

How to Cite:

Khan, M. I., Siddiqui, A., & Fatima, M. (2022). Spiritual values and work-related wellbeing of Indian pharmaceutical scientists: An empirical investigation. *International Journal of Health Sciences*, 6(S3), 9957–9970. <https://doi.org/10.53730/ijhs.v6nS3.9260>

Spiritual values and work-related wellbeing of Indian pharmaceutical scientists: An empirical investigation

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Abstract---The current research article aims to investigate spiritual values a predictor of the work-related well-being of pharmaceutical scientists in Indian Pharmaceutical companies. For the same, 150 scientists working in different pharmaceutical companies in India were asked to respond to questionnaires viz., the Spiritual Values Scale (SVS) - Husain, Zehra and Jahan (2013), and Index of Psychological Well-being at Work (IPWBW) - Sandilya and Shahnawaz (2018). The findings suggest spiritual values and its dimensions (values fostering high quality work, intrinsic qualities and natural qualities) as significant predictors of the work-related well-being as well as its facets (interpersonal fit at work, thriving at work, feeling of competency at work, perceived recognition at work and desire for involvement at work) of pharmacy scientists. It was found that spiritual values and its dimensions had significant predictive influence on work-related well-being.

Keywords---spiritual values, work related wellbeing, pharmaceutical scientists.

Introduction

Values give direction to our life; the value system provides a base to govern human behavior. Our values direct us to take actions in given situations and accordingly we set our goals. These goals are our preferences that determine the purpose which are based on values. Spiritual values imply that they are

something that human beings need to aspire to and hopefully someday achieve. Each individual has different spiritual values because the meaning of spirituality differs for all. As we all know that many people visualize human nature as anything but spiritual – people look at it as limited, imperfect, and so on. However, we know that we are spiritual beings first and foremost and that “to be human is to be spiritual.” Thus these spiritual values “human values,” give a sense of inherent nature of them.

William (1968) very rightly wrote “problems of values appear in all fields of social sciences, and values elements are potentially important as variable to be analyzed in all major areas of investigation”. Spiritual values are the parent of all values. Husain and Saeeduzzafar (2011) said that “spiritual virtue is significant to human development. The sources of spiritual virtues lie in the Holy Books and Scriptures. Spiritual virtues guide the humans to follow the paths and being witness of God. Person whose behavior is governed by spiritual values (e.g. love, peace, tolerance, unity, compassion, forgiving); he/she is Pride of Humanity” (p.71). The spiritual value is the value of a person believed to be able to achieve with tremendous force and appealed to a higher power to solve the problems faced. The spiritual values are the essence of a person who can provide a better understanding for someone. The spiritual values in the workplace are the competitive advantages for the company (Malloch, 2010; Harrell, 2008; Coulbourne, 2005; Abd Majid, Mohamed, & Mahmud, 2010; Arnold, 2010).

Spiritual values of the employees are the fundamental roots of a healthy and vibrant organization. By exploring the employees’ spiritual values, the integrated wholeness can bring forth tremendous strength in the work life. Dehaghi, Goodarzi and Arazi (2012) found that spiritual value at work is one of the most important factors that create employees organizational commitments and the relationship between them are significantly positive. Their finding also indicate that when employees experience spirituality at work, they feel more effectively closed to their organization, experience a sense of responsibility and loyalty towards them, and feel less materially committed.

Several other researches reveal that encouraging spirituality at working environment could result in many advantages. Organizational change management is one of the management scopes, while traditional approaches aim at managing change from the "outside in", knowledge of the spirituality foundation of life suggests that change can be handled from the "inside out" (Heaton, Schmidt-wilk, & Travis, 2004). Also researchers state that encouragement of spirituality at work could result in advantages such as enhancement of creativity (Freshman, 1999), increasing of integrity and confidence (Wanger-Marsch & Conley, 1999), increased sense of personal evolution (Burack, 1999), enhancement of organizational commitment (Delbecq, 1999; Milliman et al, 2003), improvement of employees' work attitudes like job satisfaction, job involvement as well as decreasing turnover intention (Milliman et al, 2003), and increasing of working behavior and conscience and higher motivation (Marques et al, 2005). All of these advantages can directly and indirectly improve performance, profitability and organizational effectiveness.

