

**ICTHM 2023****International Conference in Technology, Humanities and Management****ESG-DRIVEN SYNERGIES: THE NEXUS BETWEEN  
WORKPLACE SPIRITUALITY AND ADOPTION OF GREEN  
MINDFULNESS**

Ayse Oyku Yilmaz (a)\*, Elif Baykal (b), Fazlida Razali (c), Zuraidah Mohd Sanusi (d)

\*Corresponding author

(a) İstanbul Medipol University, İstanbul, Turkey, ayse.yilmaz2@medipol.edu.tr

(b) İstanbul Medipol University, İstanbul, Turkey, elif.baykal@medipol.edu.tr

(c) Accounting Research Institute (HICoE), Universiti Teknologi MARA (UiTM), Shah Alam, Malaysia,  
fazlida@uitm.edu.my

(d) Accounting Research Institute (HICoE), Universiti Teknologi MARA (UiTM), Shah Alam, Malaysia,  
zuraidahms@uitm.edu.my

**Abstract**

The meaning of workplace spirituality in the literature includes the effort to find one's purpose in life, to establish a strong bond with colleagues in the organizations in which one works, and other people related to work, and to ensure consistency between the person's core beliefs and the values of the organization. Workplace spirituality is an organizational preference aiming to make employees understand the contribution of their activities to social benefit and to adopt values such as honesty, justice and respect in the workplace. Green awareness is a state of conscious awareness in which people are implicitly aware of environmental knowledge and the content of knowledge for environmental sustainability. Green mindfulness, on the other hand, supports ESG that helps workplaces to adopt environmental sustainability. This approach enables businesses to use natural resources efficiently, reduce waste and minimize their environmental impact. This study examined the relationship between workplace spirituality and green awareness adoption at the employee level. In this study, the survey collection method was used. 178 usable surveys were obtained.

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## 1. Introduction

According to the current WPS literature, there has been a paradigm shift away from organisational sciences and management theories and towards more workplace meaning and interconnection (Bailey et al., 2019). As a result, WPS can foster employees' individual growth and the success of businesses. Opportunities for organisations and societies to derive greater advantages from spirituality in the workplace are expanding the volume of available research on spirituality. When discussing a business or investment's ethical and ecological consequences, the term "environmental, social, and governance" (ESG) is often employed. It evaluates a company's effect on the environment, society, and its stakeholders by looking at things like environmental practises, social responsibility, and corporate governance. Hwang et al. (2019) define green mindfulness as the practise of paying attention to the present moment by way of making deliberate, nonjudgmental observations of one's immediate environment, acting on those observations with complete awareness, and offering up explanations for them that are both internally consistent with and externally grounded in that awareness. While spirituality in the workplace has been shown to improve both job happiness and mental health, Brown et al. (2020) contends that environmental consciousness is more likely to increase business sustainability. Because of this, businesses can further their sustainability efforts by integrating GM with spirituality in the workplace.

## 2. Workplace Spirituality

The majority of individuals today spend their time away from home at work. Because of this, a spiritual phenomenon is arising in the places they frequent (Naidoo, 2018). According to research by Kriger and Seng (2005), the desire to feel one with all of creation lies at the heart of spirituality. According to Luis Daniel (2010) research, employees gain the confidence they need to engage in good corporate citizenship when working in a spiritual setting. The phenomena of faith in the workplace is the result of more than only the employees' souls, it has been determined (Schutte, 2016).

Ashmos and Duchon's (2000) research provided the conceptual description of spirituality in the workplace. According to this explanation, "spirituality in the workplace is associated with strong feelings of unity and commitment among workers." Having an inner life powered by meaningful work and a sense of responsibility within the community is the most common definition of WPS in the literature, as stated by Lowery et al. (2014). According to (Jung, 2023) one's level of workplace spirituality is correlated with his or her ability to empathise with, feel responsible for, and feel a sense of community with other employees of the organisation.

