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Influence of Religious Attitude on IT Professional's Job Satisfaction

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Abstract

The present-day IT Professionals are resorting to Religious Beliefs and Practices to overcome job stress and attain a sense of satisfaction in what they are doing. The present study examines the Influence of Religious Attitude on IT Professional's Job Satisfaction. The participants were included 88 IT Professionals who are working in Bangalore Urban areas. The data collected through the questionnaire method was analyzed by using Correlation and Regression Analysis. The obtained results show there exist a negative Relationship between all the Sub Areas of Religious Attitude like Nature of God, Prayer and Worship, Formal Religion, Priest Future life, Spirit and Spirit world and Job Satisfaction. The analysis also states that the formal Religion dimension Predicts the Job Satisfaction negatively. The results are discussed in detail.

Keywords: Religious Attitude, Job Satisfaction, IT Professionals.

Introduction

Religion and diverse culture have become a part and parcel of Indian culture. Most of Indians try to apply their knowledge of religiosity and spirituality in each and every walk of their life. This gives them a sense of support and they can lead a happy and contented life. Religion is a very widespread significant social and cultural force in the life of human beings. It is a socio-cultural aspect of each and every human being. Religious beliefs provide psychological support to an individual's life. (Mamundi & Agrahara, 2020). People adopt religious beliefs to keep themselves free from frustration and conflicts which have to be faced in their life. Religious beliefs will give contentment in one's life and help to lead a peaceful life. Religious Attitude is a positive or negative responsive tendency towards various aspects of religion like Nature of God, Prayer and Worship, Formal Religion, Priest Future life, Spirit and Spirit world" (Rajamanickam; 1989).

As religious attitude gives psychological supports the individual's life, it will be reflected in every stage of that individual's life. The present study is to find out how religious attitude is related with job satisfaction of employees during the adulthood.

Religious attitudes

"Famous psychologist Carl Gustave Jung says religious attitude, Psychologically, an attitude informed by the careful observation of, and respect for, invisible forces and personal experience. (*Religious Attitude – Jungian Definition*, n.d.). Theories show evidence that religious behavior helps in satisfying human desires in a socially accepted way. It creates a path to lead life in a better and meaningful way. Instinct theory of religious beliefs says that religious beliefs are instinctual behavior. This theory opines that religious beliefs or attitudes are innate in nature and are manifested in human life as and when he or she socializes. Social learning theorists opine that religious beliefs or attitudes are the result of observational learning. They say that a young child develops religious attitude or beliefs in their course of life by observing the behavior and attitude of its parents. If a parent shows a positive attitude towards a particular religion the child also develops the same kind of attitude in his or her life. Later due to the influence of society, a new set of beliefs and attitudes towards religion is shaped and moulded in one's life.

Different theories give different viewpoints to the concept of religious attitude. They explain this concept in many different ways and give a clear definition of what the religious attitude means. Conceptualization of term religious beliefs or attitudes is widely and clearly explained in many psychological theories thus giving a brief psychological basis for religious attitudes (Mamundi & Aghahara, 2020)

Job Satisfaction

Job satisfaction, as an academic concept, has aroused wide attention from the fields of management, social psychology, and practice in recent years. As a matter of fact, research on this concept has a long history in the diversified academic field. Different authors have different approaches towards defining job satisfaction. Hoppock defined job satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say I am satisfied with my job. (Hoppock, 1935.) According to this approach, although job satisfaction is under the influence of many external factors, it remains something internal that has to do with the way the employee feels. That is job satisfaction presents a set of factors that cause a feeling of satisfaction. Vroom in his definition on job satisfaction focuses on the role of the employee in the workplace. According to Vroom, he defined job satisfaction as positive feedback from the individuals towards their jobs which they are doing at present, as Vroom's main focus is on the role of employees in the organization (Vroom, 1964.)

There are many theories which help an individual to understand the concept of Job Satisfaction clearly. Abraham Maslow proposed his hierarchical theory of five important needs more than 74 years back in 1943. Frederick has tried to modify Maslow's need Hierarchy theory. His theory is also known as two factor theory or Hygiene theory. He stated that there are certain satisfiers and dissatisfiers for employees at work. Intrinsic factors are related to job satisfaction while extrinsic factors are associated with dissatisfaction. These two above mentioned theories explain in brief the concept of job satisfaction and how an individual can achieve it. Apart from all these factors there is some force which drives an individual to attain Job Satisfaction, in Indian scenario it might be but his or her culture, ethics and Religious or Spiritual Orientation. By considering all the above-mentioned factors as a researcher the main rationale of this study is to understand whether Religious Attitude impacts an individual's Job satisfaction.