Work related well being

Well-being; a much valued emotion collects the interest of philosophers and researchers alike. In current scenario well-being' is much valued and popular. Today, professional and personal life are full of stressors, each and every person is striving for well-being. Well-being has implications for everybody so organizations too are investing on it as they believe that well-being would add to bottom line. Well-being is a well-researched concept, explored by researchers all over the world. While the bulk of studies towards the end of the millennium and the beginning of 2000s focused on the dichotomous perspective of wellbeing as either hedonic (experiencing pleasure or avoiding pain) or eudaimonic (finding purpose and meaning), more recent studies support the integrated approach to studying well-being (Kashdan, Biswas-Diener & King, 2008; Ryan & Huta, 2009; Waterman 2008).

Well-being at work is an even more significant aspect in present time where each individual invests more than half of their waking hours in work or work-related activities. Well-being at work has been defined in a variety of ways in the extant literature (Lyubomirsky, 2007; Page & Vella-Brodrick, 2009; Fisher, 2010; Sharma & Sharma, 2015). The settings in which one works – support at work, the nature of interactions and relationships with others, the work environment (Barling & Frone, 2004), and job characteristics (Warr, 2013) – all affect the well-being of an employee. Work-related well-being is a subjective experience of an employee, which is influenced by work, an individual's life and life history (Utriainen, 2006). In short, employee work-related well-being can be understood as emotional, psychological and physical well-being and health behavior (Mäkikangas, & Kinnunen, 2003). In contemporary times, workplace spirituality has been acknowledged as a fundamental area of research to complement a meaningful profile to one's workplace. Therefore, the current study has been set to identify the association between spiritual values and work related wellbeing.

Research Objectives

To examine the predictive influence of spiritual values and its dimensions on the work-related well-being of pharmaceutical scientists.

Research Hypotheses

- **H_{A1}**: There will be significant positive correlation between spiritual values and work-related well being among pharmaceutical scientists.
- **H_{A2}**: Spiritual values will significantly predict the work-related well-being of pharmacy scientists.
- **H_{A3}**: Interpersonal fit at the work a- dimension of work-related well-being will be predicted by dimensions of spiritual values(values fostering high quality work, intrinsic qualities and natural qualities) among pharmaceutical scientists.
- **H_{A4}**: Thriving at work- a dimension of work-related well-being will be predicted by dimensions of spiritual values(values fostering high quality

work, intrinsic qualities and natural qualities)among pharmaceutical scientists.

- **H_{AS}**: Feeling of Competency- a dimension of work-related well-being will be predicted by dimensions of spiritual values(values fostering high quality work, intrinsic qualities and natural qualities)among pharmaceutical scientists.
- **H_{AG}**: Perceived recognition at work- a dimension of work-related well-being will be predicted by dimensions of spiritual values(values fostering high quality work, intrinsic qualities and natural qualities) among pharmaceutical scientists.
- **H_{A7}**: Desire for involvement at work- a dimension of work-related will be predicted by dimensions of spiritual values (values fostering high quality work, intrinsic qualities and natural qualities) among pharmaceutical scientists.

Method

Participants

The participants for the present study consisted of 150 pharmaceutical scientists working in pharmaceutical companies. The data was collected from different pharmaceutical companies of India. All the participants were briefed about the nature of the study. Written consent was obtained from all the participants.

Tools

Two scales namely Spiritual valuesScale (SVS) and Index of Psychological Well-being at Work (IPWBW) were used.

Spiritual Values Scale

Spiritual Values Scale (SVS) was developed by Husain, Zehra and Jahan (2013), this scale consists of 15 items with 5 point Likert scale, and SVS measures three factors: Values fostering high quality work, intrinsic qualities and natural qualities. Cronbach's alpha was found 0.76 on current sample.

Index of Psychological Well-being at Work (IPWBW)

IPWBW was developed by Sandilya and Shahnawaz (2018), tool consisted of 17 items measuring five dimensions—interpersonal fit at work, thriving at work, feeling of competency at work, perceived recognition at work and desire for involvement at work. Cronbach's alpha was found 0.90 on current sample.

Data Analysis

Obtained data was analyzed by Statistical Packages for Social Sciences (SPSS, 16 versions). Pearson product moment correlation coefficient and multiple regression were used to infer the relationship between the variables.

