

AN IMPACT OF SPIRITUALITY IN JOB SATISFACTION AMONG EMPLOYEES IN THE GARMENT INDUSTRY, TIRUPUR.

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Abstract

This study explores the relationship between spirituality and job satisfaction among employees in the garment industry, a sector often marked by high stress, repetitive tasks, and low retention rates. Spirituality in the workplace—defined as a sense of purpose, interconnectedness, and alignment with personal values—can play a significant role in enhancing employee morale and commitment. Through surveys and interviews conducted with garment workers across various units, the research investigates how spiritual well-being influences their job satisfaction, motivation, and overall workplace engagement. The findings suggest that spiritual practices and values, when integrated into the organizational culture, can positively impact employee satisfaction, reduce burnout, and foster a more harmonious and productive work environment.

Key Words: Employees, Spirituality, Meditation, Mindfulness, Emotional well-being, Holistic health and Workplace

Introduction

The concept of spirituality in the workplace has garnered significant attention as organizations acknowledge the critical role of employee well-being in improving performance and job satisfaction. Within the garment industry—known for its extended working hours, monotonous

tasks, and intense pressure to achieve production goals—spirituality can serve a transformative function. Spirituality is not confined to religious beliefs; rather, it encompasses a sense of purpose, inner tranquillity, ethical principles, and a connection to a greater existence beyond oneself. When employees perceive their work as meaningful and in harmony with their personal values, it can cultivate a positive mind set, resilience, and a profound sense of fulfilment.

Conversely, job satisfaction is a vital factor influencing employee productivity, loyalty, and retention. In the garment sector, where labour-intensive tasks and low morale are often prevalent, improving job satisfaction is essential for maintaining a motivated workforce. By incorporating spiritual values such as empathy, mindfulness, and compassion into the organizational culture, employees can feel acknowledged and appreciated. This comprehensive approach not only enhances emotional and psychological well-being but also fosters a more cohesive and productive work environment, ultimately benefiting both employees and employers.

Industry profile

The domestic apparel and textile industry in India is a crucial component of the country's economy, contributing roughly 2.3% to the Gross Domestic Product, 13% to industrial output, and 12% to total exports. India possesses a 4% stake in the global textile and apparel market. As a leading producer of cotton and jute on a global scale, India is also the second-largest silk producer, with 95% of the world's hand-woven fabric produced within its borders. Currently, India's textile exports are valued at \$36 billion, with forecasts suggesting an increase to \$100 billion by 2030. This sector is the second-largest employer in India, offering direct employment to approximately 45 million people and an additional 100 million in ancillary industries. By 2030, India aspires to reach a textile production value of \$250 billion and export figures of \$100 billion. The domestic apparel and textile sector contributes 2% to the national GDP and accounts for 7% of the industrial output in financial terms. Additionally, India holds a 4.6% share in the global textile and apparel market, along with a 10.5% share of the overall export portfolio of the country.

Reviews of Literature

Mr. Karma ChopelBhutia, Dr. Subhadeep Mukherjee, Dr. Jitendra Kumar, and Prof. Ajeya Jha (2025), in their study *Workplace Spirituality and Job Satisfaction: A Comprehensive Review of Relationships, Mediators and Implementation Strategies*, presented an in-depth literature review highlighting the growing relevance of workplace spirituality in enhancing job satisfaction. The study emphasizes its importance in organizational behavior and human resource practices to boost employee performance. It outlines key themes, identifies existing knowledge gaps, and suggests directions for future research, reinforcing that workplace spirituality significantly contributes to employee satisfaction and organizational effectiveness.

Huynh Linh Lan (2022) conducted a study titled “Job Satisfaction and Organizational Commitment on Employee Turnover Intention” focusing on Vietnam’s textile and garment industry. Using data from 1,028 employees across top-ten companies and applying partial least squares path modeling, the study examined relationships among job satisfaction, organizational commitment, and turnover intention. Five key factors influencing job satisfaction were identified: compensation, safety climate, job characteristics, spiritual well-being, and coworker relationships. The findings revealed that both job satisfaction and organizational commitment negatively impact turnover intention, with marital status acting as a mediating factor. The study

provides strategic insights for managers to reduce turnover and strengthen Vietnam's role in the global textile supply chain.

Suzanne T. Pont (2022), in her study "Job Satisfaction and Spirituality in the Workplace: A Case Study in Resilience," explored how team spirituality influences job satisfaction within a not-for-profit (NFP) organization. The research focused on three dimensions of team spirituality—interconnectedness and trust, meaningful work, and a sense of community and organizational values—through a survey of 36 HR personnel at Anglicare Australia. Findings revealed a positive relationship between all dimensions of workplace spirituality and job satisfaction, though spiritual interconnectedness among individuals was found to be limited. Despite the small sample size, the study highlights the practical importance of team spirituality in enhancing satisfaction and retention in NFP organizations and calls for further research in this area.