Importance of studying religious attitude and job satisfaction

As religious attitude is important in every person life, various studies have been conducted to understand it and its influence on various domains of employees work life. Some studies are found that religious attitude is positively related with happiness, (Aghili, 2008), organizational justice Mozafar Yesteryear, Farshad Tojari et.al, life satisfaction. (Bigdeloo, Masoomah; Bozorgi, Zahra Dasht,2006), volunteering (Hiromi Taniguchi and Leonard D. Thomas in the year 2010).

In addition to all the mentioned studies, there are various studies which explore the relationship between religious attitude and job satisfaction. Yasemin Bal and Özgür

Kökalan. investigated the moderating Influence of employees' religiosity on the relationship between their burnout and job satisfaction. According to the research results, a significant negative relationship was found between the burnout levels of the employees and their job satisfaction. The research also determined that intrinsic religious orientation reduced the negative Influence between burnout and job satisfaction, while extrinsic religious orientation had no moderating Influence on the negative relationship between burnout and job satisfaction (Kökalan, 2021). Vincent Onyemah, Dominique Rouziès, and Dawn Iacobucci conducted a to know the influence of religiosity on salespeople's attitudes about their jobs. This research demonstrated the important effects of religiosity as an antecedent to salesperson job satisfaction, even after accounting for effects of cultural and organizational antecedents. The studies also states that the job satisfaction is having a greater influence over performance of the employees in direct as well as indirect way.

Karim Babayi Nadinloyi, Hasan Sadeghi and Nader Hajloo conducted a study to examine the relationship between job satisfaction and mental health. It was found that employed women than employed men are more satisfied with their jobs. In addition, workers who have a longer history in their jobs have much job satisfaction (Nadinloyi, 2013). Next a study titled conducted by Chengezai Mafini and Nobukhosi Dlodlo found statistically significant relationship between job satisfaction and life satisfaction (Dlodlo, 2014)

Need and Significance of the Study

Religious Attitude is a positive or negative responsive tendency towards various aspects of religion. From ages it is believed that people use religious attitude as a coping mechanism to overcome or cope with their work environment. As Religion and diverse culture have become a part and parcel of Indian culture, it will be reflected in every stage of that individual's life. In this context, studying how the religious attitude influence the performance of employees will significant. The study result will be helping the working professionals to decide how to in cooperate various religious components in their life which can be helping them to increase their job satisfaction level and performance.

Method

Objectives

1. To study relationship between Religious Attitude Job Satisfaction of IT Professionals
2. To understand how the religious attitude predict the Job Satisfaction of IT Professionals

Hypothesis

1. There will be significant relationship between Religious Attitude Job Satisfaction of IT Professionals
2. The religious attitude will be significantly predicting the Job Satisfaction of IT Professionals.

Sample/participants

88 IT Professionals from India were selected as samples. Only adult population were selected as samples and working people were selected, students and persons who

are doing other jobs like doctor or lawyer were excluded from sampling.

Tools/instruments

Instruments used were

Religious attitude scale by Prof M. Rajamanickam developed in the year 1989 Consisting of 60 items. There are 6 subscales namely nature of God, prayer and worship, formal religion, future life and spirits and world. Spearman-Brown reliability value of the scale is 0.89, Intrinsic validity and Criterion Validity are 9.04 and 0.8 respectively.

Job Satisfaction Scale by Dr. Amar Singh and Dr. T. R. Sharma developed in the year 1986 is used it is a unidimensional scale comprising a set of 30 statements that measure job satisfaction in relation to two aspects. These are: job intrinsic and job extrinsic. The test -retest reliability works out to be 0.978 and validity coefficient is 0.743

Procedure

To start with the research survey Google forms of tools i.e. Religious Attitude scale and Job Satisfaction Scale was

prepared. These scales were circulated and collected data from 88 IT professionals out of which 44 were men and 44 were Women. To find the relationship between religious attitudes and Job Satisfaction of working Professionals correlation was done and to understand Relative contributions of the religious attitude dimensions on the Job satisfaction of IT Professionals Regression analysis was performed. Then results and findings were analyzed and interpreted.

Results and Discussion

The present study was undertaken to assess and evaluate the Influence of Religious Attitude on Job Satisfaction of IT professionals. The rationale of the study based on understanding how Religious Attitude has its impact on Job Satisfaction of IT Professionals.

Descriptive statistics and Normality tests were conducted and analyzed and found that data was normally distributed and parametric tests like Pearsons Correlation and Regression analysis was done.

To know this, as a first step the investigator executed Pearson correlation and the results are presents in the Table 1.

