

Investigating the Impact of Spirituality, Support for Innovation, Self-Efficacy and Job Satisfaction on Employee's Ethical Behaviour

Hemant Chauhan and Vivek Jaglan

***Abstract---** This study examined the impact of spirituality, job satisfaction, self-efficacy and support for innovation on employee's ethical behaviour. The sample was collected from employees working in various hospitals in Maharashtra region. Using structural equation modeling the results suggests that spirituality, job satisfaction, self-efficacy and support for innovation impacts consumer ethical behaviour. Accordingly, this investigation underpins the possibility that considered variables relates to employees desire to display ethical behaviour. The finding may help companies in nurturing ethical behaviour among employees.*

***Keywords---** Spirituality, Ethical Behaviour, Self-efficacy, Support for Innovation.*

I. INTRODUCTION

A healthcare industry is a typical service industry where, employees work for 10-12 working hours. They serve their customers (Patients) with direct interaction and care. Their behaviour directly affects their performance, Patient health and also the firm overall image. Therefore, they should possess ethical behaviour. Ethical dishonesty could be prevented to a greater degree if operators are able to recognize the symptoms of ethical misconduct. This study focuses on hospitals in the Maharashtra region of India. In the present research, we examine the relationships between Spirituality (SP), self-efficacy (SE), job satisfaction (JS) and ethical behaviour (EB), of employees working in the healthcare industry.

Spirituality is normally conveyed and comprehended as the overall methods of insight or convictions which control one's relationship with oneself (Fisher et al., 2000). Spirituality has been explained as a "a way by which people look for and express the importance and reason and the manner in which they encounter their connectedness to the occasion, to self, to other people, to nature, and to the significant or sacred" Reich (2000). Spirituality in like manner appreciated as a system which means experiences in search for one's presence and reason for living and includes the physical, as well cognitive viewpoints (Mercado, 2006). Spirituality requires conjunction in society through clarification of suggestion, expectation, and rationale behind good thoughts (Nelson-Becker and Canda, 2008).

The ecological perspective of spirituality is related with thinking about and acknowledging nature (Fisher et al., 2000).Lately, scholars have been associating notions such as transcendental perspectives, mindfulness, feeling of supporting others and worship of nature in spirituality with sustainable consumption (Ehrenfeld, 2008; Sheth et al., 2011).

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Recently, researchers have been relating ideas, such as supernatural points of view, care, feeling of supporting others and love of nature in spirituality with environment friendly conduct (Ehrenfeld, 2008; Sheth et al., 2011). Everything considered, spirituality states singular relatedness with earth, condition and universe, which is more in the midst of spiritual people. It is a result of this relatedness that they display a sentiment of reasoning about self, group and nature which sires moral expectations. Along these lines, spiritual orientation would presumably stimulate ethical behaviour.

Further, previous studies have found self-efficacy which describes individual's confidence in their abilities in performing a course of action can affect consumer ethical behaviour. However, it has not been examined in the context of ethical behaviour of hospital employees, Job satisfaction also found to affect the employees' ethical behaviour. Further resources that are necessary and incremental in the pursuit of ethical behaviour can be internal. Supervisor's support for innovation can be one such factor that influences employee's innovative behaviour and also motivate them to display ethical behaviour in their job.

On the basis of the gaps. The current study examines the impact of spirituality, self-efficacy, supervisor support for innovation and job satisfaction on consumer's ethical behaviour.

The next section explains review of significant literature followed by a section on methodology, analysis, discussion and implication. The last section explains the conclusions.

II. LITERATURE REVIEW

2.1 Spirituality and Ethical Behaviour

Spirituality can be defined as the personalized hunt for understanding the response to ultimate questions regarding life, regarding relationship, which may (or may not) bring about or crop up from the religious rituals (Pargament, 1999). Spirituality is necessary for coexistence with the society because it explains the meaning, purpose, and sense of ethical notions (King and Crowther, 2004). Spirituality scan for the traditions of inspecting life. As a person's inner introduction towards a bigger extraordinary reality "that binds all things into a more unitive harmony" (Nelson-Becker and Canda, 2008). Practically, spirituality relates moral insight and conduct. It might be an imperative element in deciding how individuals behave including purchase behaviour. Further, earlier research has found a positive association among religiosity and consumer ethical purchase intention (Chairy, 2012). However, none of the previous studies have examined the effect of spirituality on employees' ethical behaviour. Hence, we formulate the hypothesis.