Researchers are delving further into the topic of spirituality in the workplace since it has enormous promise for improving business and society (Karakas, 2010; Rocha & Pinheiro, 2021). According to Saeed et al. (2022), incorporating spirituality into the workplace is a novel approach to boosting productivity. WPS improves productivity and efficiency in businesses (Garg, 2017; Sharmaa & Singh, 2021). According to research by Mat Desa and Koh Pin (2011) on the effect of WPS on employee engagement, workers who are satisfied with their jobs are more invested in the company and make a difference there. To support their claim that spirituality plays a significant influence in human behaviour

that effects business practises in terms of corporate social responsibility, Bagis et al. (2021) reported a positive association between WPS and CSR.

Spirituality has been shown to have a beneficial effect on people's altruistic mindsets and actions (Wierzbicki & Zawadzka, 2016). Spirituality, according to Stead and Stead (2014), is where sustainability first emerged. Therefore, there is growing support for the idea that reintroducing people to nature can assist solve environmental issues (Tam, 2013). Pandey and Gupta (2008) add that WPS is about striking a balance among one's own needs, those of one's community, and those of the natural world. Csutora and Zsóka (2014) discovered a strong connection between people's faith and their care for the environment and their capacity to maintain their current standard of living. Those that participate in WPS report feeling a greater sense of community and belonging, one that "extends beyond humanity to include a sense of belonging to the community of all living things" (Fry & Nisiewicz, 2020). (Dhiman & Marques, 2016) Spirituality and sustainability are closely intertwined, because without spirituality there is no sustainability.

## **2.1. Meaning at work**

It has been observed that many researchers use the term "meaningful workplace" instead of workplace spirituality (Steenkamp & Basson, 2013). Steenkamp and Basson (2013), explain the use of the term "meaningful workplace" as follows: Employees view workplace spirituality as one of the factors that contribute significantly to their organization's culture. In his study, Chang et al. (2021) emphasize that an organization that is responsive to the human needs of its employees and allows them to thrive in the workplace to blossom; they will be able to develop meaningful work (Chang et al., 2021). Yeoman (2014) emphasized that meaningful work is a basic human need and suggested that the reason for this is that individuals use feelings such as autonomy and freedom to satisfy their own interests. In addition, facilitated working conditions and an emphasis on employee values increase the likelihood that individuals will have a stronger sense of meaningful work (Robertson et al., 2020). In their study, Haque and Khan (2023) explained the meaningful workplace with 3 assumptions. The first assumption is that employers have sufficient understanding of employees' expectations in the organizational environment, the second assumption is that employees' personal needs are compatible with organizational culture and goals, and the last assumption is that employees know how to contribute to the strategic purpose of the organization in the organizations (Martinson & De Leon, 2018; Steger et al., 2012). Furthermore, in Lee et al.'s (2014) study workplace spirituality is explained as a phenomenon affecting the emotional labour of service organizations, job satisfaction, customer satisfaction, and organizational performance. Employee spirituality in the workplace is associated with being authentic and serving humanity and a meaningful purpose at work that makes them feel great and makes them feel part of an ethical organization (Jung, 2023).

In the related literature, we can see various studies on positive impacts of workplace spirituality on organizations. For example, a 2018 study conducted by Cho et al. concluded that workplace spirituality increases employee job satisfaction and decreases turnover intention. In another study, it was found that there is a positive relationship between workplace spirituality and employee organizational commitment (Walker et al., 2020). In addition, Çaliyurt (2022) concluded in a study they conducted that workplace

spirituality increases employees' job performance and decreases their intention to leave the organization. Hunsaker and Jeong (2023) concluded that workplace spirituality has many positive effects on individuals work-life balance and thus they have higher life satisfaction. Kasinathan and Rajee (2023) concluded that WPS has had an impact on communities, organizations and the gradual development of performance improvement standards. In addition, a lot of research has been done on the effects of workplace spirituality on the lives of employees during the pandemic period experienced in recent years, for example, in the study of Božek, et al. (2020), it was concluded that workplace spirituality reduces the emotional difficulties of employees and reduces their stress levels during the pandemic period. All these studies show that workplace spirituality positively affects many factors in the work life of employees.

