



Effects of workplace spirituality towards counterproductive behavior in automobile manufacturing sector with reference to Tamilnadu district

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Abstract

In this modern world economy has been advanced with the technology and with the human power. In this fastest world of technology organization facing more complexities, changes in the structure and cut throat competition to manage such problems workplace spirituality enable hearts of employees souls and spirit so that the employees in the organization will possess their innovative ideas and compassionate their work for organization. This study examines with the impact of workplace spirituality towards counterproductive behavior in automobile manufacturing sector with special reference with Tamilnadu district. Many studies focus on the effectiveness of workplace spirituality in different sector and issues and impact are not being much researched in automobile sector and some sectorial gap and issues impacted them highly. Workplace spirituality and counterproductive behavior questionnaires were used. A total of 300 employees were used as sample and chi square analysis has been used in this study.

Keywords: workplace spirituality, Counterproductive behavior, technology

1. Introduction

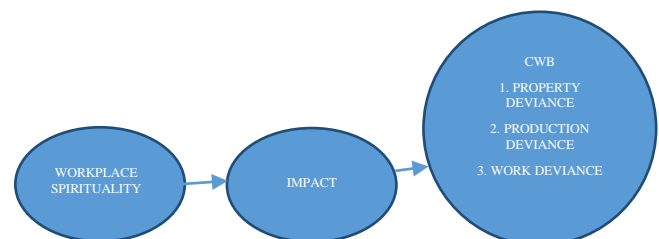
In India automobile industry has achieved the growth rate of 38% in last two decades and also it provides the employment opportunities for people in the economy. Automobile sector shown the sluggish growth in the year 2012 with the lower percentage of 12%. Main reason for the sluggish growth in the automobile sector due to the registration excise duty, road tax etc. The report from automotive mission plan (2016) shows that about 10 percent of growth rate contributed to nation GDP. Normally Chennai called as Detroit of Asia due to major presence of automobile manufacturing in and around Chennai city. 35% of components in automobile parts from Chennai and more than 30% of automobiles industries from Chennai city and it nicknames as the Detroit of Asia and not only passenger and commercial industries and heavy vehicles produced in Chennai but also the military related vehicles produced in the place of avadi. The projects of Chennai city are ashok Leyland, Hindustan motors, Nissan, Renault, Hyundai, and BMW. Auto component manufacturer's association estimates India in component manufactures of automobile can compete with United States productions. Tamilnadu state has huge skilled manpower resources so that there is growth in automobile industries in Chennai. Tamilnadu is the best place for the production of 4 wheelers and the best place for the production among Asia. Chennai is the best place for production of automobile industries and also the automobile components produced in Detroit of Asia. Chennai is one of the top 10 global manufactures in India with more projects in Chennai. Automobile industries has the capacity to produce 1,280,000 vehicles in car segments and 3,350,000 vehicles in commercial segment each year and to precise 3 car in every minute by 2015-2016. Chennai has the

excellent port logistics and most efficient in the world. During 2015 -2016 Chennai alone exports 1, 46, 000 vehicles in car segment to export more than 103 countries in the world.

1.1 Problem Statement

Credibility of the employees in an organization are always questioned and finding of many studies shows they are not interested to work and they work for monetary nature without commitments and not ready to learn the news skills and ability to work efficiently Abbot (1998) [1]. The problems has become more complicated and wasting the materials at workplace. The problem has become wildfire which affects the organization productivity and through the limitations and there is lack of work spirit at the workplace. Therefore this study examined about the impact of workplace spirituality towards counterproductive behavior in automobile sector which covers demographic profile such as age, gender, qualification, experience etc. This study is bout explore the challenges faced by the employees in an organization Ajzen (1980) [2].