Table 1: Shows the correlation between religious attitude and Job Satisfaction.

	A	B	C	D	E	F	JSS
A	1						
B	.598**	1					
C	.507**	.565**	1				
D	.358**	.309**	.402**	1			
E	.516**	.429**	.500**	.454**	1		
F	.352**	.325**	.321**	.334**	.389**	1	
JSS	-.333**	-.345**	-.447**	-.230*	-.278**	-.077	1

A= Nature of God, B= Prayer and Worship,C= Formal Religion, D = Priest, E= Future Life,F= Sprit.

Correlation analysis was done to understand the relationship between Religious Attitude and Job Satisfaction. Among the Religious attitude dimensions, Nature of God (r= -.33, p< .01), Prayer and Worship (r= -.34, p< .01), Formal Religion (r= -.44 p< .01), Priest(r= -.23 p< .05), Future Life (r= -.27, p< .01), and Sprit are significantly related with job satisfaction.

The results showed that all the sub areas of Religious Attitude are negatively correlated with Job Satisfaction in a significant way except Sprit World. Which means that if a

person has high scores in Job Satisfaction his or her Religious Attitude will be low. This may be because people are using Religious Attitude as a coping mechanism to overcome the stress of Job Satisfaction so if the Job Satisfaction is high people are not resorting to religious beliefs or in the 21st century people are becoming more materialistic and neglecting religious values.

A study that was conducted by Yasemin Bal and Özgür Kökalan showed the similar kind of results and supported

Table 2: Model summary and statistical significance of overall regression.

R= .485						
R Square= .235						
Adjusted R Square= .178						
Std. Error of the Estimate= 12.778						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4059.071	6	676.512	4.143	.001 ^a
	Residual	13226.201	81	163.286		
	Total	17285.273	87			

Further to substantiate the results of Correlation analysis, multiple linear regression analysis was done by using Enter method. From table, the obtained R value (multiple correlation coefficients= 0.485) indicates a good level of prediction and the "R Square" (coefficient of determination= 0.235) suggests that, 23.5% of the variance in the job satisfaction was accounted by the linear combination of independent variables- Nature of God,

Prayer and Worship, Formal Religion, Priest, Future Life, Sprit. The calculated F value (F= 4.143) states that the religious attitude variables significantly predict the participants job satisfaction.

In addition to overall prediction which is shown in table 2, the analysis also found the relative contribution of each independent variable under study in predicting the job satisfaction of the employees. The results are presented in the table 3

Table 3: Relative contributions of the religious attitude dimensions on the Job satisfaction of IT Professionals.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	91.686	7.050		13.005	.000
	A	-2.028	2.386	-.113	-.850	.398
	B	-2.032	2.710	-.099	-.750	.455
	C	-7.180	2.738	-.338	-2.623	.010
	D	-1.076	2.374	-.052	-.453	.652
	E	-.706	2.365	-.038	-.298	.766
	F	3.178	2.566	.136	1.239	.219

A= Nature of God, B= Prayer and Worship, C= Formal Religion, D = Priest, E= Future Life, F= Sprit.

To understand the prediction in-depth and to understand which dimension of religious attitude predict Job Satisfaction. The results showed that only the formal Religion dimension Predicts the Job Satisfaction negatively as the B value is -7.18 and t value is -2.63 and is significant at 0.01 level. Which means that if Job satisfaction value increases by one unit the Formal Religion dimension of Religious Attitude decreases by -7.18 units. This may be because, people when they are satisfied with what they have or if they are successful in their life they do not want to attribute that to others or resort to formal religious beliefs they want to attribute that to their own success and people usually resort to formal religious beliefs when they are in trouble or when they fail. To substantiate this research conducted by Yasemin Bal and Özgür Kökalan (2021). investigated the moderating Influence of employees' religiosity on the relationship between their burnout and job satisfaction. According to the research results, a significant negative relationship was found between the burnout levels of the employees and their job satisfaction this substantiates the following research result. Hence the above-mentioned results show that the previously made hypothesis are proved as there is a significant relationship between Religious Attitude and Job satisfaction and also religious attitude is Predicting the effect of Job Satisfaction.

Suggestions and Recommendations

The present study has limited sample size, further this study could be expanded with large number of samples. This study focuses only on IT Professionals further it could be done on other sectors of professions like doctors and teachers. This study could also be extended and could be done as a comparative study across different countries.

Conclusion

The present study was conducted to understand the effect of Religious Attitude on Job satisfaction of an IT professional. To understand the same Correlation and Regression analysis was done and the results showed that there was a Negative Correlation and Formal religion dimension of Religious Attitude Negatively Predicted the Job Satisfaction of an Individual

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