THE INFLUENCE OF WORKPLACE SPIRITUALITY TO PSYCHOLOGY CAPITAL IN TAIWAN HOSPITALITY INDUSTRY

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Abstract:-
Catering practitioners are different from other industry employees. They don't have two days off on weekdays, and their salaries are lower than other industry. In addition, their competitive pressures higher, staffs lost quickly. So, they often work overtime, and cause great impact on their body and mind. Thus, the purpose of the study is to help solve problem of brain drain, then help some hotels to reduce labor costs. Make hospitality practitioners understand their own mental health, in order to achieve better efficiency. This paper use questionnaire survey method, then throwing a questionnaire to top 300 hospitality companies, and returned 1428 effective questionnaires with the effective returned rate of 47.63%. The results show that workplace spirituality has a very high degree of relationship to psychology capital among hospitality industry's employees.

Keywords: - *Psychology capital, workplace spirituality, hospitality*

I. INTRODUCTION

In hospitality industry has been a big problem of labor turn-over. In Taiwan, according to the research, people who worked in the hospitality industry less 1 year and left away over 50%. Of which, more than 95% staff are automatically leave his job temporarily (Taiwan Executive Yuan, 2010). Besides, scholars pointed that hospitality industry due to long hours, rests are changeful and salaries are lower than other service industry, regulations and labor turn-over rates are more than other industries (Enz, 2001). And, some scholars think that people who work in hospitality industry are always young people, so they don't tend to develop for long times in this industry (Carbery et al., 2003). It can be seen, employee turnover rate is the biggest challenge of the hospitality industry.

For the hospitality industry practitioners, times, pressures, expectations and other factors of conflict, easy makes emotional distress, affecting physical, mental health. Thus, more and more scholars began to study staffs' psychology capital (Contreras, Dreu & Espinosa, 2017). Seligman (2002) consider that psychology capital is a kind of focus on personal strengths and good psychological quality status. That is, psychology capital makes someone more confident, and it can help person more positive. So, personal growth benefits from psychology capital, it make one's own advantage stand out, so that many people are willing to believe him (Premchandran & Pushpendra, 2017).

Yim, Seo, Cho, and Kim (2017), Baron, Franklin, and Hmieleski (2016) all emphasize that psychology capital is an individual positive psychological energy. Although psychology capital belongs to invisible capital, it has a stable personality characteristics, and helps people to cope with stress and resistance, and it can support people through difficult moments in their life (Avey, Luthans, and Jensen, 2009). That is, when people have positive psychology capital, it can help to strengthen the individual, and make people overcome all difficulties. Therefore, many companies and the workplace put it in the selection of talent measurement tools (Luthans et al., 2002), for making people produce positive energy, and work hard.

In other hand, many studies from the individual to workplace to give the unique meaning of the environment and the sense of mission to the direction of work to carry out research, this personal to workplace the subjectively depth reception, and known as workplace spirituality. Organization and managed filed pay much attention to workplace spirituality in recent years. Thus, forming a new research great mass fervor (Claude & Zamor, 2003). Sheng & Chen (2012) considered that workplace spirituality is different from anther individual spiritual because spiritual can find life and deep work meaning from the individual and working relationship. Nandan Prabhu, Rodrigues & Kumar (2017) thought that workplace spirituality is a background phenomenon, aimed to discriminating and establishing the meaning of the workplace, connectivity and transcendence. Thus, it can be seen, workplace spirituality is not as same as personal spirituality, and it focuses on workplace.

And then by the workplace spirituality and psychology capital comprehensive view, both of them emphasize that an individual supposed to have a good mental state, so when faced with anything or tasks, the work can be completed very smoothly. Workplace spirituality can assist personal and spiritual development, but also enable employees to understand the meaning of the work, so that they are willing to devote to the work. Therefore, this study found that the higher workplace spirituality of employees, the higher psychology capital, and supposed that workplace spirituality have positive impact on psychology capital. This study will further empirical studies to understand the relationship between them.

II. Literature discussion
1. Definition and connotation of Workplace spirituality

In capitalist societies, competition generally exist in every organization. Benignant competition brings more and less achievements for corporate organizations, and also goes along with some negative effects at once. Due to the work of the competition, people need to endure amount of work. Many scholars considered humanism over-emphasis on selfhood, easy to cause illiberal and flow in the solipsism, so many scholars began to explore the spiritual level (Daniels, 1988). Some people thought that human beings have spirituality, so can understand the inner heart and value, change own external behaviour. Giacalone & Jurkiewicz (2003) believed that spirituality can draw on workplace, through the work beyond the self, promoting themselves, connecting with other people and providing emotion completeness and joy.