1.2 Overview of this study



1.3 Review of literature

Workplace spirituality refers to the recognition of employees in their inner life by meaningful work in the place of community. Ashmos & Ducon (2000) [3]. Many studies about the workplace spirituality stated that it shows the positive impact on both employees and organization. They are trying to understand the employees and treat them as the important resources in an organization with its dimensions like meaningful work, sense of community, organizational values, conditions for community, inner life, work unit community, positive work unit values, individual and organization. Elliott & Trunbull (2004) [11].

Bagozzi (1992) [4] research stated that to understand the human nature of employees with the emergence of the workplace spirituality. This study examines the relationship between workplace spirituality and counterproductive behavior creating positive intentions to work and behavior in their work.

Cavanaugh (1999) [7] Workplace spirituality helps to improve the personal integrity, compassion and honesty. Workplace spirituality developed moral growth of employees in an organization. Workplace spirituality creates the insight of human beings and makes them happiness and satisfaction and provides perfection and elevation at work with personal needs. Many organizations merge workplace spirituality with their employees at workplace and the result of this impacted in the positive feelings and change in between employees and management not only higher officials focus on the organizational goals and objectives but also mental health of employees in an organization.

Neck (2002) [11] explained about communication related to internal and counterproductive behavior external environment which leads to the creative thinking models in the minds of employees which enhances more spirituality and change their mental health and creating higher level of awareness and mainly the objectives of the study is to convert the negative aspects into positive aspects.

Cropanzano (2007) [8] studies about the relationship between workplace spirituality and counterproductive behavior. The dimensions of workplace spirituality relationship between and counterproductive behavior and the findings of this study shows that workplace spirituality is positively relationship with counterproductive behaviour. Bennett (2003) [5] in their research the results shows that the dimensions of workplace spirituality such as alignment with values, meaningful work, sense of community with counterproductive behavior. The result of this study meaningful work is positive relationship with all variables.

Bialas (2013) [6] explained about his study research is about the workplace spirituality and retaliatory behavior result shows that how workplace spirituality and retaliatory behavior created the positive relationship with the individual group and organization level spirituality. Counterproductive behavior states minor behavior such as sabotaging equipment, physical violence spreading rumors. These deviance behavior can cause huge cost damage with the organization.

Counterproductive behavior is about the minor behavior such as spreading rumors, physical violence, sabotaging equipment, etc. There is a deviance behaviors are more costly for both employees and organization. To avoid the deviant behavior is

very challenging task for the organization. Douglas (1993) [9] research says about fired the employees in the actions towards employees in organization those who undergone the deviance behavior. Impact of counterproductive behavior results in the decreased in the employee morale and higher rate of turnover and absenteeism and it results in the lower productivity.

Bennett (2003) [5] research shows that employees behavior that are discretionary. Employee's behaviors related to deviant behavior such as playing pranks among employees, falsifying, sabotaging in their work. Employees are influenced by individual's traits in many factors personality, meaningful work, deviant behavior, positive impact on the workplace spirituality. Major purpose of the study is to examine the workplace spirituality with linkages with personality, job satisfaction, personality influence the counterproductive behavior which has direct relationship and has the positive impact in an organization. Employee's reaction related to work which is influenced by the personality traits influenced by the counterproductive behavior.

Ehtesham (2011) [10] studies about workplace deviance and workplace spirituality there is positive impact on the individual and organization with employee interest and the actions of the individuals in an organization can create the impact of the organizational cost. It is in the hands of all individuals in an organization to behave in the right way for the organization performance actions towards interpersonally oriented things like withholding efforts, theft, violating, organizational policies, making fun out of others etc.

Gabriela (2013) [12] studies shows that the relationship between workplace deviance and workplace spirituality and personality traits with the five factor model and the meaningful description with proper responsibility with the consciousness on achievement of objectives oriented. Emotional stability on the sociable and ambitious with meaningful life.