### **3. Green Mindfulness**

In the early 1990s, psychologist Jon Kabat-Zinn coined the term "mindfulness" to describe a state of heightened awareness and acceptance of the present moment. Another definition of mindfulness is how people or organisations are driven to reflect, acquire information, evaluate the world surrounding them, and thus change their point of view under present circumstances to accomplish the desired outcome (Ndubisi & Al-Shuridah, 2019). Mindfulness was defined as adopting long-term action after thoroughly considering all relevant elements in a research by Boyatzis and McKee (2005).

There are a plethora of scholarly articles on "green mindfulness." For example, Rindt-Hoffman et al., (2019) found that those who practise GM are more likely to engage in pro-environmental behaviour as a result of their interest in sustainable mindfulness. Those who score high on the green mindfulness scale are highly attuned to the here and now and open to learning new things (Langer & Moldoveanu, 2000). To improve environmental outcomes, green vision and green creativity are linked in organisations where green mindfulness is practised (Chen et al., 2015). Furthermore, GM has been shown to have a calming impact and boost people's emotional health.

Green mindfulness is a notion that has arisen from academic study and has far-reaching consequences for both individuals and businesses. Green mindfulness training, for instance, has been shown to reduce stress and increase eco-friendly actions in the workplace (Wang et al., 2021). Another study found that eco-mindfulness techniques boosted group cohesiveness (An et al., 2022). Green leadership practises were found to boost employees' ecological behaviours and favourably affect job satisfaction, according to a different study by Lu et al. (2021). A leader's "green" actions are an embodiment of the leadership tenets that foster a concern for the natural world. Another study (Ribeiro et al., 2021) came to the same conclusion: green mindfulness training makes workers more environmentally conscious and happier in their jobs. Green mindfulness training makes workers more aware of and accountable for environmental challenges, according to research by Popoola and Karadas (2022). Researchers also showed that green leadership practises raised awareness of environmental challenges and encouraged employees to take action (Chen et al., 2015).

## 4. Methodology

### 4.1. Research Goal

In order to investigate the relationships between workplace spirituality and adoption of green mindfulness in employee level we set up four hypothesis as follows:

Hypotheses:

H1: There is a statistically significant relationship between age levels of employees and green mindfulness

H2: There is a statistically significant relationship between genders of employees and green mindfulness

H3: There is a statistically significant relationship between education levels of employees and green Mindfulness.

H4: There is a statistically significant relationship between workplace spirituality and green mindfulness of employees.

### 4.2. Sample and Data Collection

For this study, a questionnaire consisting of 15 questions was prepared and applied to randomly selected individuals using LinkedIn. In the questionnaire prepared, Green Mindfulness and Workplace Spirituality scales were used. GM was measured by using a six-item scale adapted from Williams and Seaman (2010). WPS as measured by using a five-item scale adapted from Han (2022). The answers are shaped as a 5-point Likert scale. Between February 2023 and April 2020, 250 questionnaires were sent and 178 usable answers were obtained. Online surveys were conducted on randomly selected volunteers from Turkish companies working in the service sector. Research data were analyzed using SPSS 25.00 for Windows program.