Dr. Namita Rajput and Jyotsna (2020), in their study "Factors Affecting Workplace Spirituality in Educational Institutions in Delhi NCR: An Exploratory Study," examined the emerging concept of workplace spirituality within academic institutions. Using a survey of 396 participants and exploratory factor analysis, the study aimed to identify key factors influencing workplace spirituality. The findings revealed that organizational commitment, job satisfaction, and work performance significantly impact workplace spirituality. As research in this area remains limited, especially concerning work performance, the study offers valuable insights for educational and HR managers to enhance workplace environments through spiritual and performance-related initiatives.

Dr. Ujjal Mukherjee (2018), in his study "Influence of Workplace Spirituality on Job Satisfaction: A Study among Employees Working in the IT Industry in India," explored the impact of workplace spirituality and demographic factors on job satisfaction. Based on responses from 255 employees across three IT companies using validated scales, the study found a positive relationship between workplace spirituality and job satisfaction, with designation and gender also showing statistical relevance. While acknowledging the limitation of common method variance due to cross-sectional data, the research highlights the practical need for managers to foster spirituality at work to enhance employee well-being, reduce stress, and improve overall job satisfaction in the Indian IT context.

Research Problem

In the highly competitive and demanding landscape of the garment industry, workers frequently endure extended hours, monotonous tasks, and significant stress, which can adversely affect their job satisfaction and overall well-being. Although traditional elements such as compensation, working conditions, and management practices have been extensively examined, the impact of spirituality on job satisfaction is still relatively uncharted, especially in labor-intensive fields like garments. Spirituality, characterized by a sense of purpose, inner tranquility, and a connection to a greater existence, may provide employees with a means of coping and a more profound sense of fulfillment that transcends material incentives. This study aims to explore how spiritual beliefs and practices affect the job satisfaction of employees within the garment sector, with the goal of determining whether nurturing spiritual well-being can lead to enhanced morale, productivity, and employee retention. It is essential to comprehend the influence of spirituality on improving job satisfaction and alleviating workplace stress.

Objectives of the study

- To investigate the socio-economic factors affecting employees in the garment industry in Tiruppur.
- To understand the significance of spirituality within the workplace.
- To analyze the influence of spirituality on personal achievement.
- To assess the relationship between spirituality and the capabilities of workers.
- To explore the support provided by co-workers in the workplace.
- To evaluate the overall job satisfaction of employees in their current roles.
- To provide constructive recommendations.

Research Methodology

Research methodology denotes the organized and rational framework used to explore a research issue and derive conclusions.

Research Design

The researcher adopted a descriptive research design, which is defined by specific objectives that facilitate clear conclusions. This study seeks to demonstrate the influence of spirituality on job satisfaction among employees in the Garment Industry in Tiruppur.

Source of Data

Primary Data

Primary data is characterized as information gathered directly by researchers for a particular investigation, and it is original in nature.

Secondary Data

Secondary data comprises information that has been previously collected by others for various purposes. This type of data can be sourced from multiple outlets, including journals, magazines, and websites.

Sampling Design

This study utilized a convenience sampling method, which is a non-probability sampling technique. In this method, participants are chosen based on their easy accessibility and closeness to the researcher. To collect data from employees, the researcher employed a structured questionnaire that included a five-point Likert scale, enabling respondents to express their level of agreement or disagreement with particular statements.

Sampling Size

The researcher gathered data from one hundred and fifty-seven employees working in the Garment Industry in Tiruppur for this study.

Limitation of the Study

The study acknowledges that the precision of the data may be affected by biases present in self-reported information, and the focus on a single industry may limit the generalizability of the results.

Data Analysis Techniques:

After the data has been compiled, it is crucial to apply suitable tools and methodologies for data analysis. The research includes percentage analysis and Chi-square analysis.

Hypothesis Testing

The following Null hypothesis made for statistical analysis.

There is no significant difference between Gender and satisfaction level of the employees

There is no significant difference between marital status and satisfaction level of the employees.

There is no significant difference between monthly income and satisfaction level of the employees

There is no significant difference between Impact of Gender and Impact of Spirituality of the employees

There is no significant difference between marital status and Impact of Spirituality of the employees.