Hypothesis 1: Spirituality significantly influences ethical behaviour of employees.

2.2 Job Satisfaction and Ethical Behaviour

Daft (2011) defined ethics as "The code of moral principles and values that governs the behaviours of a person or group with respect to what is right or wrong". Ambrose et al. (2008) and Valentine et al. (2010) found a positive association among job satisfaction and good behaviour of employees. Further Chye and Boo (2004) found a positive

association among ethical behaviour and job satisfaction. Aswathi (2015) also supports the same. Valentine et al. (2010) also suggest that satisfied employees display more ethical behaviour. Hence we propose.

Hypothesis 2: Job satisfaction significantly influences ethical behaviour of employees.

2.3 Self-Efficacy and Ethical Behaviour

Bandura (1977) defined self-efficacy as “the belief in one’s capabilities in executing a course of action and it affects a person’s choice of behaviour, motivation, perseverance and facilitate thought patterns”. When people faced a moral difficulty, they are ordinarily set in a circumstance that is intricate and possibly compromising. Some moral choices may repudiate a company’s culture or cause clashes with colleagues or management in the company. In the event that people feel they can't deal with the results related with settling on the moral choices, they may abstain from settling on moral choices. Thusly, an individual's self-efficacy or conviction that the person can deal with circumstances may influence their ethical behaviour

Many studies suggested a significant relationship between self-efficacy and consumers sustainable behaviour. (e.g. Magal, 1992). Jordan and Troth (2004) suggested that efficacy in terms of employee’s abilities to deal with self and others enriches their ethical behaviour.

However, only a few studies have previously investigated the impact of self-efficacy on employees’ ethical behaviour and it need further exploration.

Hence we propose:

Hypotheses 3: Self-efficacy significantly influences employee’ s ethical behaviour.

2.4 Support for Innovation and Ethical Behaviour

Support for innovation is defined as “the extent to which supervisors provide employees with resources and assistance for idea development and implementation, value their innovative efforts, and encourage them to voice their opinions and perspectives” (Montani et al., 2017). The literature provides a firm theoretical basis for generating predictions about the effect of support for innovation in predicting consumer ethical behaviour. For example, a supervisor’s support and encouragement is a prerequisite for fostering a subordinate’s innovative behavior which also motivate them to display ethical behaviour (Scott & Bruce, 1994).

Productive support of innovation from an immediate supervisor ensures recognition, respect and supportive behavior for the subordinates regarding innovation which motivate the employees’ creativity and also motivate them to behave in an ethical way (Montaniet al.,2017). When a supervisor provides relevant feedback and information regarding individual innovation, the employees frequently attempt to be innovative work hard and be ethical in their conduct because they perceive such behaviour to be valued and supported by their supervisor (Leung et al.,2011). Consequently, high supervisor support for innovation increases the effects of leadership on employee’s ethical behaviour because employees perceive that the potential risk associated with failure while displaying ethical

behaviour is minimized and innovative and ethical behavior is perceived to be effective for the organizational growth and their personal growth, as well (Jaiswal & Dhar, 2015). Hence we propose:

Hypothesis 4: Support for innovation significantly influences employee's ethical behaviour.