Results

The descriptive results are shown in Table no. 1. The mean score of participants on work related well-being was found to be 73.29 with 11.25 standard deviations. The mean scores of its dimensions i.e., interpersonal fit at work (M=17.63, SD=2.858), thriving at work (M=16.75, SD=3.504), feeling of competency at work (M=13.55, SD=2.278), perceived recognition at work (M=12.03, SD=2.964), and desire for involvement at work (M=13.33, SD=2.236) respectively. The mean score of participants on spiritual values was found to be 65.96 with 5.252 standard deviations. The mean scores of its dimensions i.e., Values foster high quality work (M=26.95, SD=2.270), Intrinsic qualities (M=26.47, SD=2.516), and Natural Qualities (M=12.55, SD=1.599) respectively.

Table 1
Descriptive Statistics

Variables	Mean	S. D	N
Values foster high quality Work	26.95	2.270	150
Intrinsic qualities	26.47	2.516	150
Natural Qualities	12.55	1.599	150
Interpersonal fit at work	17.63	2.858	150
Thriving at work	16.75	3.504	150
Feeling comp. at work	13.55	2.278	150
Perceived recognition at work	12.03	2.964	150
Desire for involvement at work	13.33	2.236	150
Total Work related well being	73.29	11.253	150
Total Spiritual Values	65.96	5.252	150

Table 2
Correlation among work related wellbeing and its dimensions with spiritual values and its dimension among pharmaceutical scientists

Variables	X ₁	X ₂	X ₃	X ₄
Interpersonal fit at work	.324**	.399**	.278**	.416**
Thriving at work	.318**	.260**	.070	.283**
Feeling of competency at work	.329**	.334**	.202	.364**
Perceived Recognition at work	.330**	.228**	.104	.283**
Desirefor involvement at work	.361**	.426**	.327**	.459**
Total work related Well being	.406**	.395**	.226**	.433**

$r=0.11$ ($p<.05$), 0.15 ($p<.01$), 0.19 ($p<.001$) One-Tailed.

X_1 = values foster high quality work, X_2 = Intrinsic qualities, X_3 = Natural Qualities, X_4 = Total Spiritual Values

Table 2 revealed that significant positive correlations exist between work related wellbeing and it's all five dimensions with spiritual values and it's all three dimensions. Significant positive correlations were found between work related wellbeing and values foster high quality Work ($r = .406, p < .01$), work related wellbeing and Intrinsic qualities ($r = .395, p < .01$), and work related wellbeing and Natural Qualities ($r = .226, p < .01$), dimensions of spiritual values. Interpersonal fit at work (first dimension of WRWB) have significant positive correlations with values foster high quality work ($r = .324, p < .01$), Intrinsic qualities ($r = .399, p < .01$), and Natural Qualities ($r = .278, p < .01$), dimensions of spiritual values and with total spiritual values ($r = .416, p < .01$). Thriving at work (second dimension of WRWB) has significant positive correlations with values foster high quality work ($r = .318, p < .01$), Intrinsic qualities ($r = .260, p < .01$) dimensions of spiritual values and with total spiritual values ($r = .283, p < .01$).

Feeling of competency at work (third dimension of WRWB) have significant positive correlations with values foster high quality work ($r = .329, p < .01$), Intrinsic qualities ($r = .344, p < .01$) dimensions of spiritual values and with total spiritual values ($r = .364, p < .01$). Perceived recognition at work (fourth dimension of WRWB) has significant positive correlations with values foster high quality work ($r = .330, p < .01$), Intrinsic qualities ($r = .228, p < .01$) dimensions of spiritual values and with total spiritual values ($r = .283, p < .01$). Desire for involvement at work (fifth dimension of WRWB) has significant positive correlations with values foster high quality work ($r = .361, p < .01$), Intrinsic qualities ($r = .426, p < .01$), and Natural Qualities ($r = .327, p < .01$), dimensions of spiritual values and with total spiritual values ($r = .459, p < .01$).