There is no significant difference between monthly income and Impact of Spirituality of the employees

Data Analysis and Interpretation

Demographic Factors of the Employees
Table No.1

| Demographic Factors | | No. of Employees | Percentage |
|--------------------------|------------------|------------------|------------|
| Age | Below 25 years | 47 | 29 |
| | 26-30 years | 50 | 31 |
| | 31-35 years | 31 | 19 |
| | above 35 years | 29 | 18 |
| Gender | Male | 66 | 42 |
| | Female | 91 | 57 |
| Marital Status | Married | 113 | 71 |
| | Unmarried | 44 | 28 |
| Income Level (per Month) | Rs.10,000& Below | 85 | 55 |
| | Above Rs.10,000 | 72 | 45 |
| Education Level | Graduates | 57 | 36 |
| | School Level | 51 | 32 |
| | Diploma | 49 | 31 |
| Working experience | 1 year and below | 42 | 26 |
| | 2 to 4 Years | 33 | 21 |
| | Above 4 years | 82 | 52 |
| Total | | 157 | 100 |

Source: Primary Data

Interpretation:Table No.1 outlines the demographic characteristics of the workforce.Among the workforce, 42% are male and 57% are female. The age distribution indicates that 31% of employees are in the 26–30 years age range, followed by 29% who are under 25 years old. Furthermore, 19% fall within the 31–35 years age group, while 18% are over 35 years of age. In terms of marital status, a significant majority of 71% of employees are married, while 28% remain unmarried.

Income distribution statistics reveal that 55% of employees earn less than Rs.10,000 monthly, whereas 45% earn Above Rs.10,000. suggesting a predominantly low to middle-income demographic.

Regarding educational qualifications, 36% of employees are graduates, 32% have completed their schooling, and 31% possess diploma certifications. Data on work experience shows that 52% of employees have more than four years of experience, 21% have between two to four years, and 26% have one year or less of working experience.

Results of the Hypothesis

H_0 = There is no significant difference between Gender and job satisfaction level of the employees

H_1 = There is significant difference between Gender and job satisfaction level of the employees

H_0 = There is no significant difference between marital status and job satisfaction level of the employees

H_1 = There is significant difference between marital status and job satisfaction level of the employees

H_0 = There is no significant difference between monthly income and job satisfaction level of the employees

H_1 = There is significant difference between monthly income and job satisfaction level of the employees

H_0 = There is no significant difference between Impact of Gender and Impact of Spirituality of the employees

H_1 = There is significant difference between Impact of Gender and Impact of Spirituality of the employees

H_0 = There is no significant difference between marital status and Impact of Spirituality of the employees.

H_1 = There is significant difference between marital status and Impact of Spirituality of the employees.

H_0 = There is no significant difference between monthly income and Impact of Spirituality of the employees

H_1 = There is significant difference between monthly income and Impact of Spirituality of the employees

Chi-square Analysis Results

Table No.2

| S.No. | Independent factors | Degrees of freedom | Chi-square value | Table Value at 5% level | Results |
|-------|--|--------------------|------------------|-------------------------|----------------|
| 1. | Gender and Satisfaction level of employees | 1 | 3.4742 | 3.841 | H_0 accepted |
| 2 | Marital Status and Satisfaction of the employees | 1 | 0.0713 | 3.841 | H_0 accepted |
| 3. | Monthly income and satisfaction level of the employees | 1 | 68.152 | 3.841 | H_1 accepted |

| | | | | | |
|----|--|---|--------|-------|-------------------------|
| 4. | Gender of the employees and Impact of Spirituality | 1 | 0.7046 | 3.841 | H ₀ accepted |
| 5. | Marital Status of the employees and Impact of Spirituality | 1 | 0.6709 | 3.841 | H ₀ accepted |
| 6. | Monthly income of the employees and Impact of Spirituality | 1 | 0.3684 | 3.841 | H ₀ accepted |

From the table No.2 calculated values of chi-squares are less than table value. Thus, all the null hypotheses are accepted except Monthly income and satisfaction level of the employees

Results of the study

- ✓ Majority (57%) of the employees are female.
- ✓ In the age category 31% of employees are in 26–30 years old.
- ✓ Majority 71% of the employees are married.
- ✓ 55% of employees earn less than Rs.10,000 monthly
- ✓ Regarding educational qualifications, 36% of employees are graduates
- ✓ work experience shows that 52% of employees have more than four years of experience
- ✓ From the chi-square results monthly income influence the employee satisfaction among workers engaged in Garment industry.

Conclusion and Recommendations

The integration of spirituality in the workplace has shown a significant positive impact on job satisfaction among garment industry workers. Spirituality fosters a sense of purpose, inner peace, and connectedness, which can enhance emotional well-being and resilience in a high-pressure, labor-intensive environment like garment manufacturing. Workers who feel spiritually aligned with their work environment tend to exhibit greater motivation, loyalty, and engagement. This deeper sense of meaning can counterbalance the routine and physically demanding nature of garment industry jobs, leading to increased job satisfaction and reduced burnout.

Moreover, spiritual practices such as mindfulness, ethical leadership, and compassion-based management contribute to a more harmonious and supportive workplace culture. These factors promote mutual respect and trust between workers and management, which are essential for job satisfaction and productivity. In a sector often associated with low wages and high stress, incorporating spiritual values can serve as a low-cost yet powerful strategy to enhance worker morale and improve overall organizational performance. Thus, fostering spirituality in the garment industry may be a valuable pathway to creating a more humane and fulfilling work environment.

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