

**THE RELATIONSHIP BETWEEN WORKPLACE
SPIRITUALITY AND COUNTERPRODUCTIVE
WORK BEHAVIOUR**

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**THE RELATIONSHIP BETWEEN WORKPLACE SPIRITUALITY AND
COUNTERPRODUCTIVE WORK BEHAVIOUR**

By

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**A project paper submitted to the College of Business in partial fulfilment of the
requirements for the degree of Master of Human Resource Management
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ABSTRACT

The purpose of this study is to examine and gain better understanding of the relationship between workplace spirituality and counterproductive work behaviour (CWB) among supporting employees (technical and administration) of one of the Malaysian Public Universities located in Northern Malaysia. This study focused on six dimensions of workplace spirituality namely Conditions for Community, Meaning at Work, Work Unit Community, Positive Work Unit Values, Organizational Values, and Individual and Organization. A total of 258 respondents were involved in this study. Data were gathered through questionnaires and analyzed by using Statistical Package for Social Science (SPSS) version 17. Correlation and regression analysis were used to examine the relationship between the variables. The results indicated that the level of counterproductive work behaviour of the studied population is low and only one dimensions of workplace spirituality is significantly related to counterproductive work behaviour which is meaning at workplace. The multiple regression results indicated that two dimensions of workplace spirituality (meaning at work and work unit community) makes unique contributions to the prediction of CWB. The findings were discussed and recommendations for further research were also addressed.

ABSTRAK

Kajian ini bertujuan untuk menguji dan mendapatkan pemahaman yang lebih baik tentang perhubungan di antara spiritual di tempat kerja dan gelagat kerja kontraproduktif (CWB) di kalangan staf sokongan (teknikal dan pentadbiran) di salah sebuah universiti awam yang terletak di Utara Malaysia. Kajian ini mengfokus kepada enam dimensi spiritual di tempat kerja iaitu keadaan komuniti, makna di tempat kerja, komuniti unit kerja, nilai positif unit kerja, nilai organisasi, dan individu dan organisasi. Sebanyak 258 responden terlibat di dalam kajian ini. Data dikumpul melalui soal selidik dan dianalisa dengan menggunakan perisian *Statistical Package for Social Science (SPSS)* versi 17. Korelasi dan analisis regresi digunakan untuk menguji hubungan antara pembolehubah. Keputusan kajian menunjukkan bahawa tahap gelagat kerja kontraproduktif di kalangan populasi yang dikaji adalah rendah dan hanya satu dimensi spiritual sahaja yang mempunyai hubungan secara signifikan dengan gelagat kerja kontraproduktif iaitu makna di tempat kerja. Keputusan regresi berganda menunjukkan bahawa dua dimensi spiritual di tempat kerja (makna di tempat kerja dan komuniti unit kerja) memberikan sumbangan unik dalam ramalan gelagat kerja kontraproduktif. Penemuan kajian dibincangkan dan cadangan untuk kajian lanjutan turut dikemukakan.

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LIST OF ABBREVIATIONS

CWB	Counterproductive Work Behaviour
WS	Workplace Spirituality
cfc	Condition for Community
maw	Meaning at work
wuc	Work Unit Community
pwuv	Positive Work Unit Values
ov	Organizational Values
ino	Individual and Organization

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CHAPTER 1

INTRODUCTION

1.1 Introduction

The purpose of this chapter is to provide the reasons why this study was conducted in the first place and an explanation of how the research objectives and research questions were developed. This chapter will also elaborate on the content of subsequent chapters.

1.2 Background of the Study

The concept of counterproductive work behaviour (CWB) has been the focus of much attention from organisation researchers and practitioners. It has no borders or favours any variable in the work environment be it individuals, jobs, hierarchical levels, occupations, organisations and geographic borders and the way they react (Vardi & Weitz, 2004).

This comes as no surprise as CWB has universally no boundaries and its ability to affect every aspect of human and work-related elements in the work environment has justified the need for a deeper understanding of this behaviour. Counterproductive workplace victims may comprise of individual employees or employers or in some cases even both. The measurement of severity using a continuum line can show us how wide ranging counterproductive workplace behaviour manifests itself as it moves along this line ranging from actions that are considered minor and not as significant such as leaving early or impolite comments that are uttered at work to the more major and significant acts such as fraud, theft and the endangerment of co-

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