The current study explored the relationship between spiritual values and work related wellbeing. The first hypothesis was *“there will be significant positive correlation between spiritual and work-related wellbeing among pharmaceutical scientists”*. It is clear from Table 2 that significant positive correlations exist between work related wellbeing and it's all five dimensions with spiritual values and it's all three dimensions. Therefore, hypothesis stand supported. It means pharmaceutical scientists who experience spiritual values, have better work related wellbeing. Spiritual values are the spiritual part of our life and help us to transform our energy and life in the positive direction. It makes our work life more meaningful. Spiritual values encourage and support employees and make them self- confident. In line with the results, Dehaghi, Goodarzi, and Arazi, (2012) revealed that employees who experience spiritual values in the workplace feel more affectively attached to their organization and at the same time experience a sense of obligation and loyalty towards them. Employees who know their values and purposes are parallel to values and mission of the organization; perceive the environment and atmosphere of the organization positively and are sensitive to perform duties better and improve the picture of the organization.

Furthermore, Pawar (2016) found a positive association between workplace spirituality and employee well-being. Arnetz, Ventimiglia, Beech, DeMarinis, Lökk, and Arnetz (2013) revealed that spiritual values in the workplace scale was positively associated with mental well-being and low occupational stress. It was concluded that there is a significant correlation between spirituality/ spiritual values and at work related well being among pharmaceutical scientists. In the

present research article Multiple Linear Regression Analysis (MLRA) was used to identify significant predictors among Values foster high quality work, Intrinsic qualities, and Natural Qualities (dimensions of spiritual values) for work related well being as criterion variable. Before performing the analysis, variables were examined for fulfillment of the assumptions of multiple linear regression e.g., linearity, heteroscedasticity, multicollinearity, normality, and independence which are shown in Table 3.

Table 4
Robustness checks for Multiple Regression Analysis

Criterion	Predictors	R ²	Test of robustness					Whether robustness verified
			Linearity Residual Plots	Heteroscedasticity Breusch-Pagan Test (Range: $p < 0.05$)	Multicollinearity Tolerance & VIF (Range: Tol - 0-1, VIF- 1-9)	Normality PP Plots	Independence Durbin - Watson (Range: $DW < 3$)	
			1	2	3	4	5	
Y ₂	X ₃	.159	Satisfied	Satisfied	Tol : .1.000 VIF : 1.000	Satisfied	1.769	Leaving aside all Satisfied
Y ₃	X ₂	.101	Satisfied	Satisfied	Tol : .1.000 VIF : 1.000	Satisfied	1.556	
Y ₄	X ₃	.112	Satisfied	Satisfied	Tol : 1.000 VIF : 1.000	Satisfied	1.930	
	X ₂	.137			Tol: .640 VIF : 1.563			
Y ₅	X ₃	.109	Satisfied	Satisfied	Tol : .1.000 VIF : 1.000	Satisfied	1.983	
Y ₆	X ₃	.181	Satisfied	Satisfied	Tol : .1.000 VIF : 1.000	Satisfied	1.975	
Y ₁	X ₁	.188	Satisfied	Satisfied	Tol : .1.000 VIF : 1.000	Satisfied	1.762	

Y₁ =total work related well being, Y₂ = Interpersonal fit at work, Y₃= Thriving at work, Y₄= Feeling of competency at work, Y₅ = Perceived Recognition at work, Y₆ = Desire for involvement at work, X₁= Total Spiritual Values X₂= values foster high quality work, X₃ = Intrinsic qualities, X₄ = Natural Qualities,

Stepwise method for selecting the predictor variables for the regression model was considered suitable, as it is probably the most commonly used method. Further, the effect size for significant predictor variable was computed to estimate the magnitude or size of an effect on criterion variable. Where, R^2 is the squared multiple correlation.

Table 4
MLRA: Spiritual Values as Predictors of Work related wellbeing(criterion) among Indian Pharmaceutical scientists

Measures	R	R ²	ΔR^2	F	B	T	Sig.	f ²
	(Model $Y_1 = a + \beta_1 X_1$) Constant: .12.052							
Total Spiritual Values (X ₁)	.433	.188	.182	34.216	.928	5.849	.000	.231

Criterion Variable: Work related well being(Y₁)

Predictor Variable: Spiritual Values(X₁)

$Y_1 = \text{Total work related well being}$, $X_1 = \text{Total Spiritual Values}$

