

6.0 STUDY II: PSYCHO-SPIRITUAL PROFILE OF FRENCH AND INDIAN IT PROFESSIONALS: a CROSS-CULTURAL STUDY

6.1 INTRODUCTION

In the past four decades, Information Technology (IT) has been emerged as one of the most vibrant sectors of the global economy. IT professionals are typically employees with high skills and have a competitive wage. But, the findings suggest that IT professionals are going through huge amounts of work stress and burnout due to heavy work load, tight deadlines, extended and unstipulated hours of work and the role ambiguity affecting their family life (Dhar & Dhar, 2010; Maudgalya et al., 2006). There is evidence in the literature that the relation between job burnout and work stress are mediated by coping strategies and mood regulation among Information Technology professionals (Jung, 2013). Hence, the IT industries must plan coping management programmes, focused at individual and on organizational levels (Rao & Chandraiah, 2012).

Emerging findings in positive psychology has been emphasize the role of trait mindfulness (Brown et al., 2012) and the potential benefits of mindfulness-based intervention for psychosocial wellbeing (Goldberg et al., 2018). The concept Mindfulness has demonstrated validity in the France (Trousselard et al., 2010), and India (Mathad et al., 2019). Religion has an important impact in the lives of people across cultures. The religion has been found to be a significant predictor of biopsychospiritual wellbeing (Mueller et al., 2001). Further, the cultural dimension shapes the religious beliefs (Tarakeshwar et al., 2003). Recent evidence has shown that attributes of religiousness were positively associated to subjective well-being and safeguarded the

influence of work-related stresses on depressive symptoms (Lechner et al., 2013). Even though religion and religious practices has cross cultural dimensions, the spirituality is a domain that inclines to be an oecumenical in nature. Studies on the association between spirituality and mental well-being have augmented in recent decades (Gonçalves et al., 2017c). Further, spirituality encompasses religious practices and cultural beliefs (Sadat hoseini et al., 2019).

IT professionals are a rapidly growing population worldwide, and understanding the factors that contribute to their well-being is essential for their overall functioning and productivity. India and France have different cultural backgrounds, and it is important to understand how culture may affect the well-being of IT professionals in these two countries. Mindfulness, satisfaction at work, importance of spirituality-religion, and happiness are important aspects of well-being that are related to overall health and productivity. Understanding the cultural differences in these aspects of well-being can provide valuable insights into how to best support the well-being of IT professionals in different cultural contexts. The study can provide a comparative analysis of how two different cultures approach work-life balance and how it impacts their well-being. The study can provide a basis for the development of cultural-specific interventions to promote the well-being of IT professionals in India and France. This study can also provide valuable insights for organizations and policymakers to promote the well-being of IT professionals in different cultural contexts. By identifying the cultural differences in mindfulness, satisfaction at work, importance of spirituality-religion, and happiness, the study can inform the development of culturally appropriate interventions to promote the well-being of IT professionals in India and France.

The first purpose of this study was to investigate whether there are differences in Mindfulness, Satisfaction at work, importance of Spirituality-Religions, and Happiness of IT professionals

between two countries with different cultures, the India and France. It was hypothesized that the construct Mindfulness, Satisfaction at work, importance of Spirituality-Religions, and Happiness would be quantity invariant across the two cultures. The second purpose was to identify the relationships, if any, between Mindfulness, Satisfaction at work, importance of Spirituality-Religions, and Happiness of IT professionals in India and France companies. The anticipation was that Mindfulness in both IT professionals in India and France companies would exhibit similar patterns of correlations that would be positive with self-reported Satisfaction at work, importance of Spirituality-Religions, and Authentic Happiness and negative with Fluctuating Happiness. Both of these areas of exploration have received slight or no consideration in the literature. Cultural variances are important to reflect particularly with international changes in the way and place that companies do business and to develop strategies for coping work demands and stress.

6.2 SUBJECTS AND METHODS

6.2.1 Participants

An online cross-sectional survey design was used to test the presumption of cross-cultural similarity. Two hundred and Fourteen non-probabilistic, intentional sample were recruited from different IT companies from France and India. A snowball sampling technique was adopted to recruit participants, with persons who have initially joined the research referred others. Of the sample of France IT voluntary professionals (n = 92), 64.1% were male, with a mean age of 42.36 years (SD = 10.46 years), and Position in company as first level employee (15.2%), middle level employee (64.1%), and top-level employee (20.7%). IT professionals from the India (n = 122) were volunteers, and 77% were male, with a mean age of 38.25 years (SD=8.68 years), and

Position in company as first level employee (23.8 %), middle level employee (56.6%), and top-level employee (19.7%). Further details are summarized in Table 1.

