CHAPTER 6

KEY FINDINGS

6.1 IMPACT OF SPIRITUAL GROWTH PARAMETERS ON LOYALTY - MODEL VALIDATION

To determine the relationship between seven spiritual growth parameters and workaholism correlation analysis was carried out. Creativity and expression had comparatively high positive correlation \( r=0.498^{**} \) with loyalty. Regression analysis showed a strong positive relationship between seven spiritual growth parameters and loyalty. Correlation \( r \) and R square values were high (0.523 and 0.274, respectively). Impact of intuition and wisdom \( (B=0.171) \) and creativity and expression \( (B=0.441) \) with loyalty was significant and positive. Structural equation modeling was made and the model validated. The beta value of creativity and expression \( (Beta=0.342) \), intuition and wisdom \( (Beta=0.129) \) and unconditional love \( (Beta=0.116) \) showed greater impact on loyalty.

6.2 IMPACT OF SPIRITUAL GROWTH PARAMETERS ON WORKAHOLISM - MODEL VALIDATION

Unconditional love had a strong relationship with workaholism \( (r=0.412^{**}) \). Relationship of unconditional love \( (B=0.332) \), survival and self-preservation \( (B=0.280) \), intuition and wisdom \( (B=0.268) \), and creativity and expression \( (B=0.218) \) with workaholism was significant and positive. Among the spiritual growth parameters, greater impact was noticed for unconditional love on workaholism.
6.3 IMPACT OF SPIRITUAL GROWTH PARAMETERS ON
GOAL-ORIENTATION - MODEL VALIDATION

Unconditional love had a high relationship with goal-orientation
(r=0.560**) as observed from the correlation. Regression co-efficients of
unconditional love (B=0.461), creativity and expression (B=0.207), intuition
and wisdom (B=0.181) and survival and self-preservation (B=0.179) were
positive and significant on goal-orientation. The impact of unconditional love
on goal-orientation was greater.

6.4 DIFFERENCE IN SPIRITUAL GROWTH PARAMETERS
WITH RESPECT TO GENDER, MARITAL STATUS AND
INVolVEMENT IN SPIRITUAL ORGANIZATION

Gender:

The independent t-test between spiritual growth parameters and
gender revealed that female respondents had significant difference with
intuition and wisdom, and creativity and expression.

Marital Status:

Married respondents had slightly higher value for creativity and
expression and unconditional love when compared to the unmarried.

Involvement in Spiritual Organization:

Spirituality parameters such as higher consciousness, intuition and
wisdom, creativity and expression, unconditional love and assertion of will
had comparatively high values with involvement in spiritual organization.
6.5 DIFFERENCE IN PERFORMANCE ORIENTATION FACTORS WITH RESPECT TO SPIRITUAL GROWTH PARAMETERS, GENDER, MARITAL STATUS AND INVOLVEMENT IN SPIRITUAL ORGANIZATION

Spiritual Growth Parameters:

It is found that individuals in creativity and expression, and unconditional love were more loyal and goal oriented, while those with intuition and wisdom were workaholics.

Gender:

From the difference in performance orientation factors and gender, it is determined that females were loyal when compared to male respondents.

Marital Status:

Between performance factors and marital status, it is found that married ones were loyal and workaholics.

Involvement in Spiritual Organization:

From the difference in performance orientation factors and involvement in spiritual organization, it is found that respondents involved in spiritual centre were loyal and workaholics.

6.6 DIFFERENCE IN SPIRITUAL GROWTH PARAMETERS AND PERFORMANCE ORIENTATION FACTORS ACROSS GENERATIONS

From one-way ANOVA analysis of spiritual growth parameters and performance orientation across generations, it is concluded that E-Gens were more towards higher order of spirituality compared to Gen Yers who were in lower order. Gen Xers were more loyal, while Free Gens were workaholic.
6.7 DIFFERENCE IN SPIRITUAL GROWTH PARAMETERS AND PERFORMANCE ORIENTATION FACTORS ON EDUCATIONAL QUALIFICATIONS

The individuals holding school education were in both higher and lower order of spirituality which was due to age differences. Those with PG degree and above were workaholic and goal oriented.

6.8 DIFFERENCE IN SPIRITUAL GROWTH PARAMETERS AND PERFORMANCE ORIENTATION FACTORS ON WORK EXPERIENCE

From the difference in spiritual growth parameters and performance orientation factors on work experience, it is observed that employees with 15-25 years of work experience were in the higher order of spirituality when compared to 0-5 years who possessed lower order of spirituality. Employees with 15-25 years of experience were workaholic and those with above 25 years were loyal.

6.9 DIFFERENCE IN SPIRITUAL GROWTH PARAMETERS AND PERFORMANCE ORIENTATION FACTORS ON SALARY RANGE

The findings on spiritual growth parameters and performance orientation factors on the salary range of employees with Rs.10,000 were in the higher order of spirituality. In contrast, employees with salary range of above Rs.60,000 were more workaholic.
6.10 DIFFERENCE IN SPIRITUAL GROWTH PARAMETERS AND PERFORMANCE ORIENTATION FACTORS ON ORGANIZATIONS

The analysis with regard to spiritual growth parameters and performance orientation factors on organizations revealed that textile unit employees were both in higher and lower order of spirituality and they were also workaholic. While auto component manufacturing employees were goal oriented.

6.11 DIFFERENCE IN GENERATIONAL CHARACTERISTICS ON GENERATIONS

The findings show that Free Gens were perfectionist and not flexible, whereas, Gen Xers were loyal, workaholic, creative, respect everyone, adaptable, and balance work and family. Comparing the other generations, Gen Yers were aggressive and concentrate on personal growth and development.

6.12 DIFFERENCE IN GENERATIONAL MOTIVATIONS ON GENERATIONS

The findings among generation motivations inferred that salary range and incentives influenced the generations significantly. Gen Yers were more towards salary range and incentives than Free Gens, E-Gens and Gen X.

6.13 CROSSTAB OF GENERATIONS AND SPIRITUAL GROWTH PARAMETERS

From the findings it is concluded that Coimbatore city is in the fifth level of spirituality, since maximum people are in Creativity and Expression. It is also found that the young and old generations fall under both higher order
and lower order chakras regardless of the age groups. The generational conflict is not only because of the differences between generations, but also within generations and it is due to the variances in the heights of spiritual growth.

It is found that the generational conflict is because the young and the old generations fall in both higher order and lower order chakras. The generation gap can be resolved, when people of lower order chakras though young or old start accepting the guidance of higher order chakra people who act as mentors or counsellors. This helps lower chakra people to spiritually evolve, and as they grow older they gradually transform following the footsteps of higher order spiritual people.