The word workplace spirituality derived from spirituality, and spirituality behaviour that take place in the workplace. Dehler & Welsh (2003) believed that spirituality is one kind of deeper self-awareness, but also a higher level of significance beyond. In recent years, scholars have proposed workplace spirituality is not equal to the individual's spiritual views, workplace spirituality is the relationship between individual and work, and individual explore the life and work deeper meaning in their work (Sheng & Chen, 2012). Garg (2017) also found that workplace spirit had a significant impact on employee commitment, job satisfaction and work life balance satisfaction. Thus, Workplace spirituality has multiple influence on personality and organizations (Moore & Casper, 2006).

Watson et al. (1988) also pointed a good mood playing an important roles in interpersonal interaction. Workplace spirituality allows workers to have a healthy lifestyle and makes people happy (Fry, Vitucci, and Cedillo, 2005). Liang et al. (2017) thought that the spirituality of the workplace has an important influence on the meaning of personal conscious life and mental health. Afsar & Badir (2017) found that workplace spirituality has had a positive impact on person-organization fit and innovative work behaviour. Hospitality employees not only to meet the various requirements of

customers made, but face interpersonal colleagues and supervisors. Therefore, if hospitality industry lead workplace spirituality to the workplace and use it to create joyous atmosphere of the workplace, promote hospitality employees' positive mood and assist hospitality employees in facing various interpersonal challenges and response. So, Williams et al. (2017) found that workplace spirituality has a great influence on the creativity of the employees.

2. The facets of Workplace spirituality

Working life has been gradually integrated into the lives of individuals, and become the focus of life. So we can explore workplace spirituality, employees can feel happy in their work, along with supervisors and other staff of pleasure, body and soul to their integration into their work, in order to achieve good performance. NandanPrabhu, Rodrigues, and Kumar (2017) considered that workplace spirituality is a contextualized phenomenon that seeks to identify and build meaning, connectedness and the sense of transcendence at workplace. Milliman, Czaplewski & Ferguson (2001) confirmed a positive relationship between spirituality and employee satisfaction, the composition of workplace spirituality of their workplace includes the purpose of the community, the relationship between the individual and the value of the organization, the sense of experience and the significance of the work, who found a higher spirituality can produce a high degree of organizational commitment and employee satisfaction and reduce management costs.

Louis W. Fry (2003) found that the spiritual leadership of vision, faith and hope, love and altruism have an impact on the behaviour of subordinates, especially for organizational commitment, and productivity. Some scholars believe that workplace spirituality has two kind of oriented, one is the organizational level of view, the other for the individual level point of view (Milliman, Czaplewski, and Ferguson, 2003). Sheep (2006) emphasized an appeal, the relevant research of workplace spirituality, most of which are constructed in ethical moral inference, all of which need more empirical and theoretical understanding. While Sauerwein (2017) in the study of certified public accountants to confirm the workplace spirituality and ethical sensitivity related. Thus, the exploration of workplace spirituality, whether in the development of the theory, or research methods on the verification, it still has a lot of room for development.

According to the research of Sheng & Chen (2012), the proposed theory divides it into five major dimensions and proposes its own ideas and opinions based on these five major dimensions, including, (1) The meaning of life and value perception: workplace spirituality refers to people inner's spiritual life producing nourishing, which includes the process of the meaning of self-existence, as well as with the external environment of the harmonious feelings, and then produce a sense of responsibility and self-growth and satisfaction. (2) Inner exploration: a kind of internal behaviour, the individual through precipitation and self-reflection and change the thinking point of view, perceive their own inner ambition, and to achieve self-confidence. (3) Establish oneself and help other people: with practice frankness, equality and fraternity, to produce an inclusive, caring and helping behaviour. (4) Beyond experiences: an experience of self-awareness, it needs a flexible or pluralistic environment that provides an individual experience. Thus, in the working environment, if has a variety of interactive contact with people or groups, as well as different experiences of personal experience, it helps individuals develop their awareness of workplace spirituality. (5) Steel one's mind: the individual in the situation of stress and challenge, then promote or guide the individual mind growth and change.