Table 4, showed that overall spiritual values was considered as predictor and overall work related wellbeing as criterion to develop a regression model. Overall spiritual values passed on the criteria and accounted for a significant amount of variance in work related wellbeing (WRWB), $R^2 = 0.188$, $F(148) = 34.216$, $p < 0.000$ for overall spiritual values. It can be inferred that overall spiritual values accounted 18.8% variance in overall work related wellbeing of pharmaceutical scientists. Therefore, H_2 stands supported at the $p < 0.001$ level of significance. It suggests that changes in predictor are associated with changes in the criterion variable. Second hypothesis was “*Spiritual values will emerge as significant predictors of work-related wellbeing among pharmaceutical scientists*”. Table 4 clearly showed that spiritual values emerged as significant predictor of work-related well being. Spiritual values are also known as human values and are the fundamental roots of a healthy, energetic, and practical work career. The values of truth, righteousness, peace, love nonviolence, commitment, courage, creativity, dedication, discipline, justice, knowledge, responsibilities, and sense of duty, wisdom, compassion, connectedness and empathy are found in all major spiritual paths. Further, Cohen’s effect size value ($f^2 = 0.231$) for overall spiritual values suggested a medium strength of association between spiritual values and work related wellbeing.

Table:5
MLRA: Values foster high quality Work, Intrinsic qualities and Natural Qualities as Predictors of Interpersonal fit at work (criterion) among Indian Pharmaceutical scientists

Measures	R	R ²	ΔR^2	F	Unstand. β	T	Sig.	f ²
	(Model $Y_2 = a + \beta_3 X_3$) Constant: 5.643							
Intrinsic qualities (X ₃)	.399	.159	.153	27.961	.453	5.288	.000	.189

Multiple Linear Regression Model

Criterion Variable: Interpersonal fit at work (Y_2)

Predictor Variable: Values foster high quality Work, Intrinsic qualities and Natural Qualities ($X_2 X_3 X_4$)

It is evident from table 5 that only intrinsic qualities- a dimension of spiritual values appeared as an indicator for the predictive influence of interpersonal fit at work - a dimension of work-related well-being of Indian pharmaceutical scientists. It is clear from the R^2 value that 15.9% variance is due to intrinsic qualities, further $f^2 = .189$ reflects medium strength. The F value, $F=27.961$, $p>.000$ further confirms a significant contribution of intrinsic qualities. Hence, hypothesis **H_{A3}**: Interpersonal fit at the work a- dimension of work-related well-being will be predicted by dimensions of spiritual values (values fostering high quality work, intrinsic qualities and natural qualities) among pharmaceutical scientists stands partially supported.

Table 6

MLRA: Values foster high quality Work, Intrinsic qualities and Natural Qualities as Predictors of Thriving at work (criterion) among Indian Pharmaceutical scientists

Measures	R	R ²	ΔR^2	F	β	t	Sig.	f^2
	(Model $Y_3 = a + \beta_2 X_2$) Constant: 3.517							
Values foster high quality Work (X_2)	.318	.101	.095	16.665	.491	4.082	.000	.11

Criterion Variable: Thriving at work (Y_3)

Predictor Variable: Values foster high quality Work, Intrinsic qualities and Natural Qualities ($X_2 X_3 X_4$)

Table 6 depicts that only values foster high quality work a- dimensions of spiritual values predict thriving at work- a dimension of work-related well-being. R^2 depicts 10.1% variance of values foster high quality work. The value of f^2 shows small-strength among variables with the value of .11. Considering F value of values foster high quality work $F= 16.665$ at $p >.000$ which is not greater than 0.01 level of significance reveals the significant contribution on thriving at work- a dimension of work-related well-being, therefore hypothesis **H_{A4}**: *Thriving at work- a dimension of work-related well-being will be predicted by dimensions of spiritual values (values fostering high quality work, intrinsic qualities and natural qualities) among pharmaceutical scientists* was partially supported.

Table: 7

MLRA: Values foster high quality Work, Intrinsic qualities and Natural Qualities as Predictors of Feeling of competency at work (criterion) among Indian Pharmaceutical scientists

Measures	R	R ²	ΔR^2	F	β	t	Sig.	f ²
	(Model $Y_4 = a + \beta_3 X_3$) Constant: 5.550							
Intrinsic qualities (X ₃)	.334	.112	.106	18.589	.302	4.312	.000	.126
	(Model $Y_4 = a + \beta_2 X_2$) Constant: 3.007							
Values foster high quality Work (X ₂)	.371	.137	.126	11.707	.202	2.097	.038	.158

Criterion Variable: Feeling of competency at work (Y₄)

Predictor Variable: Values foster high quality Work, Intrinsic qualities and Natural Qualities (X₂ X₃ X₄)

