Research Paper

The Impact of Spirituality in the Workplace on Organization Identity with the Mediating Role of Organizational Health and Deviant Behavior

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Introduction:
The globalization and growth of employee demand for rich and nurturing work environments have led employees to seek more than just economic rewards in their jobs. The rapid growth of the concept of spirituality in the workplace and its applications in improving performance, effectiveness, dissemination of culture, and its impact on the development of strategies for the organization have become so important that spirituality in the workplace today is gradually penetrating many environments. Various dimensions of spirituality in the workplace have been examined. The organizational identity is formed in the form of a spirit that governs the workflow and how members think and feel about the organization. Having an organizational identity makes each person prefer the interests of his organization to their fleeting interests and invest in spirituality in his work and consider the success of the organization as his success. Having an organizational identity makes each person do not look at his work environment only as a workplace. Organizational identity is considered a competitive strategy. Thus, it is very important to pay attention to this issue. This study aimed to investigate the effect of spirituality in the workplace on the organizational identity with the mediating role of deviant behaviors and organizational health.

Materials and Methods:
This research was applied, descriptive survey, and correlational in terms of the purpose, nature, and method. The statistical population consisted of managers and experts of Isfahan Province Gas Company. Out of 1532 managers and experts of this company, 243 were selected using the stratified random sampling method appropriate to the sample size. The method of data collection was a researcher-made questionnaire. Cronbach's alpha was used to evaluate the reliability of the questionnaire. The reliability of all criteria was higher than 0.6; therefore, the reliability of the questionnaire was confirmed. Content and structure validations (confirmatory factor analysis) were used to evaluate the validity of the questionnaire. Data analysis was performed using PSS24 and Amos24 software through structural equation modeling.

Discussion of Results and Conclusions:
The findings of the hypotheses showed that the model had a good fit. The results of testing the hypotheses showed that spirituality in the workplace had a significant and positive effect on organizational identity and organizational health. Spirituality in the workplace had a significant and inverse effect on deviant behavior. Based on the results of the research, if there is an emphasis on spirituality in the organization, organizational identity is strengthened. According to this result, if the organization is moving in a direction that the spirituality of the employees will increase,

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employees will be less inclined to exhibit deviant behaviors. With the growth of spirituality in employees, there will be a barrier in them to show incorrect behaviors and act as a controlling factor. Deviant behaviors and organizational health also had a significant effect on organizational identity. Based on the results of the present study, if there was an emphasis on spirituality in the organization, organizational identity was strengthened. The mediating role of deviant behaviors regarding the effect of spirituality in the workplace on organizational identity was approved. But, the mediating role of organizational health regarding the effect of spirituality in the workplace on organizational identity was not approved.

Keywords: Spirituality in the workplace, Organizational Identity, Organizational Health, Deviant Behavior.

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