Kelloway (2010) [13] explained about the deviant behavior with the meaningful life, sense of community where there is no relationship between the workplace spirituality and counterproductive behavior where this research focus on the quality and quantity of work with the task based counterproductive behavior. Lian (2010) studies shows that counterproductive behavior and workplace spirituality focus on the substance abuse and property damage and thus it creates the cost related damages the organization. Organization takes action to understand the need of the employees in an organization and trying to manage the deviant behavior of employees in an organization and the findings shows that the due to the frustration of employees that result them to damage the property of the employees in an organization.

Remus (2006) [19] about their research states that the relationship between counterproductive behavior and workplace spirituality results of this study is to identify the nature of employees and predicting the performance of employees so that organization manage the employees deviant behavior predicting machine performance is difficult process at the same time predicting the human behavior at the workplace is very challenging task so that finding of this study is fulfilling the needs of employees can reduce the deviant behavior at workplace can reduce the cost of the organization. Michie (2002) [17] studies about the impact of workplace spirituality on counterproductive behavior result there is

positive relationship between the employees and other important factor also focused in this study which are violent and non-violent behavior of employees in an organization. The findings of this study shows that the deviant behavior plays important aspects at workplace which the organization trying to manage at all time at workplace.

Paula (2003) [19] studies shows that the workplace spirituality on counterproductive behavior which has the huge impact on the organization and the results of this study which the employees at the workplace such as deviant behavior, manipulate, insulting, self-centered, inconsiderable, vengeful, non-co-operative disagreeable employees organization has to take possible ways to manage the deviant behavior and it has positive impact on the organization and it is very challenging task of organization for managing the deviant behavior at workplace.

Penney (2005) [20] shows that the impact on workplace spirituality on counterproductive behavior there is positive impact on the organization and the result non co-operative, not to follow rules in counterproductive behavior are few responses which the organization taking necessary actions to central the deviant behavior where the employees are uncooperative and violating the rules of an organization. The results of this study shows the most employees in an organization are self-centered and delegating any roles to all the employees and getting the appreciation from the higher level management so that other employees are getting frustration. So, the deviant behavior at workplace so that organization has to take steps to overcome these type of deviant behavior at workplace.

H1: workplace spirituality has strong positive relationship with counterproductive behavior.

1.4 Objectives of this study

1. To analyze the impact of workplace spirituality towards counterproductive work behavior among employees in automobile sector in Tamilnadu district.
2. To identify the challenges faced by the employees at workplace.
3. To analyze the dimensions of workplace spirituality with counterproductive work behavior at workplace.

1.5 Significance of this study

This study expects to analyze the impact of workplace spirituality towards counterproductive behavior existed between the variables. The result of this study shows the evidence to top management to enhance the management to improve their productivity. So the organization will strengthen the future employees in an organization.

1.6 Research Methodology

This study based on the questionnaire survey with the middle level managers in automobile sector in the Detroit of Asia in Chennai city. Those employees in the organization who had the age between 19 up to 40 year old and the middle level managers with the qualification of diploma and many with the post graduate or higher. This study is about the effects of workplace spirituality with the counterproductive behavior in

automobile sector in Tamilnadu district. A structured questionnaire were used in this study with this study with the sample of 300 date has been collected from the respondents of middle level managers in automobile industries in tamilnadu district. The data collected and analyzed with statistical method by using chi-square analysis.

2. Workplace spirituality helps to manage counterproductive behavior in automobile industry in Tamil Nadu district.

We collected data from the respondents in automobile producers in Chennai city which helps in growth of industries and manage the counterproductive behavior more than 35 percent of respondents strongly agreed with the workplace spirituality helps in managing the counterproductive behavior of the productivity. 20 percent of the respondents goes with side of strongly agree with the development of workplace spirituality at workplace on the other hand 15 percent of the respondents are disagree with the impact of workplace spirituality and counterproductive behavior at workplace.