### 4.3. Research Model: Figure 1 indicates the research model for the study

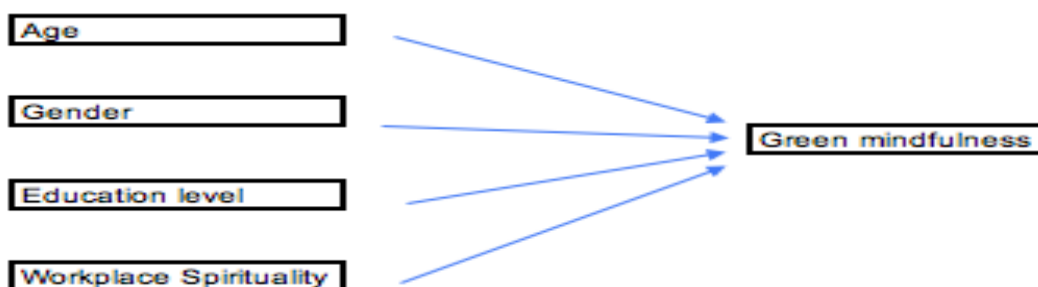


Figure 1. Research Model

#### 4.4. Statistical Analysis

**Table 1.** Descriptive Statistics

		Frequency	Percent	Valid Percent	Cumulative Percent
Age	18-29	75	42,1	42,1	42,1
	30-39	57	32,0	32,0	74,2
	40-49	27	15,2	15,2	89,3
	50+	19	10,7	10,7	100,0
	Total	178	100,0	100,0	
		Frequency	Percent	Valid Percent	Cumulative Percent
Gender	Women	82	46,1	46,1	46,1
	Man	96	53,9	53,9	100,0
	Total	178	100,0	100,0	
		Frequency	Percent	Valid Percent	Cumulative Percent
Education	High School	12	6,7	6,7	6,7
	Vocational School	13	7,3	7,3	14,0
	License	89	50,0	50,0	64,0
	Graduate School	45	25,3	25,3	89,3
	PhD	19	10,7	10,7	100,0
	Total	178	100,0	100,0	

Table 1 shows the descriptive statistics of the variables included in model. Most %56.1 of our participant were female, %42 of them were between the ages of 18-29, %32 between the ages of 30-39 and % 15.2 between the ages of 40-49 and the rest were older than 50. On the one hand, %6.7 of the participants are high school, %7.3 vocational school, %50 licence, %25 graduate school graduates and %10.7 had Phd degree.

In order to apply t-test for investigating the possible effect of gender on green mindfulness, we first conducted the related test for normality. According to George and Mallery (2003) a kurtosis value between  $\pm 1.0$  is considered excellent for most psychometric purposes, but a value between  $\pm 2.0$  is in many cases also acceptable. In our data our kurtosis values are below 1.543. Moreover, according to Tabachnick et al. (2013) skewness values between -1.5 and 1.5 are considered as sign of normality of the data. In our data set our skewness values are below 1.453, hence we can say that our data is proper for further analyzes.

According to Levene's test variances are dispersed equally. According to t-test results means of women and men are not equally distributed. Hence, we can say that there is a statistically significant difference in green mindfulness of men and women. Women tend to be more green mindful than men (mean of women: 2.345/mean of men: 2.134)

**Table 2.** Factor Analysis

	1	2	Cronbach Alfa
WPS1	.850		0.828
WPS2	.827		
WPS3	.757		
WPS4	.763		
WPS5	.778		
GM2		.800	8850
GM5		.764	
GM6		.759	
GM3		.734	
GM4		.711	
GM1		.641	

Table 2 provides information about factor analysis. The KMO score of our data was 0,845 and Barlett score is under 0,001 which were meaningful values for going on with factor analysis. total variance was % 64, 3 after factor analysis. The details of the factor analysis can be seen in the table above. As it can be seen, the survey items have been divided into two main variables: workplace spirituality and green mindfulness.

**Table 3.** Correlation Matrix

		Correlations	
		GM	WP
GM	Pearson Correlation	1	.552**
	Sig. (2-tailed)		.000
	N	178	175
WP	Pearson Correlation	.552**	1
	Sig. (2-tailed)	.000	
	N	175	175

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Table 3 provides information about correlation analysis. Correlation analysis revealed that factors are related to each other in 1/1000 significance level. The correlation relationship in the analysis between workplace spirituality and Green Mindfulness is in acceptable limits ( $r=-0,552$ ;  $p = 0,000 < 0,001$ ). For the details you can see the correlation matrix.