3. Definition and Connotation of Psychology Capital

Psychology Capital is a combination of other academic and which are the measurement tools that based on positive psychology, through positive organizational behaviour. Avey et al. (2011) considered that the person who has rich psychology capital believe oneself can successfully create value, not easy influence by frustration, and willing to lend a handing hand to help those who need help. Rehman, Qiogren, Latif, and Iqbal (2017) found psychology capital and job performance is a positive relationship between, and it triggers synergistic argentic capacity. That is, when person with positive psychology capital, will have a greater motivation on the work, and think that he or she can bring benefits for the enterprise.

Recently, because of the global economic downturn, leading some companies to reduce labor costs, and then layoffs, resulting in increased unemployment. As a result, Chen & Lim (2012) pointed out that the unemployed with higher psychology capital facing unemployment event will take the focus of the problem in response to the strategy easy to produce positive behaviour when searching the jobs. This also responded to Luthans & Youssef (2007)'s thinking, they thought that when people in the process of growth and development, will show a positive state of mind because some frustration or affect factors. Due to this positive idea or behaviour, people will have some motivations and more hard to seek new jobs or be hard-working to achieve self-expectations.

According to the aforementioned, psychology capital makes people pay more attention self-affirmation, and have higher enthusiasms. People who have psychology capital will be more optimistic, thus, psychology capital has an important influence on positivity and affirmation for individuals who can grow themselves (Luthans et al., 2002). Bakker, Lyons, and Conlon (2017) considered that psychology capital mainly focuses on the individual mental level, and strive to show their personal good or positive side, so that they can overcome the setbacks and through the difficult moments of life.

4. The constructs of psychology capital

Psychology capital comes from the positive behaviour of the organization, which is a positive status when individuals growing up. Luthans & Youssef (2007) considered that psychology capital have four constituent elements, including self-

efficacy, optimism, resilience and hope. These four constructs emphasize the individual positive psychological power, is a kind of comprehensive psychological characteristics, especially in the face of adversity self-management skills generated. For the individual, psychology capital is to promote personal growth and performance improvement of psychological resources; but for organizations or companies, psychology capital is an important resource for improving employees' work performance and enhancing organizational competitive power (Rehman et al., 2017).

Among them, self-efficacy also called self-confident, it means that when people encounter difficulties or adversity, and believe them have a belief that able to complete, this faith also has positive predictions about learning effectiveness, interpersonal relationships, job performance (Judge et al., 2007). Optimism, whether it is now or in future, when look upon every things or person, should have positive attitude to face or look forward to a positive outcome. Resilience, means that people strive to go forward to the goal of self, if necessary, by changing the way to achieve the goals. Resilience, also called toughness, when people encounter setbacks or adversities, will have protective measures, resilient ability and beyond their own, then achieve the better performance (Luthans & Youssef, 2007). There are the reasons why more and more enterprises start to find some talented people who need better resistance to stress. After all, if someone don't have resistance to pressure, when encountering the setbacks and wouldn't get up, causing some damages of business.

From the above, many scholars also considered that if employees take the initiative to seek the information of the effectiveness, not only to accomplish some work performance, but to reduce some management costs and enhance organization's effectiveness in order to bring the greater benefits to the enterprise (Liu, 2017). Luthans, Youssef-Morgan, and Avolio (2015) also proposed psychology capital is the individual's positive mental states, composed by higher positive psychological factors, including: self-efficacy, hope, optimism and resilience. Therefore, more and more enterprises and scholars pay attention to the indicator of psychological capital because the talents who have the positive psychology capital bring unlimited benefits to the enterprises.

This study summarizes the theories put forward by Youssef-Morgan & Luthans (2015) and Luthans & Youssef (2007), and divided into four facets: (a) self-affirmation: it means that when someone faces anything, he or she can affirm himself or herself, hold own's belief, that is, a positive state of self-growth. (b) Positive Energy: it means that someone has positive expectations. In other words, when someone faces anything, having affirmative and positive attitude. (c) don't give up: for successful mission trust, it can be said that the extent of the restoring force in the face of anything. That it, when you face anything, believing you can be successful or coming up with a solution that will save you. (d) Goal without limit: face any goals, change the way or goal because of the situation, do not let yourself set the goal, limit you want to succeed desire.