Inclusion Criteria

- Participants who are currently working as IT professionals in India and France
- Participants who are willing to participate in the study
- Participants who have the ability to understand and speak the language of the country they are in (English or French)
- Participants who have been working in the IT industry for at least one year
- Participants who are aged between 18 and 60 years old

Exclusion Criteria

- Participants who are unable to complete the assessment measures due to cognitive limitations or other barriers.
- Self-reported history of major medical or psychiatric disorders that would affect their ability to participate in the study.
- Participants who have a history of regular practice of yoga or meditation or any sort of spiritual or psychological therapy, as it may affect the outcome of the study

6.2.2 Procedure

A covering letter contained the information about the aim of the study and online version of the scales was shared to samples via electronic format, built on the Google Form. Data were automatically and anonymously gathered and stored into Excel file by the Google Form. The instruments were administered in English for Indian Samples and in French for the France

samples. Participants were not provided with any incentives for their participation. The entire procedure took approximately 15 min to complete for each participant.

6.2.3 Measures

Spiritual Health and Life-Orientation Measure (Gomez & Fisher, 2005)

SHALOM, Spiritual Well-Being questionnaire has scales for personal, communal, environmental, and transcendental spiritual well-being. In all there are 20 items, with five items for each of the four scales (Gomez & Fisher, 2005). To allow for self-ratings of these items using a five-point Likert scale, ranging from very low (rated 1) to very high (rated 5). This scale is comprised of 20 items—five items for each domain, asking respondents to evaluate how each item reflects their experience most of the time: personal (e.g. meaning in life), communal (e.g. love for other people), environmental (e.g. oneness with nature) and transcendental (e.g. oneness with God). Each item requires the respondents to consider: (a) How important the item is for optimal spiritual health, in their opinion? And (b) how this item reflects their daily personal experience?. SHALOM is a valid and reliable instrument for assessing spiritual health.

Freiburg Mindfulness Inventory (Trousselard et al., 2010)

Mindfulness was measured on unidimensional factor, i.e. being present using the Freiburg Mindfulness Inventory (FMI). The 14-item self-reported questionnaire uses a 4-point Likert scale rating from 1 (Rarely) to 4 (Almost always). Scores range from 14 to 56, with higher scores indicating higher levels of mindfulness. This scale has robust psychometric properties, the internal reliability scores (Cronbach's alpha) was .86 (Trousselard et al., 2010).

Subjective Fluctuating Happiness Scale and Subjective Authentic-Durable Happiness Scale

The scale consisting of 23 items (Dambrun et al., 2012) to assess these two types of Happiness: 10 items of the scale are related to the domains of Subjective Fluctuating Happiness (SFHS) and

13 items deal with the dimension of Subjective Authentic-Durable Happiness (SA-DHS). Fluctuation refers to the degree of change in Happiness overtime (e.g., "I have times when I swing from moment of total bliss to much less satisfying moments") indicate how much they agreed (7) or disagreed (1). Authentic-Durable Happiness, refers to assess the current state of Happiness (e.g., "fulfilment") on a 7-point scale, ranged from 1 (very low) to 7 (very high). A single composite score for Happiness was computed by averaging responses to the 13 items (SA-DHS) and 10 items (SFHS) separately. Higher scores reflecting greater SFHS and SA-DHS. The reliability of this scale was satisfactory (SFHS; $\alpha = .92$) and (SA-DHS; $\alpha = .95$).

Satisfaction at work & importance of Spirituality-Religions

Visual analogue scale of 1–10 was used to indicate, how happy the person at present with your job and the level of Satisfaction at work. The ten-point scale is ranged from 1 (very low) to 10 (very high). One end (very low) corresponds to a very low regular level of satisfaction at work, and the other end (very high) corresponds to a very high regular level of satisfaction at work. Participants rated their level of Satisfaction at work for the last 3 months between these two extremes. The importance of Religion ("Please indicate how important religion is in your life") and Spirituality ("Please indicate how important spirituality is in your life"), which were assessed on five-point Likert scales (from 1 = very low to 5 = very high).

6.3 RESULTS

All statistical analyses were performed using the statistical package JASP (Version 0.10.2)(Love et al., 2019). Descriptive statistics is expressed as mean (standard deviation) for continuous variables and the categorical variables are presented as frequencies (percentage). Pearson's correlation test was used to explore the correlation between variables. The independent samples t test was used to compare differences between Indian and French IT professionals.

