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Title of Thesis: **Perceived Workplace Spirituality and Political Skill as Moderators of Occupational Stress among Corporate Sector Employees.**

### **Abstract**

An organization is social entity where human work is concerned with production and distribution of the goods and services of the economy. The economic reforms since 1991 have brought many changes to the environment in which Indian companies previously operated. Such changes expand organizations horizontally a result structure and culture of the organizations have been changed which made employees more vulnerable to face occupational stressors. Globalization, dynamic work environment and increased market competition requires an employees to play multiple roles but employees experience stress when they unable to justify these roles. It became challenge to retain the best talent in the organization therefore the organizations starts incorporating spirituality at workplace manage stressors as well as for complete organization sustenance. Workplace spirituality is the new mantra for the corporates today to create organizational culture in which employees nourished and nourishing. The organizational politics today is the major issue faced by the human resource management in the corporate world which increases job stress and turnover intentions and decreases employee performance. Employment decisions such as personal selections, training opportunities, performance evaluation and promotions tend to be quite politically influenced in every organization. Therefore, political skills are essential to survive and mitigate stress in such environment as organization is an inherently political arena. Importantly, it has been observed that spirituality at workplace and political skills are antidote of workplace hazards or stress found particularly in the American and European culture. Incorporating spirituality at workplace is relatively a new and prevalent concept in Indian context as mechanism of stress management. Introducing political skill among the employees and role of political skill in managing stressors at workplace is untouched area of research in India. Therefore the significance of the workplace spirituality and political skills in controlling and managing stress and creating good work environment in Indian culture assumes significance. Therefore present study was undertaken to examine moderating effects of the workplace spirituality and political skills on occupational stress for the two groups separately. Besides that both the groups were compared with each other in terms of their perceived workplace spirituality, political skill and the occupational stress. The study was conducted on one hundred eighty (180) male managerial and supervisory grade employees of two different oil and gas sector organizations based in Delhi/NCR. The participants

were taken randomly from Bechtel Private Limited (corporate sector) and Indian Oil Limited (public sector) with 90 employees from each organization. Only male employees were taken for the research to control the gender variability. Spiritual competence scale developed by Tripti and Premarajan (2004) was used to assess the degree of spirituality at workplace whereas political skill inventory developed by Ferris, Treadway, Kolodinsky, Hochwarter, Kacmar & Douglas (2005) was administered to assess political skills among the employees and lastly occupational stress index developed by Srivastav and Singh (1984) was used to assess the level of occupational stress among the employees. Finding showed that workplace spirituality and political skills were found high among the public sector employees than the corporate sector organization. Furthermore, workplace spirituality as well as political skill also revealed moderating effect on occupational stress of employees of two different sectors. Positive relationship was found between workplace spirituality and political skill. Apart from the main analysis, workplace spirituality and political skill showed significant moderating effect on occupational stress of the employees of three different groups based on their length of service.