5. The relationship between psychology capital and workplace spirituality
Psychology capital is the feeling of individual mind, including positive and negative psychological feelings. When someone has positive psychology capital, facing any task and work, having good emotion and help an individual to achieve better job achievements. In this study, we can understand that those who have higher psychology capital have a higher self-affirmation of themselves and those who face any task or work will have very high positive energy, efforts to their own set goals. Besides, when they face difficulties or tougher tasks, they will get harder and harder and will not easily compromise because they believe that as long as they convert other methods, they can achieve good results.

Garg (2017) found that workplace spirituality have a significant impact on employee commitment, job satisfaction and work-life balance satisfaction. Workplace spirituality will make an individual have a great understanding of the value of one's life, and help an individual explore the inner self. Besides, it also gives individuals an awareness of being self-employed and giving them good emotion contacts with their colleagues and help each other. When there is good interaction among departments or assistance from each other, then it can produce great benefits between departments. Workplace spirituality also help an individual have a good mental state, and self-spiritual growth, so facing any pressure, it can timely release self-emotion. When an individual face work or tasks, doesn't have negative emotion, resulting in bad benefits.

It can be learned from the above, people who have higher workplace spirituality, when they face anything in the workplace, all have better metal states, and make self-examinations. When individuals have great pressures in the workplace, people who have higher workplace spirituality, also think methods to remove or release pressures, then have positive emotion.

Therefore, this study deduces that in the workplace, when people face any work and task and have higher spiritualties, then their psychology capital will be higher. Rahmati (2017) also considers that individual's spirituality and psychology capital has an important influence. Therefore, this study assumes that: workplace spirituality has a positive impact on psychology capital.

III. Research methods
1. Sampling targets
After the questionnaire was established, then designed the electronic questionnaires. The survey was conducted on the top 300 catering service industries in Taiwan's top 5,000 largest corporations in Chinese credit information agencies were

released as questionnaires, each company sending 10 copies questionnaires to conduct a questionnaire survey, totally are 3,000 and totally recycle 1539. After deducting invalid questionnaires, such as omissions, repetitions and abusive responses, recycle 1428 effective questionnaires with the effective recovery rate of 47.63%.

2. The operational definition of variable

In terms of workplace spirituality, this study refers to the research of Sheng & Chen (2012) and uses the oriental culture to develop the workplace spirituality scale as the research tool of this research. And in terms of the components of psychology capital, this study is based on the theories put forward by Youssef-Morgan and Luthans (2015) and Luthans and Youssef (2007).
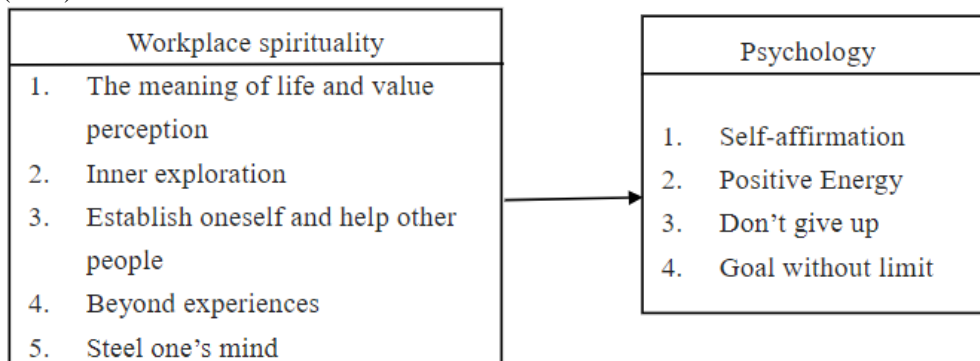

Figure 1 Study architecture diagram

3. Questionnaire design

This study uses a questionnaire survey, the questionnaire is divided into three parts, workplace spirituality, psychology capital and demographic variables. In the design of the workplace spiritual questions, this study mainly refers to Sheng & Chen (2012). This scale consists of five facets, respectively the meaning of life and value perception, inner exploration, establish oneself and help other people, beyond experiences and steel one's mind, totally 27 questions. Psychological capital scale using Luthans & Youssef (2007) prepared by the psychological capital scale, the scale is divided into four factors: self-affirmation, positive energy, don't give up and goal without limit, totally 20 questions. The above scales are based on Likert five-point scale and it uses it to score.

Demographic variables questionnaire design reference Sheng & Chen (2012) Eastern culture point of view of the study. According to the characteristics of the staff to organize seven questions, including: gender, age, marital status, place of residence, education level, type of company, service years.