Table 6.1: Demographic data of the respondents.

		India		France	
		Frequency	Percent	Frequency	Percent
Gender	Female	28	22.95	33	35.87
	Male	94	77.05	59	64.13
Marital Status	Single	24	19.67	25	27.17
	Separated	1	0.82	3	3.26
	Married	97	79.51	57	61.96
	Divorced			7	7.61
Education Level	Bachelor	52	42.62	23	25.01
	Master	64	52.46	66	71.73
	PhD	6	4.92	3	3.26

Table 6.2: Correlations for Mindfulness, Satisfaction at work, important of religions/spirituality, and Happiness of IT professionals in India and France

Variables	1	2	3	4	5
India(n=122)					
1. Mindfulness					
2. Satisfaction at Work	.270**				
3. Importance of Religion	0.084	-0.060			
4. Importance of Spirituality	.329**	.204*	.461**		
5. Subjective Fluctuating Happiness	-.403**	-0.074	0.070	-0.121	
6. Authentic-durable happiness	.606**	.380**	0.041	.287**	-.486**
France(n=92)					
1. Mindfulness					
2. Satisfaction at Work	.425**				
3. Importance of Religion	0.026	0.133			
4. Importance of Spirituality	0.122	-0.105	.232*		
5. Subjective Fluctuating Happiness	-.469**	-.431**	0.063	0.194	
6. Authentic-durable happiness	.595**	.556**	0.071	-0.019	-.655**
**. Correlation is significant at the 0.01 level (2-tailed).					
*. Correlation is significant at the 0.05 level (2-tailed).					

Table 6.3:Independent groups t-tests comparing Mindfulness, Satisfaction at work, important of religions/spirituality, and Happiness of IT professionals in India and France

Variables		N	Mean	SD	<i>t</i>	<i>df</i>	<i>Sig.</i>
1. Mindfulness	India	122	41.17	6.62	1.467	212	0.144
	France	92	39.78	7.17			
2. Satisfaction at Work	India	122	6.66	2.08	0.82	212	0.413
	France	92	6.44	1.95			
3. Importance of Religion ^a	India	122	3.24	1.35	8.428	208.932	0.001
	France	92	1.80	1.15			
4. Importance of Spirituality ^a	India	122	3.82	1.06	2.848	159.004	0.005
	France	92	3.32	1.44			
5. Fluctuating Happiness	India	122	3.80	1.22	1.584	212	0.115
	France	92	3.52	1.41			
6. Authentic-durable Happiness	India	122	4.81	1.01	1.504	212	0.134
	France	92	4.60	1.03			

^a **The *t* and *df* were adjusted because variances were not equal**

6.3.1 India

Zero-order correlation between variables is summarized in Table 2. Satisfaction at Work was significant and positive association observed with Mindfulness ($r=.27$, $p < .01$), Importance of Spirituality ($r=.20$, $p < .05$) and Authentic-Durable Happiness ($r=.38$, $p < .01$). Further, Importance of Religion was significant and positive association observed with Importance of Spirituality ($r=.46$, $p < .01$) and no statistically significant correlation with Mindfulness and Satisfaction at Work. Furthermore, Importance of Spirituality was significant and positive association observed with Mindfulness ($r=.32$, $p < .01$) and Authentic-Durable Happiness ($r=.28$, $p < .01$). Additionally, Authentic-Durable Happiness was significant and positive association observed with Mindfulness ($r=.60$, $p < .01$) and no statistically significant correlation with Importance of Religion. Further, the significant negative correlation observed with Subjective Fluctuating Happiness ($r=.48$, $p < .01$). Moreover, the Subjective Fluctuating Happiness was

significant and negative relation observed with Mindfulness ($r=.40$, $p < .01$) and no statistically significant correlation with Satisfaction at Work, Importance of Religion and Importance of Spirituality.