Table 1: Workplace spirituality impact counterproductive in automobile sector

S. No	Respondents	Yes	No	Total
1	Strongly Agree	65	35	100
2	Agree	50	10	60
3	Neutral	20	30	50
4	Strongly Disagree	30	25	55
5	Disagree	15	20	35
		180	120	300

Table 2: Calculation of Expected Frequencies (f_e)

S. No	Respondents	Yes	No	Total
1	Strongly Agree	60	10	70
2	Agree	36	22	58
3	Neutral	30	36	66
4	Strongly Disagree	21	34	55
5	Disagree	21	30	51
		168	132	300

Table 3: Calculation of Chi-square analysis

Observed Frequencies (O)	Expected Frequencies(E)	(O-E)	(O-E) ²	(O-E) ² /E
65	60	5.0	25.00	0.41
50	36	14	196.00	5.44
20	30	-10	100.00	3.33
30	21	9	81.00	3.85
15	21	-6	36.00	1.71
35	10	25	125.00	12.5
10	22	-12	144.00	6.54
30	36	-6	36.00	1.71
25	34	-9	81.00	3.85
20	30	-10	100.00	3.33
N=300	N=300			42.67

Therefore $\chi^2 = 42.67$, has higher value when it compare to the significance level (0.5 and .01) which is 5.9 and 9.2 respectively. There is impact of workplace spirituality on counterproductive behavior in automobile industries.

3. Findings of This Study

Hypothesis were found there is significant correlated with $P < 0.1$ level. There is association between workplace spirituality and counterproductive behavior. This study make sense on the contribution to workplace spirituality on counterproductive behavior. Firstly, we found that there is positive impact on workplace spirituality on counterproductive behavior among employees at workplace. Dimension of workplace spirituality has been used in this study. The main objectives of this study is to test the impact of workplace spirituality on counterproductive behavior. Secondly, this research is completely unique with different perceptions on workplace spirituality in automobile industries. The result of this study is to about the strong relationship between workplace spirituality and counterproductive behavior and it helps the organization for their efficiency and effectiveness. This study is about to measure the intentional acts integrity violence and emotion of employees in an organization. Abusive and aggressive supervision leads to deviant behavior and associated with workplace spirituality. This study we found that controlling moderates the sabotage and deviance in organization and also production deviance. Most of the employees in an organization feels stressful condition at workplace leads to negative behavior and emotional arousal which give path for counterproductive behavior. Most of employees in an organization are short temper in the minds of people and facing tension related aspects gives way for counterproductive behavior.

4. Recommendation

Employee rights to be respected in an organization with the workplace spirituality and we recommend employees in an organization should not abuse and aggressive supervision roles. Main obligation of organization is to streamline the roles and responsibility of employees in an organization. This helps to reduce the tension and abusive supervision and organization to avoid the duplication of duties and reducing the stress in the minds of employees in an organization and creating and building the better environment in an organization. The theory suggested that organization has to adopt the dimensions of workplace spirituality such as inner life, meaningful work, sense of community. We would suggest and strongly recommend for honest behavior, extensive feedback with the organization and open communication in an organization to create and develop with the pleasant workplace and making process and taking strategies for improving organization climates and with fulfilling the needs of employees and proper reward systems and giving roles and responsibility with proper job rotation to reduce the counterproductive behavior at workplace. Government of India has taken steps for the initiative in manufacturing destination and created many fair for covering the foreign investment in friendly to invest in manufacturing in the country and government has taken several initiatives for the healthy growth in the automobile manufacturing in India.

5. Conclusion

Government of India has introduced many schemes for the development of manufacturing sectors and policies measures to improve the manufacturing sectors. Government policies helped the manufacturing of automobile industry in reduction of taxes rates and workplace spirituality and counterproductive behavior boost their performance of the organization and the present research analyzed the impact of workplace spirituality and counterproductive behavior in automobile industries in Tamilnadu district. The results are tin equivalence and measure the tested instrument and also this study tries to address the present applicability of workplace spirituality and counterproductive behavior in an organization helps to enhance the productivity of the organization.

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