4. Data processing and analysis methods

This study used descriptive analysis to measure the demographic variables of valid samples. In the aspect of reliability and validity analysis, this study adopts the scale which has been tested, so it should have considerable validity. And this study adopted Cronbach α coefficient to test the reliability. At the same time, this study use independent sample t test and one-way analysis of variance (ANOVA) test whether the background variables have a significant impact. If having statistically significant difference, then using Scheffe ex post facto comparison of statistics analysis method, analysis of the differences between the groups. Finally, this study uses Pearson correlation analysis to examine the relationship between workplace spirituality and psychology capital.

IV. Research and Analysis
1. Characteristics of the sample

This study is based on catering industry practitioners, the following sample structure of the study shown that there are 686 males, 48.0%; females have 724, 52.0%. In terms of age, there are 499 youngsters under the age of 30, 34.9%, 584 youngsters between the ages of 31-50, 40.9%, and 345 over the age of 51, 24.2%. Marital status, there are 650 married people, 45.5%; 784 unmarried people, occupying 54.5%. In the analysis of residential areas, respondents in this study were mostly in central Taiwan, 47.8%; in the north, they accounted for 47.8%; in the south, they accounted for 16%. Educational attainment, there are 429 senior high school or middle school students, 30.0%; 577 college students (professionals) occupy 40.4%; and 422 researchers and 29.6%. In terms of company types, the hotel industry is the majority, accounting for 50.5%; the catering industry occupies 49.5%. In terms of service years, there are 680 employees in 10 years or less, 47.6%, 688 in 11 to 20 years, 48.2%, and 60 in 21 years and 4.2%.

Table 4-1 Sample characteristic distribution table

variable		Number of people	Proportion (%)
Integrity		1428	100
Gender	Male	686	48.0
	Female	742	52.0
Age	Less 30 years old	499	34.9
	31 ~50 years old	584	40.9
	More 51 years old	345	24.2
Marital status	Married	650	45.5
	Unmarried	778	54.5
Residence	Northern of Taiwan	517	36.2
	Central of Taiwan	683	47.8
	South of Taiwan	228	16.0
Education	High school/higher vocational school	429	30.0
	University (professional training college)	577	40.4
	Up graduate school	422	29.6
Type of company	Hotel industry	721	50.5
	Catering industry	707	49.5
Service years	Less 10 years	680	47.6
	11 to 20 years	688	48.2
	More 21 years	60	4.2

2. Reliability and Validity Analysis

This study uses statistical software Excel 2012 and SPSS 2.0 statistical to analysis the data.

1. Validity analysis

    This study's workplace spirituality scale adopts Sheng and Chen (2012) the questionnaire designed and empirically verified by Oriental Culture, while psychology capital scale refers Youssef-Morgan and Luthans (2015) and Luthans and Youssef (2007), and the scale has been tested, so the scale used in this study has good validity.

2. Reliability Analysis

(1) Item-analysis

    This study uses Item-analysis to analyzed the reliability of each question item, and to know that the total correlativity of each item is greater than 0.7, so it shows that all items have good reliability.

Table 4-2 Workplace Spirituality Item-analysis

examination question	Mean	Std. Deviation	Corrected Item - Total Correlation	Cronbach's α
Spirituality 1	3.6401	.88711	.556	.924
Spirituality 2	3.3333	.91140	.600	.923
Spirituality 3	3.2276	.92123	.537	.924
Spirituality 4	3.0896	.89165	.586	.924
Spirituality 5	3.6204	.92018	.536	.924
Spirituality 6	3.4160	.89963	.600	.923
Spirituality 7	3.3039	.86109	.608	.923
Spirituality 8	3.5294	.92606	.566	.924
Spirituality 9	3.2850	.88395	.592	.924
Spirituality 10	3.3557	.85423	.527	.925
Spirituality 11	3.2724	.89967	.636	.923
Spirituality 12	3.6303	.88860	.469	.925
Spirituality 13	3.3768	1.02434	.579	.924
Spirituality 14	3.8109	.84584	.541	.924
Spirituality 15	3.8725	.95108	.430	.926
Spirituality 16	3.7297	.94400	.451	.926
Spirituality 17	3.2647	.98977	.584	.924
Spirituality 18	3.2689	.94663	.647	.923
Spirituality 19	3.5378	.93329	.459	.926
Spirituality 20	3.9601	.87667	.509	.925
Spirituality 21	3.8824	.85707	.529	.924
Spirituality 22	3.8396	.89391	.439	.926
Spirituality 23	3.9097	.85997	.504	.925
Spirituality 24	3.2822	1.03318	.562	.924
Spirituality 25	3.8817	.87997	.500	.925
Spirituality 26	3.5035	.90895	.592	.924
Spirituality 27	3.1905	.95233	.553	.924