6.3.2 France

Zero-order correlation between variables is summarized in Table 2. Satisfaction at Work was significant and positive association observed with Mindfulness ($r=.42$, $p < .01$), and Authentic-Durable Happiness ($r=.55$, $p < .01$). Further, the significant negative correlation observed with Subjective Fluctuating Happiness ($r=.43$, $p < .01$) and no statistically significant correlation with Importance of Religion and Importance of Spirituality. Furthermore, Importance of Religion was significant and positive association observed with Importance of Spirituality ($r=.23$, $p < .05$) and no statistically significant correlation with Mindfulness, Subjective Fluctuating Happiness and Authentic-Durable Happiness. Additionally, Authentic-Durable Happiness was significant and positive association observed with Mindfulness ($r=.59$, $p < .01$) and no statistically significant correlation with Importance of Religion. The Subjective Fluctuating Happiness was significant and negative relation observed with Mindfulness ($r=.46$, $p < .01$) and Authentic-Durable Happiness ($r=.65$, $p < .01$) and no statistically significant correlation with Satisfaction at work, Importance of Religion and Importance of Spirituality. Notably, Importance of Spirituality has no statistically significant correlation with Mindfulness, Subjective Fluctuating Happiness and Authentic-Durable Happiness.

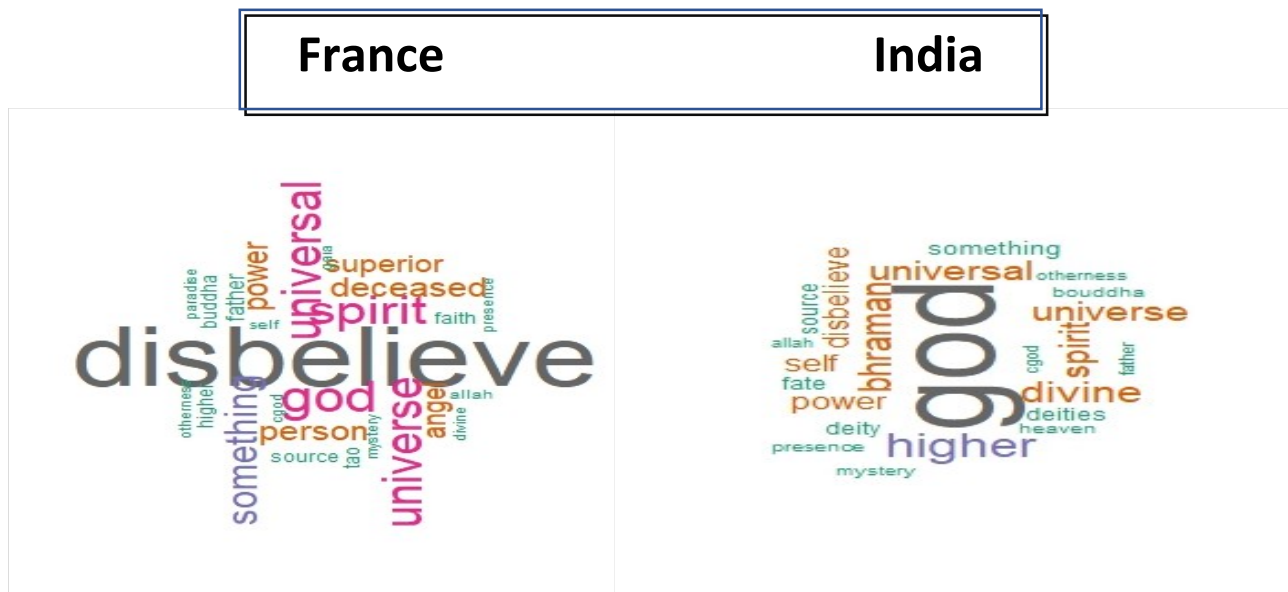
Two independent-samples t-tests were performed to determine whether significant differences existed in Mindfulness, Satisfaction at work, Importance of Religion, Importance of Spirituality, Subjective Fluctuating Happiness, Authentic-Durable Happiness between Indian p and French IT professional. Indian IT professionals ($M = 3.24$, $SD = 1.35$) rated significantly higher ($p = .001$)

on the Importance of Religion when compared with French IT employees ($M = 1.80$, $SD = 1.15$). Further, Indian IT employees ($M = 3.82$, $SD = 1.06$) scored significantly higher ($p = .00$) on the importance of Spirituality when compared with French IT group ($M = 3.32$, $SD = 1.44$). Mindfulness score when compared Indian IT group ($M = 41.17$, $SD = 6.62$) with French IT group ($M = 39.78$, $SD = 7.17$), there is no significant difference. Same trend, no significant difference was observed in the Satisfaction at work compared with Indian IT professionals ($M = 6.66$, $SD = 2.08$) with French IT professionals ($M = 6.44$, $SD = 1.95$). Further, Subjective Fluctuating Happiness and Authentic-Durable Happiness when compared, there was no significant difference. The results are summarized in Table 3.