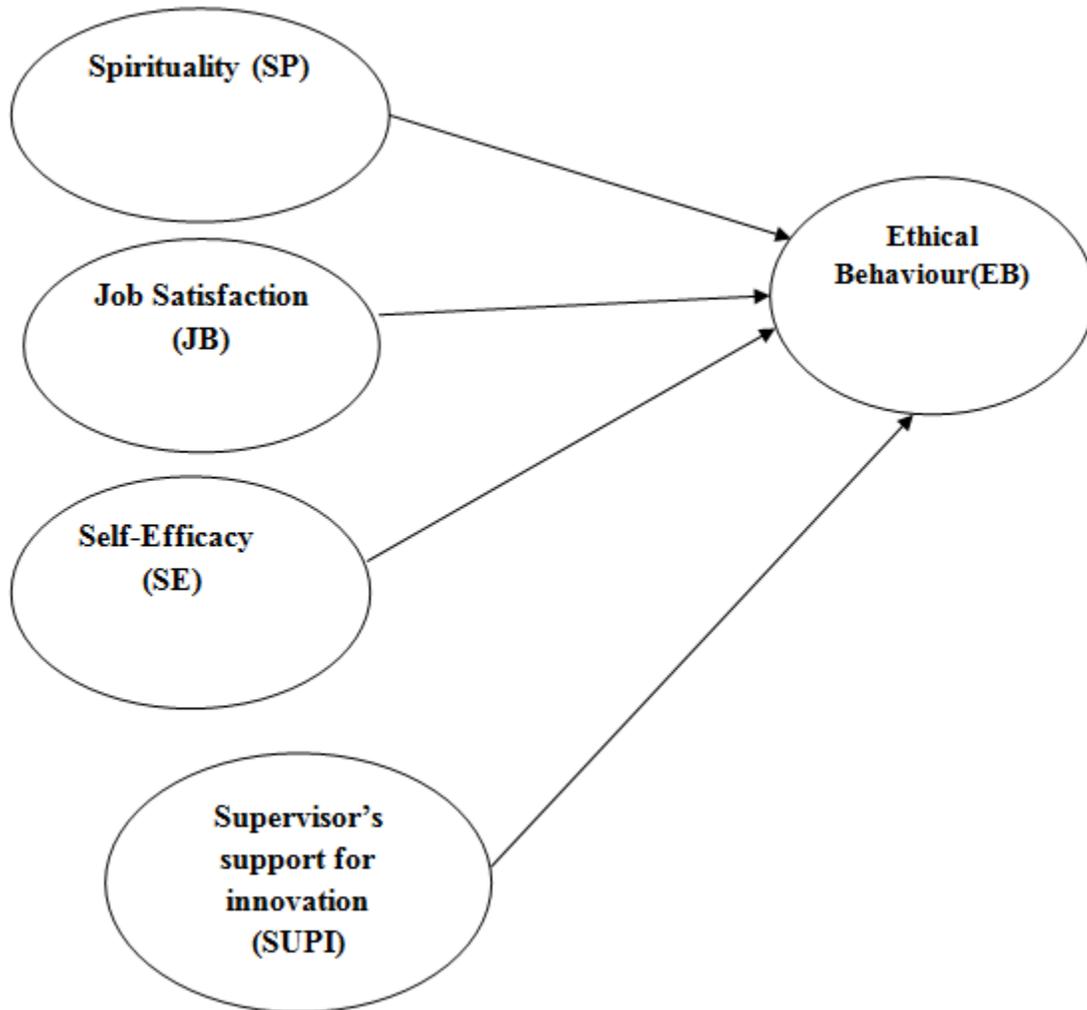


Fig. 1: Proposed Conceptual Model

III. METHODS

A total of 800 employees was surveyed with a questionnaire that consist various measures of the different variables used in the study. Measures of ethical behaviour were adopted from Forsyth (1980) (Twenty items) the reliability of this scale is $\alpha = 0.81$. Job satisfaction (Fourteen items) adopted from Pettijohn et al. (2008) with reliability $\alpha = 0.84$. Self-efficacy (twenty two items) were adopted from Olusola, (2011) with reliability $\alpha = 0.86$. Spirituality (4 items) were adopted from Stillman et al. (2012) with reliability $\alpha = 0.87$. Supervisor's support for innovation was measured by a nine-item scale adopted from Montani et al. (2017) with reliability $\alpha = 0.88$.

