Meaningful Work and Employee Prosocial Behaviour in the Hospitality Industry of Federal Capital Territory, Abuja, Nigeria

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Abstract

This study evaluates the connection between meaningful work and employee prosocial behaviour in the hospitality industry of FCT, Nigeria, using selected hotels operating within the federal capital territory, Abuja, Nigeria. Specifically, it looks at the association between the predictor variable of meaningful work and the construct of employee prosocial behaviour (volunteering, information sharing, and helping coworkers). A total of 2728 staff working in the selected hotels registered with the Federal Capital Territory Tourism Department (FCTTD) constituted the target population for the study. It is a cross sectional study and Taro Yamane's sample size determination formula was used to arrive at the sample size of 348 with the application of systematic sampling technique for the selection of the sample elements. The measure instrument for data collection was the structured research questionnaire. Furthermore, the study applied descriptive statistics in analyzing the univariate distribution for each of the variables, while the bivariate association of the variables were analyzed using Spearman's rho rank order correlation coefficient. The findings from the study indicate strong and affirmative association between the variables of study. From the results obtained, it was concluded strongly that meaningful work correlates with employee prosocial behaviour. The study therefore recommended among others that management should channel efforts towards creating a work environment that promotes employee prosocial behaviour. They should evolve the kind of business environment that makes employees experience meaningfulness which results in their engagement in extra role activities.

Background to the Study
Globally, business landscape in this modern society is proven to be more herculean and demanding. This has resulted in deliberate moves by organizations to make survival a priority by shifting focus from mere profit generation to searching for alternative and more advanced ways of doing business in the competitive global business environment. The significant role of the human factor as an essential resource for organizational growth and development has become imperative, necessitating much emphasis on the behaviour of employees in the workplace, adjudged vital for the continuous existence and performance of organizations in the global business space (Daniel, 2015; Latin & Aziz, 2018). Bearing this in mind, organizations that are in tune with contemporary happenings in the business world now look beyond employing any available employees. Rather, they seek for employees who can manifest resilience, innovativeness, and creativity, perform extra role by engaging in other activities not limited to the employee's assigned responsibilities but considered beneficial to the organization and other employees in the workplace.

While human resource engagement has been widely viewed by organizations as critical to survival, growth and development, the contending issues now stem from employee's unwillingness to share information with their colleagues, help coworker and even volunteer to carry out task outside their assigned duties. This negative attitude found among employees in the workplace could be attributed to their feeling of job dissatisfaction, inadequate welfare package and other incentives, unnecessary delay in their promotion, feeling of unfairness and favoritism in handling complaints as it affects employees among other issues. These obviously have been noted to adversely influence customer service delivery (Sommerfeld, Krambeck, & Milinski, 2008) and further results in low employees' performance in the work environment (Nwachukwu, 1988). The experience of uncaringness by managers towards employees also discourage them from engaging in extra role activities which scholars like Brief and Motorwildo (1986) and Katz (1964) describe as a form of employee prosocial behavioutr.

The term Prosocial behaviour is a concept that is receiving much attention, especially from the management parlance as seen in studies conducted in parts of the globe such as western and Asian continents (Brief & Motowildo, 1986; Organ, 1988), affirming its significant role in increased human resource commitment in organizations (kanka, 2008; Mitonga & Cilliers, 2016). Employee's prosocial behaviour in the workplace is seen as extra-role undertaken to help coworkers in the organization complete their assigned task, while also demonstrating aid towards the corporation (Smith, Organ & Near, 1983). Achieving employee's prosocial or extra-role behavior comes with a price of encouragement in the workplace from the management of all sectors, including the hospitality environment such as hotels. The accruable benefits to individuals and organizations have necessitated scholars embarking on both empirical and qualitative studies on how to harness prosocial behaviour in employees.

Silvia, Alessia, and Laura (2016) examined influence of quality work life on managerial aid in helping prosocial behaviour, with age as moderating factor. The independent variables positively predicted helping behaviour towards coworkers. Novitasari, Kartini and Pontoh (2018) investigated connectivity between spirituality at work cum performance in the work environment. Result of their research showed spirituality experience in the workplace measured by meaningful work influences organizational performance. Belwalkar, Vohra, and Pandey (2018) determined connectivity between spirituality at work, work fulfilment, and employee positive behaviour. It examined the elements of spirituality at work on meaningfulness and motive in work, identification of inward life and interconnectivity with employee prosocial behaviour, moderated by the job fulfilment experience by workers in the realm of a private sector bank in India. Analysis of quantitative data showed affirmative association between the variables of study.