6.3.3 Word Cloud Comparison

According to French IT professionals the key words that could be used to describe the god was “disbelieve” and “something”. Indian IT professionals word cloud include “god”, “higher and “divine”. Words gleaned from the Indian and French group include “power,” “universe”, and “spirit”. The detail comparison is highlighted in the Figure 1. Even though not a fully precise illustration, these word clouds can be helpful in highlighting the overall representation of responses.

Figure 6.3: Word Cloud Comparison describing the God



6.4 DISCUSSION

In the present study, Indian and French IT professionals were compared on levels of Mindfulness, Satisfaction at work, Fluctuating Happiness and Authentic-Durable Happiness, and importance of Spirituality-Religions. The findings indicated that Indian and French IT professionals did not exhibit difference on levels of Mindfulness, Satisfaction at work, Fluctuating Happiness and Authentic-Durable Happiness. Additionally, the pattern of intercorrelations similarity on Mindfulness, Satisfaction at work, Fluctuating Happiness and Authentic-Durable Happiness, which may be regarded as further indirect evidence of cross-cultural agreement.

The results indicated that Indian IT professionals did exhibit higher levels in importance of Religions and importance of Spirituality when compared to French IT professionals. According to Moberg spirituality and religiosity were principally the creations of exclusive elements in the individual's psychological culture instead of echoes of a common feature of human experience(Moberg, 2002). Individualism-collectivism theory, one of the cultural constructs that have been scientifically verified to capture principal psychological distinctions between countries with divergent cultures(Triandis & Suh, 2002). The cross-cultural psychologists hypothesized that many of the Eastern cultures are collectivistic in nature, while many of the Western cultures are inline with individualistic disposition. France, is shown to be an individualistic society(Insights, 2020). India, is a society with a rather intermediate score of both collectivistic and individualist traits(Insights, 2020). Individuals' spiritual experiences and religion are innately cultural in nature. Hence this may be the explanation for the significant differences in the importance of spirituality and religiosity between Indian and French IT professionals. Religiosity

and spirituality were integral part and a vital factor in the accomplishment of psychological homeostasis(Abu-Raiya et al., 2015).

The paradigm Mindfulness accounts for the ability to present moment attention and awareness(Brown & Ryan, 2003). Further as projected, Mindfulness was found to be a significant correlation with Satisfaction at work, Fluctuating Happiness, and Authentic-Durable Happiness, which is consistent and congruent with prior research relating to the well-being of professionals and mindfulness(Atanes et al., 2015; Luken & Sammons, 2016). Earlier research suggests that mindful employees have the skills to observe and regulate their emotions and managing stressful events(Dubert et al., 2016). The results of the current study provide support for the argument to develop programs that focus on cultivating Mindfulness among IT professionals to enhance psychological well-being and reduce the distress.

Despite the aforementioned, the current study has limitations. The main shortcoming of this study was the cross-sectional nature which limits the causality of variables in the study. A longitudinal and experimental manipulation of the measurements will be required to demonstrate empirically the causal process of the variables. Further, the use of a convenience sample of IT professionals limits the generalizations about the findings. Future studies with a random sample need to include more participants from diverse cultural groups and religious affiliations, the results can be inferred to the general population. Furthermore, the self-report information may also be a limitation, as self-report data can result in response bias. The recommendation for future research is to use additional questionnaires and psychophysiological data-collection methods to support the findings.

6.5 CONCLUSION

The present study aimed to investigate whether there are differences in mindfulness, satisfaction at work, fluctuating happiness, authentic-durable happiness, and the importance of spirituality-religion among IT professionals in India and France. The study found that Indian and French IT professionals did not exhibit differences on most of the measures, but Indian IT professionals did exhibit higher levels in the importance of Religions and the importance of Spirituality when compared to French IT professionals. This suggests that Indian IT professionals may place more importance on religion and spirituality in their lives as compared to French IT professionals. The study's findings are important for several reasons. Firstly, it highlights the importance of considering cross-cultural factors in the study of well-being in the workplace. Secondly, it suggests that despite cultural similarities in terms of work and well-being, there may be cultural differences in terms of the importance placed on religion and spirituality. This information could be valuable for organizations and policymakers in both India and France, who are interested in promoting the well-being of IT professionals. The study's results have implications for future research and practice. For example, future research could examine the reasons behind these cultural differences and explore the cultural and demographic factors that contribute to these differences. Additionally, interventions could be developed that take into account these similarities and differences when promoting the well-being of IT professionals in different cultural contexts.