**Table 4.** Independent Samples Test

		Independent Samples Test								
		Levene's Test for Equality of Variances				t-test for Equality of Means			95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
GM	Equal variances assumed	.152	.697	2.025	176	.044	.24204	.11955	.00610	.47798
	Equal variances not assumed			2.033	174.040	.044	.24204	.11906	.00706	.47702

Table 4 indicates findings of independent samples test. In order to test whether there is a difference between different age levels regarding green mindfulness we conducted ANOVA test. Before conducting the ANOVA test, we implied Levene statistics and come up with the information that homogeneity level of our groups are meeting expectations as in the table 5.

**Table 5.** Test of Homogeneity of Variances

GM			
Levene Statistic	df1	df2	Sig.
1.130	3	174	.339

The results from ANOVA test are presented in table 6. However, according to ANOVA test results; there is no difference between green mindfulness levels of employees from different age groups. In other words, employees' green mindfulness does not change according to their ages.

**Table 6.** ANOVA

ANOVA					
GM					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	1.152	3	.384	.593	.621
Within Groups	112.688	174	.648		
Total	113.840	177			

Another Anova test has been conducted for investigating the relationship between different education levels of participants and their green mindfulness levels. Levene test results revealed that homogeneity of variances is quite satisfactory for carrying out ANOVA test as seen in the table 7.

**Table 7.** Test of Homogeneity of Variances

GM			
Levene Statistic	df1	df2	Sig.
1.103	4	173	.357

Table 8 presents the results from ANOVA test. The findings revealed that there are no statistically significant changes in green mindfulness levels of employees in relation to their age groups.

**Table 8.** ANOVA

GM					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.564	4	.391	.603	.661
Within Groups	112.275	173	.649		
Total	113.840	177			



**Table 9.** Regression Model

	Unstandardized Coefficients		Standardized	t	Sig.
	B	Std. Error	Coefficients Beta		
(Constant)	1.164	.136		8.593	.000
WP	.559	.064	.552	8.698	.000

a Dependent Variable: GM

Table 9 presents the results of regression test. The results revealed that there is a significant relationship between workplace spirituality and green mindfulness. This relationship is positive in direction, that means as exposure to workplace spirituality increases the inclination to have green mindfulness also increases. The P value of the relationship is smaller than 0,001 thus hypothesis is accepted (adjusted R2 = 0,300, F=75,662). Hence, our hypothesis is accepted.

## 5. Discussion

This research examines workers' spirituality at work and their willingness to adopt environmentally conscious practises. One of a company's most vital resources is its workforce. Workplace spirituality can help employees feel more at ease and at home in the workplace, which is a major concern (Baykal, 2019). Spirituality in the workplace fosters a sense of completeness in workers, which improves their health and that of their communities and the planet as a whole. However, the topic of green consciousness in the workplace has received little attention. This research found that an individual's level of environmental consciousness correlates positively with their sense of spirituality at work. Green human resource management has a favourable influence on employee job satisfaction, according to research by Baykal and Tutuncu (2022), lending credence to the findings of the current study. Hypothesis 4, which investigates the connection between workplace spirituality and green mindfulness, is supported by research showing a favourable correlation between workplace spirituality and employees' environmental enthusiasm. This was published by Wesselink et al. (2017). Consistent with previous findings, this study confirms that institutional support is favourably associated with employees' PEB at work (Sembiring et al., 2020). Employee engagement is enhanced by spiritual leadership and a psychologically green workplace, according to research by Li et al. (2023). In addition, our findings are consistent with those of other recent research showing the favourable effect of spirituality in the workplace on pro-environmental views of employees, like the work of Afsar et al. (2016), Sembiring et al. (2020) and Ni'mah and Ulya (2023).

## 6. Conclusion

In the created research model based on ESG synergies, it was created to investigate the effect of age, gender, education level and workplace spirituality on green mindfulness. In this study, contrary to our expectations, it was seen that there was no positive relationship between age and education level of green mindfulness. It has been understood that individuals' perspective on green mindfulness does not change according to age and education level. As a result of the analyses, it was understood that there is a

significant relationship between green mindfulness and workplace spirituality. As a result of the research, it was concluded that employees with high workplace spirituality adopt green mindfulness.

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