogorov–Smirnov test and Pearson's correlation coefficient. The results of correlation between variables indicated that there is a significant positive relationship between the workplace spirituality and organizational climate (r=0.615, p <0.01). Also the results indicated that there is a significant positive relationship between workplace spirituality components (meaningful work, sense of community and alignment of values) and organizational climate.

Key Words: Workplace Spirituality, Climate Organization, Physical Education Teachers

INTRODUCTION
There is no doubt that fundamental changes are being formed in the workplace, and the spirituality will be one of the essential issues of the organization. The staffs are seeking something beyond the material reward in job wherever they work. They look for meaningful work so that they might enjoy their jobs and performing these tasks makes them more energetic, and they could be in line with the organization's goals. The workplace spirituality describes the experience of that staff whose jobs are satisfying, meaningful and purposeful. Furthermore, the experience of spirituality in work is accompanied by increased creativity, honesty, confidence and commitment in job and is linked to enhanced feeling of personal evolution in the staff (Kinjerski and Skrypnek, 2006). The staffs' identity, character and behavior in any organization may be influenced by the organizational climate resulting in the staffs' getting mechanical or alternatively creative, and their job satisfaction or job abhorrence because the organizational climate is a series of inner characteristics which makes an organization distinct from another one and affects the individuals' behaviors (Ghaffari, 2004). The existence in any community of resourceful organizations which could accomplish their tasks through their efficiency and effectiveness is among most important means to progress and advancement. In fact, efficiency is regarded as one of the organizational goals at the present century. Some conditions are required in order to achieve these goals; conditions in which the organizational life flows and it is the very organizational climate. The organizational climate does arise from the staff perceptions and individuals behave according to their perceptions and understanding from the workplace (Ramazaninezhad *et al.,* 2009).
If there does not exist a favorite organizational climate, staffs could not incorporate their creativity into the organizational decisions and they'll have to follow repetitive and regular commands and rules. One factor which may associate with the organizational climate is the workplace spirituality. Ashmos and Duchon (2000) define spirituality as "understanding and knowing that a component of the staff life is

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inner and it could be developed by doing meaningful works in life". Researchers believe that encouraging the workplace spirituality may lead to advantages and benefits such as increased creativity, honesty and confidence, developed feeling of personal evolution, increased organizational commitment, improved organizational citizenship behaviors, improved attitudes of staff toward their job and also decreased decisions to absenteeism (Rahimi, 2011). This influences the organizational climate directly or indirectly. A number of studies have focused on the components of workplace spirituality. In this context, certain factors are assessed as influencing the spirituality including: favorite workplace atmosphere and culture, sense of community among the staff, permanent learning, participation of staff in tasks (Kinjerski and Skrypnek, 2006), mutual confidence and honesty, commitment to the quality of service, commitment to staff, employing staff according to the spirituality-based philosophy of the organization (Wanger and Mash, 1999) and observation of justice (Hawkins and Tiffany, 2008).

Any organization has certain missions and goals toward social, economic, cultural and political development. Meanwhile, human resource is of higher importance, because human resource is the largest capital of each organization. Also, within the education system, teachers have a significant role, and the performance of the agents of these organizations, especially physical education teachers within education system is one effective phenomenon on the life health of different sectors of people (Haji, 2001). Undoubtedly, a part of society's health depends on the extent of people's tendency to healthy physical exercises and their physical activity. Surely, physical education and sport is one of the healthiest and most useful activities and staffs are regarded as one of the factors within the organization influencing the achievement of goals and efficiency of the organization and regarding that the quality of the educational system's output depends on the teacher's performance on one hand and on the other hand, teaching profession is a profession which is in connection with different groups including students, colleagues, school directors and also patterns and inspectors, this interaction leads to different demands on the part of these groups. With increased expectations from the teachers and ignoring their needs, a favorable organizational climate might be more likely developed. Therefore, researchers are seeking to prevent this unsuitable organizational climate to be developed. In current studies of the organization and the management, there exists this idea that the concept of workplace spirituality could provide a solution to reduce organizational dysfunctions such as alienation, stress, weak organizational climate for the staff so they could train empowered, highly productive, committed and motivated staff (Yazdani *et al.,* 2010). Physical education teachers in their job performance always seek to get familiar with the current state and the ideal state for active job behavior and adapt their activities to the exemplar job climate in order that they might achieve success towards their duties in their job. Therefore, if organizational work climate is ambiguous, unknown and in some cases unplanned, teachers will really get into trouble in recognizing the behavioral objective and performance and so a sort of active indeterminacy will be developed consequently which results in an unfavorable organizational climate. On the basis of the previously conducted research literature and the existing theoretical principles, this research is going to ask this question that if there is a relationship between workplace spirituality and the organizational climate of the physical education teachers in the city of Tabriz.

MATERIALS AND METHODS
Methodology
The present research has an applied orientation and the method used in this research is of a descriptive-correlation nature and data collection is carried out through a field research. The statistical population of this research consists of male and female physical education teachers in the city of Tabriz which are 344 in a number. A number of 179 people were selected as sample size of this research according to Morgan's sample size table. For collecting data for determining the state of workplace spirituality, Milliman's questionnaire (2003) was used. This questionnaire involves 14 questions and three components: meaningful work, sense of community and alignment of values in a five-point Likert scale. In this study, Cronbach alpha coefficient was calculated 0.83 for the workspace spirituality questionnaire. For determining the state of organizational climate of physical education teachers, Halpin & Craft's

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organizational climate questionnaire (1970) was used. This questionnaire involves 32 questions in eight components (group spirit, hindrance, intimacy, engagement, consideration, aloofness, thrust, dynamic production emphasis) in a five-point Likert scale. In this research, Cronbach alpha coefficient was calculated for the organizational climate questionnaire equal to 0.83. In order for collecting data and filling out the questionnaires, 300 questionnaires were distributed among the physical education teachers by getting a license from the education organization. In this research, descriptive statistic was used for summarizing and classifying raw data and computing the mean, frequency, standard deviation and preparing diagrams and tables and Kolmogorov–Smirnov test, Pearson test, independent and one-sample t-test were used for testing the hypotheses.