Table 4-3 Psychology capital Item-analysis

examination question	Mean	Std. Deviation	Corrected Item - Total Correlation	Cronbach's α
Psychology 1	3.2626	.81529	.659	.924
Psychology 2	3.2290	.81512	.631	.925
Psychology 3	3.2801	.75895	.643	.924
Psychology 4	3.1324	.82361	.603	.925
Psychology 5	3.3775	.80883	.644	.924
Psychology 6	3.3417	.81387	.617	.925
Psychology 7	3.6099	.92301	.635	.924
Psychology 8	3.5035	.93480	.603	.925
Psychology 9	3.4762	.90323	.623	.925
Psychology 10	3.5028	.89026	.574	.926
Psychology 11	3.5602	.85608	.531	.926
Psychology 12	3.4958	.88155	.655	.924
Psychology 13	3.5861	.93233	.567	.926
Psychology 14	3.2703	.83362	.586	.925
Psychology 15	3.2451	.87886	.598	.925
Psychology 16	3.1912	.88624	.578	.926
Psychology 17	3.2136	.79938	.620	.925
Psychology 18	3.2080	.83847	.620	.925
Psychology 19	3.3361	.90806	.536	.926
Psychology 20	3.3950	.85092	.585	.925

(2) All the scale Cronbach's α Analysis

This study uses Cronbach's alpha coefficient to test the reliability of each scale. The test results are shown Workplace spiritual and psychological capital of the subscales and the total scale are more than 0.7, which shows that the reliability of the information in this study.

Table 4-4 Workplace Spirituality reliability analysis

Aspects	Cronbach's α
The meaning of life and value perception	0.870
Inner exploration	0.832
Establish oneself and help other people	0.823
Beyond experiences	0.872
Steel one's mind	0.790
Quantity Meter	0.927

Table 4-5 Psychology capital reliability analysis

Aspects	Cronbach's α
Self-affirmation	0.853
Positive Energy	0.865
Don't give up	0.864
Goal without limit	0.771
Quantity Meter	0.929

3. Background Variance Verification

This study explored the background variables of different people, including gender, age, marital status, residence, education level, type of company, service years.

(1) Workplace spirituality and background variable verification

A As shown, various variables of workplace spirituality have significant differences in gender, education level and length of service, and multiple comparative analysis shows: (a) Gender: beyond the experience of presenting men> women, and steel one's mind shows women> men. (b) Education level: the meaning of life and value perception, inner exploration and establish oneself and help other people of presenting up graduate school> university (professional training college) > high school/higher vocational school. (c) Service years: the meaning of life and value perception, inner exploration, establish oneself and help other people, beyond the experience and steel one's mind shows more 21years> less 21 years.

Table 4-6 Workplace spirituality and background variable verification

Variable	T			F		
	Gender	Marital status	Type of company	Education level	Residence	Service years
The meaning of life and value perception	0.409	3.540	0.025	14.249*	1.575	22.522*
Inner exploration	3.735	1.425	0.022	8.556*	0.289	15.283*
Establish oneself and help other people	0.863	0.121	0.285	10.908*	1.627	16.147*
Beyond experiences	4.116*	1.929	0.007	2.411	0.852	3.691*
Steel one's mind	5.220*	3.802	0.190	2.939	0.640	3.144*

Note: * indicates $p < .05$

Table 4-7 Workplace spiritual and background variables multiple comparative analysis test

Variable	Gender	Marital status	Type of company	Education level	Residence	Service years
The meaning of life and value perception	-	-	-	graduate school> university(professional training college) > high school/higher vocational school	-	more 21years> less 21 years
Inner exploration	-	-	-	graduate school> university(professional training college) > high school/higher vocational school	-	more 21years> less 21 years
Establish oneself and help other people	-	-	-	graduate school> university(professional training college) > high school/higher vocational school	-	more 21years> less 21 years
Beyond experiences	men > women	-	-	-	-	more 21years> less 21 years
Steel one's mind	women> men	-	-	-	-	more 21years> less 21 years

Note: - indicates no significant difference

(2) Psychology capital and background variable verification

Psychology capital of the type of company, residence in Taiwan on the verification of the variables were not significantly different, other instructions are as follows: (a) Gender: men are not easier give up than women. (b) Marital status: people who got married have more positive energy than unmarried people, while the aspects of goal without limit showed that unmarried people higher than married people. (c) Education level: the result showed that the higher education level, the higher the variable of psychology capital. (d) Service years: the result showed that the higher the seniority of service, the higher the variable of psychology capital.