Table 1: Descriptive Statistics

Respondents (N = 800)	Frequency (s)	Percentage (%)
Gender		
Male	488	61.00
Female	312	39.00
Age		
15 - 20	200	25.00
20 - 25	400	50.00
25 to 30	200	25.00
Education		
Under Graduate	424	53.00
Post Graduate	216	27.00
Others	160	20.00

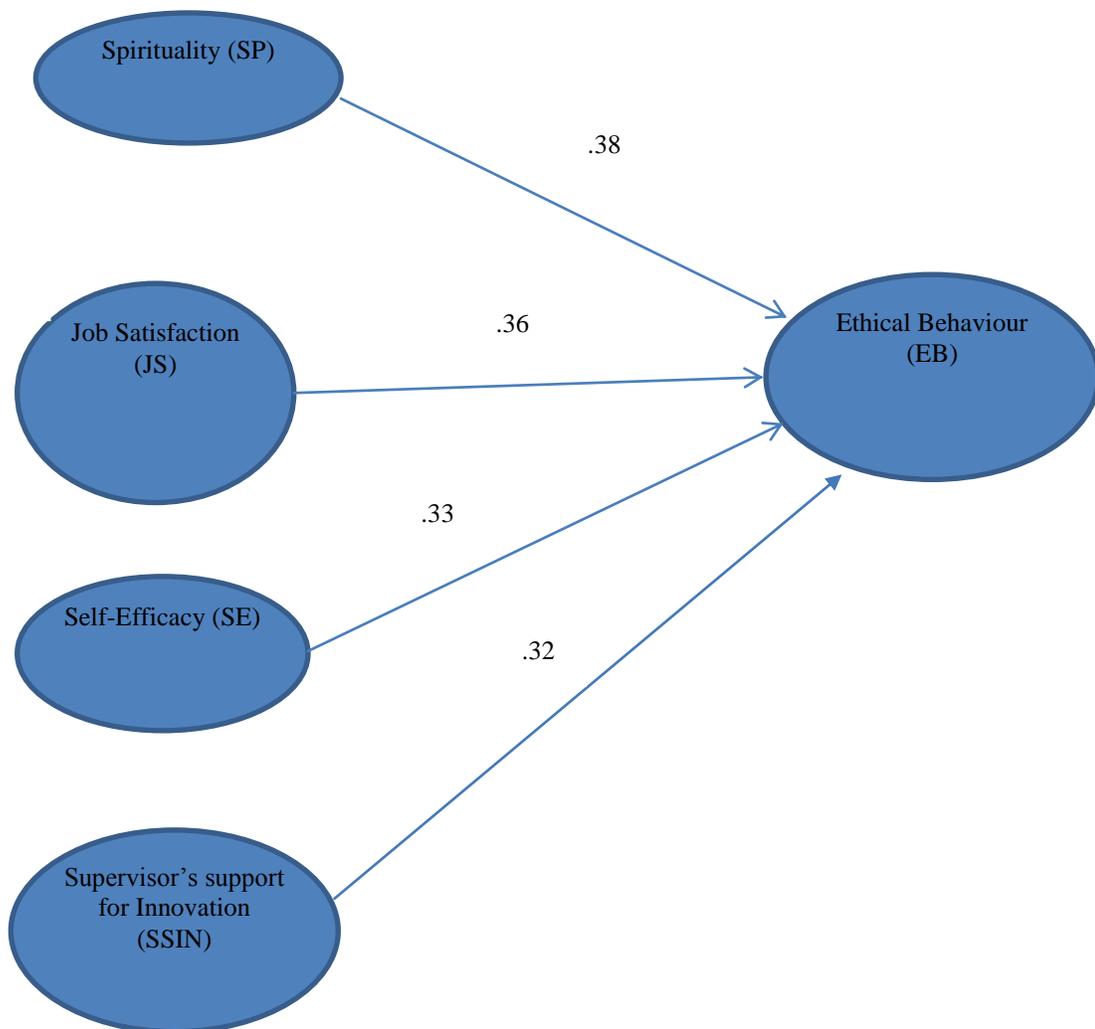


Fig. 2: Final Research Model

IV. RESULTS AND ANALYSIS

The data were examined utilizing Structural equation modelling (AMOS). The average variance explained (AVE) > 0.5 for each construct. All the item loadings were above 0.5, and internal consistency reliabilities (ICRs) were more than .80.

Afterward confirmatory factor analysis (CFA) was done and the results indicated model fit ($\chi^2 = 741.53$, [df] = 342, $p < 0.000$, GFI = 0.921, AGFI = 0.912, NFI = 0.938, RMSEA = 0.026).