RESULTS
Results obtained by this research indicated that there is a significant positive relationship between workplace spirituality and organizational climate of physical education teachers. Research hypothesis was confirmed regarding Pearson correlation coefficient (r=0.615, P<0.01) (Table 1).

Table 1: The relationship between workplace spirituality and organizational climate

	Mean	Std. Deviation	Min	Max	Pearson Correlation
Workplace Spirituality	4.03	0.64	2.29	5.00	**r=0.615 Sig= 0.000
Organizational Climate	3.67	0.42	2.66	4.56	

In investigating the relationship between the workspace spirituality components and the organizational climate via Pearson's correlation coefficient, results showed that there is a significant relationship between each of three components (meaningful work, sense of community and alignment of values) and the organizational climate at P<0.01 level of significance (table 2).

Table 2: The relationship between workplace spirituality components and organizational climate

	Meaningful work	Sense of community	Alignment of values
Organizational Climate	**0.517 Sig=0.000	**0.499 Sig=0.000	**0.575 Sig=0.000

Results obtained for analyzing the relationship between organizational climate components and workplace spirituality through Pearson's correlation coefficient showed that there is a significant relationship between seven components of group spirit, hindrance, intimacy, engagement, aloofness, thrust and production emphasis and the workplace spirituality at P<0.05 level of significance; however, there is no significant relationship between the component of consideration and workplace spirituality at P<0.05 level of significance (table 3).

Table 3: The relationship between organizational climate components and workplace spirituality

	Group spirit	Hindrance	Intimacy	Engagement	Aloofness	Thrust	Dynamic production emphasis	Consideration
Workplace Spirituality	*0.155 Sig=0.038	*0.149 Sig=0.047	**0.231 Sig=0.002	**0.493 Sig=0.000	**0.492 Sig=0.000	**0.517 Sig=0.000	**0.593 Sig=0.000	**0.014 Sig=0.852

*N= 179; **P <0.01; *P <0.05*

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DISCUSSION AND CONCLUSION

The results of correlation between two main variables of the research indicated that there is a significant positive relationship between the workplace spirituality and the organizational climate. Spirituality in the workplace increases the staff' motivation; moreover, increased workspace spirituality generally increases the commitment of the organization and as a result its success which may indirectly signifies success, job happiness and satisfaction and improved organizational climate and thus it may corroborate results of this research. The results of this study are consistent with the previous research conducted by Rastegari (2006).

The results showed that a significant positive association between meaningful work and organizational climate. Meaningful work specifies how staffs interact in their routine tasks at a personal level and that everyone has inner motivation, tendency and interests for doing those activities which make his life and others' more meaningful (Ashmos and Douchene, 2000). Those people who feel meaningful work stronger, has their job satisfaction increased and consequently, have a higher productivity and performance. However, those who don't feel meaning in their routine job will develop weak characters, fall into alienation hence their productivity and performance will decline making them depressed. Therefore, it seems that the higher understanding people have of the meaningful work, organizational climate will improve to a more desirable level. Results of this study are not consistent with those of Esmail (2008); the reason for this inconsistency is most likely in the statistic population. The results of this study are consistent with the previous research conducted by Krishna and Neak (2002), Rezaeimanesh and Kermanshahi (2010), Benefiel (2003), Kinjerski and Skrypnek (2006), Altaf and Atif (2011), Milliman *et al.,* (2003), Freshman (1999).

The results illustrated that there is a significant positive relationship between the sense of community and the organizational climate. The presence of spirituality in workspace helps the staff to communicate efficiently with their colleagues and to share personal and organizational goals by empathy, positive feedback atmosphere, mutual intelligibility, and positive attitude toward each other and try to achieve those goals. In an organization where an orientation exists toward spiritual freedom, staffs are able to realize their potential capabilities and in addition to enhanced performance, they may experience a friendlier atmosphere in their workplace (Krishna and Neak, 2002) thereby intimacy, engagement and group spirit increases resulting in a more favorable organizational climate within the organization. Therefore, the higher understanding individuals have of the sense of community, to a more favorable level organizational climate improves. The results of this section of the research are consistent with the results of Yazdani *et al.,* (2010) and Rezaeemanesh and Kermanshahi (2010), Kinjerski and Skrypnek (2006), Pandi (2009), Wenger and Koneli (1999), Hawkins and Tiffany (2008).

The results showed that there is a significant positive relationship between the alignment of values and the organizational climate. Workplace spirituality is a framework of organizational values rooted in a culture called alignment of values and this alignment increases staffs' excellence through the job process, facilitation of the sense of communicating with others so that they might feel complementary and pleasure. Workplace is like a base and principle in the community. With alignment of values within the organization, staffs provide a good ground for finding their identity. They could realize their abilities and potentials and since increasing the potentials is concomitant with increased productivity and efficiency, higher group spirit, production emphasis and consequently improving the organizational climate, it may then be concluded that upon the alignment of values in the organization, the organizational climate will improve. The result of this research was not consistent with Esmaeil (2008) which is likely due to the different statistic populations; but the results are in line with Altaf and Atif (2011).

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