In table 7, feeling of competency at work (third dimension of work related well being) was considered as criterion with values foster high quality work, intrinsic qualities and natural qualities (dimensions of spiritual values) were considered as predictors to develop a regression model. Two dimensions of spiritual values i.e. intrinsic qualities and values foster high quality work passed on the criteria and accounted for a significant variance in feeling of competency at work $R^2 = 0.112$, $F(148) = 18.589$, $p < 0.00$ for intrinsic values, $R^2 = 0.137$, $F(148) = 11.707$, $p < 0.00$ for values foster high quality work. These findings suggested that intrinsic qualities explained 11.2% variance in feeling of competency at work, values foster high quality work explained 13.7% variance among pharmaceutical scientists. Cohen's effect size value ($f^2 = 0.126$) for feeling of competency at work suggested a small strength of association between intrinsic qualities and feeling of competency at work, and Cohen's effect size value ($f^2 = 0.158$) for feeling of competency at work suggested a medium strength of association between values foster high quality work and feeling of competency at work. Therefore hypothesis **H_{A5}**: *Feeling of Competency- a dimension of work-related well-being will be predicted by dimensions of spiritual values (values fostering high quality work, intrinsic qualities and natural qualities) among pharmaceutical scientists* was partially supported.

Table 8
MLRA: Values foster high quality Work, Intrinsic qualities and Natural Qualities
as Predictors of Perceived recognition at work (criterion) among Indian
Pharmaceutical scientists

Measures	R	R ²	ΔR^2	F	β	t	Sig.	f ²
	(Model $Y_5 = a + \beta_2 X_2$) Constant: .439							
Values foster high quality Work (X_2)	.330	.109	.103	18.026	.430	4.246	.000	.122

Criterion Variable: Perceived recognition at work (Y_5)

Predictor Variable: Values foster high quality Work, Intrinsic qualities and Natural Qualities ($X_2 X_3 X_4$)

Dimensions of spiritual values i.e. values foster high quality work, intrinsic qualities and natural qualities were considered as predictors of perceived recognition at work dimension of work related wellbeing as criterion to develop a regression model. Here again only one dimension values foster high quality work passed on the criteria and accounted for a significant amount of variance in perceived recognition at work, $R^2 = 0.109$, $F(148) = 18.026$, $p < 0.000$. It can be inferred that values foster high quality work explained 10.9% variance in perceived recognition at work among pharmacy scientist. It suggests that changes in predictor are associated with changes in the criterion variable. Further, Cohen's effect size value ($f^2 = 0.12$) for perceived recognition at work suggested a small strength. Hence hypothesis H_{A6} : *Perceived recognition at work- a dimension of work-related well-being will be predicted by dimensions of spiritual values (values fostering high quality work, intrinsic qualities and natural qualities) among pharmaceutical scientists* was partially supported.

Table: 9
MLRA: Values foster high quality Work, Intrinsic qualities and Natural Qualities
as Predictors of Desire for involvement at work(criterion) among Indian
Pharmaceutical scientists

Measures	R	R ²	ΔR^2	F	B	t	Sig.	f ²
	(Model $Y_6 = a + \beta_3 X_3$) Constant: .3.307							
Intrinsic qualities (X_3)	.426	.181	.176	32.185	.379	5.728	.000	.221

Criterion Variable: Desire for involvement at work (Y_6)

Predictor Variable: Values foster high quality Work, Intrinsic qualities and Natural Qualities ($X_2 X_3 X_4$)

When desire for involvement at work (fifth dimension of work related wellbeing) was considered as criterion with values foster high quality work, intrinsic qualities and natural qualities (dimensions of spiritual values) were considered as predictors to develop a regression model. It is clear from the table 8 i.e. only intrinsic qualities (dimension of spiritual values) passed on the criteria and accounted for a significant amount of variance in desire for involvement at work, $R^2 = 0.181$, $F(148) = 32.185$, $p < 0.000$. It can be suggested that intrinsic qualities explained 18.1% variance in desire for involvement at work. Cohen's effect size value ($f^2 = 0.22$) suggested a medium strength. Therefore hypothesis H_{A7} : *Desire for involvement at work- a dimension of work-related will be predicted by dimensions of spiritual values (values fostering high quality work, intrinsic qualities and natural qualities) among pharmaceutical scientists* was partially accepted.

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