Table 2: Path of Structural Model

	Standardized path coefficients (t-value)
Spirituality → Ethical Behaviour	0.38 (10.54***)
Job Satisfaction → Ethical Behaviour	0.36 (9.77***)
Self-Efficacy → Ethical Behaviour	0.33 (8.97***)
Supervisor's support for innovation → Ethical Behaviour	0.32 (8.93***)

Note:***p-value < 0.001

Afterward, structural equation modeling (SEM) was done simultaneously, results indicate model fit ($\chi^2 = 741.61$, [df] = 341, $p < 0.000$, GFI = 0.921, AGFI = 0.912, NFI = 0.931, RMSEA = 0.023).

Table 4 exhibits the path of SEM. According to the findings, hypotheses 1 to 3 are supported. On the basis of results, spirituality ($\beta = .38$, $p < .0001$), Job satisfaction ($\beta = .36$, $p < .0001$), self-efficacy ($\beta = .33$, $p < .0001$) and Supervisor's support for innovation ($\beta = .32$, $p < .0001$), found to significantly affect employees ethical behaviour.

V. DISCUSSION

The basic objective of the current research is to find out the impact of Spirituality, job satisfaction and self-efficacy on employees ethical behaviour. SEM has been used to decide the effect of study variables. The outcome demonstrates that all the studied variable predicts employee's ethical behaviour in the following order: (1) spirituality (2) job satisfaction (3) ethical behaviour and (4) supervisor's support for innovation. This article contributes by portraying that spirituality has a positive and significant influence on employees' ethical behaviour. The findings are in line with the results obtained by Chairy (2012), which suggested that spirituality is a vital determinant of consumer ethical behaviour.

Job satisfaction found to have the positive influence on employee's ethical behaviour. The result is in line with the result of past studies who have reported a significant, relation among job satisfaction and employee's ethical behaviour (Valentine et al., 2010). The explanation can be given that a satisfied and happy employee will put more efforts on customer satisfaction and display ethical behaviour.

Self-efficacy observed to have a favourable relation with ethical behaviour. The result backs the previous research suggesting a strong association among self-efficacy and ethical behaviour (Magal, 1992). An explanation for this result can be expressed as a fundamental belief in their ability enables the employees to display ethical behaviour in their work.

Supervisor's support for innovation found to have a positive association with ethical behaviour. This indicates that support for innovation reduces the fear of failure among employees that tend to be more creative and display ethical behaviour while performing their job.

VI. IMPLICATIONS

The current study facilitates the researcher to compare and analyses the effect of spirituality, job satisfaction and self-efficacy on employee's ethical behaviour. The present study is the leading in investigating the impact of spirituality on employee's ethical behaviour. The discoveries propose that spirituality can be considered as an important indicator of employee's ethical behaviour. It suggests that employees' ethical behaviour can be developed by inculcating spiritual values in them. So the managers should also focus on spiritual dimensions while motivating the employees. Further, managers should support an environment of innovation and supports their subordinates in their decision making, this will enhance employee's self-efficacy and also motivates them to display ethical behaviour.

The study provides an insight into employee's ethical conception related researches which are not constantly conducted. Therefore, this study will provide a concrete base for the academicians to initiate the further efforts in this arena. Further, the current research supports that the self-efficacy must be infused into the organization.

VII. CONCLUSIONS

The present study tries to examine the influence of spirituality, job satisfaction and self-efficacy on employee's ethical behaviour. The results obtained using SEM indicates that spirituality has the highest influence on employees' ethical behaviour followed by job satisfaction, self-efficacy and supervisor's support for innovation. This results suggests the importance of spiritual values in enhancing ethical behaviour within an organization. The spiritual person's mission for a higher reason, individual importance and extraordinary qualities in their work environment makes a craving to incorporate oneself. For such people, spirituality is additionally a condition of being, a procedure towards wholeness. Being idealistic is tied in with looking for a satisfied life, for other people, yet additionally for oneself. This interior center prompts various results that lead to ethical behaviour.

The authors believe that spiritual values can actually enhance the ethical conduct within a business and companies need to focus on providing spiritual training as well looking for spiritual orientations in their hiring decisions. The present study is survey based which may be prone to social desirability bias and is limited to a certain geographical region. Future research may try to explore other predictors of employee's ethical behaviour.

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