Table 4-8 Psychology capital and background variable verification

Variable	T			F		
	Gender	Marital status	Type of company	Education level	Residence	Service years
Self-affirmation	4.144	3.744	0.302	16.977*	1.040	15.401*
Positive Energy	0.138	11.351*	0.447	5.382*	1.639	6.788*
Don't give up	7.144*	0.825	1.007	21.441*	1.100	26.309*
Goal without limit	2.701	4.679*	2.395	10.899*	1.813	11.310*

Note: * indicates p <.05

Table 4-9 Psychology capital and background variables multiple comparative analysis test

Variable	Gender	Marital status	Type of company	Education level	Residence	Service years
Self-affirmation	-	-	-	graduate school> university(professional training college) > high school/higher vocational school	-	21 年以上 >20 年以下
Positive Energy	-	married > unmarried	-	graduate school> university(professional training college) > high school/higher vocational school	-	21 年以上 >20 年以下
Don't give up	men > women	-	-	graduate school> university(professional training college) > high school/higher vocational school	-	21 年以上 >20 年以下
Goal without limit	-	married > unmarried	-	graduate school> university(professional training college) > high school/higher vocational school	-	21 年以上 >20 年以下

Note: - indicates no significant difference

4. Pearson Correlation analysis

In this study, Pearson correlation analysis was used to test the relationship between aspects of workplace spirituality and psychology capital. All aspects of workplace spirituality and psychology capital showed significant positive correlation.

Table 4-10 Pearson Correlation analysis

Pearson correlation coefficient		Psychology capital			
		Self-affirmation	Positive Energy	Don't give up	Goal without limit
workplace spirituality	The meaning of life and value perception	.563*	.478*	.376*	.460*
	Inner exploration	.630*	.444*	.466*	.582*
	Establish oneself and help other people	.594*	.559*	.404*	.585*
	Beyond experiences	.341*	.454*	.193*	.352*
	Steel one's mind	.335*	.389*	.198*	.305*

Note: * indicates p <.05

V. Conclusion
1. Research conclusion
In recently, the tourism industry in Taiwan has flourished. As a result, many tourists come to Taiwan for tourism. Additionally, B & Bs and hotels have been aroused, resulting in considerable competition in the hotel industry pressure. Besides, the catering industry has long working hours, irregular vacations and lower salaries than other service industries, and the requirement is more than other industries. Thus, employee turnover is higher than in other industries (Enz, 2001). The purpose of the study is to understand the impact of Taiwan's hospitality industry practitioners' workplace spirituality and psychology capital, and to help enterprises improve employee turnover.

The sampling of the research showed that workplace spirituality verification of the various variables, beyond the experience of presenting men> women, and steel one's mind shows women> men. This may be because men pay more attention to transcendence, while women valued steel one's mind. The meaning of life and value perception, inner exploration and establish showed that the more educated people are, the more they value their inner exploration and the establish oneself and help other people. Due to the higher level of education were more concerned about internal thinking. The meaning of life and value perception, inner exploration, establish oneself and help other people, beyond experiences and steel one's mind of the workplace spirituality shows that those who have more than 21 years of service experiences greater than the people have less 20 years' service experiences.

In the verification of the background variables of psychological capital shows that men are not easier give up than women, it may be because men are more confident in their tasks and have higher self-confidence. In terms of marital status, people who got married have higher positive energy than unmarried, while the aspects of goal without limit showed that unmarried people more higher than married people. It may be because married people have family support so they hold relatively positive energy; however, unmarried people may be less responsible for their family, so their goal without limit. Besides, the people who have higher education or the higher service years, all the variable of their psychology capital be higher. It may be because the people who have higher education or the higher service years, the higher the level of psychological maturity they have, so the higher the variable of psychological capital.
There is a significant positive correlation between all factors of spirituality in the workplace and those of psychology capital, which shows that workplace spirituality and psychology capital has an important influence. Therefore, if we want to enhance the psychology capital of employees, we have to emphasis the development of employees' workplace spirituality.

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