It is pertinent to note at this point that employees' perception of work meaningfulness can either inspire or discourage them from engaging in extra role behaviour. While several studies have been conducted on prosocial behaviour, very few research such as Belwalker, et al. (2018) discussed on the relationship between meaningful work and employee prosocial behaviour, stemming from different geographical domain. The constructs of meaningfulness and employee prosocial behaviour with emphasis on employees in the hospitality sector has rarely been researched, indicating existing of research gap that need to be filled. In order to address the gap in existing literature on the constructs, this work intends to add to knowledge by studying the association between meaningful work and employee prosocial behaviour in the Nigerian hospitality industry, using hotels in the Federal Capital Territory, Abuja.

Conceptual Framework
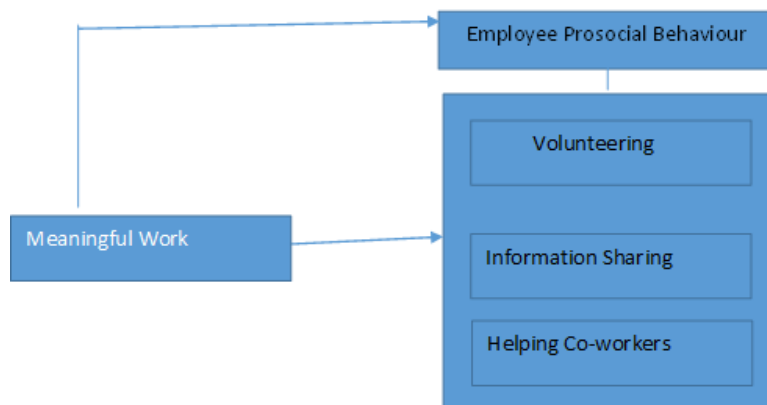
Figure 1: Conceptual Framework for Meaningful Work and Employee Pro-social Behaviour **Source:** Author's Conceptualization, 2021

Aim and Objective of the Study
The research seeks basically to evaluate the association between meaningful work and employee prosocial behaviour in the hospitality industry of FCT, Nigeria. Specifically, the objectives are:

i. To ascertain the association between meaningful work and volunteering in the hospitality industry of FCT, Nigeria.
ii. To establish the association between meaningful work and information sharing in the hospitality industry of FCT, Nigeria.
iii. To evaluate the association between meaningful work and helping coworkers in the hospitality industry of FCT, Nigeria.

Research Question
The following research questions are designed to agree with the study objectives and to also provide a premise for actualization of the study. The research questions are stated thus:

i. To what extent is the association between meaningful work and volunteering in the hospitality industry of FCT, Nigeria?
ii. To what extent is the association between meaningful work and information sharing in the hospitality industry of FCT, Nigeria?
iii. What is the association between meaningful work and helping coworkers in the hospitality industry of FCT, Nigeria?

Research Hypotheses
The hypothesized statements for this research are obtained from the operational relationship existing between the variables of meaningful work and measures of employee prosocial behaviour. They are stated below:

H_{01} There is no significant association between meaningful work and volunteering in the hospitality industry of FCT, Nigeria.

Ho_2 There is no significant association between meaningful work and information sharing in the hospitality industry of FCT, Nigeria.

Ho_3 There is no significant association between meaningful work and helping coworkers in the hospitality industry of FCT, Nigeria.

Literature Review
Theoretical Underpinning: The research was premised on social exchanges theory propounded by Blau (1964) which notes that employees respond positively towards the organization when they are favourably treated. Blau expressed social exchange theory as individuals' willing actions that are encouraged by the returns from others as required. The social exchange theory is relevant to this work in view of the fact that, it explicitly shows that employees at every time, will be willing to reciprocate supports, payback received from coworkers at the workplace under a very meaningful work atmosphere. The imperative of the theory to this study is further demonstrated as the work shows that social exchange behaviour is naturally manifested towards colleagues when the work they do, give them meaning through satisfaction and achievement of purposeful life.

This assertion is in line, owing to the fact that social exchange results in feelings of obligations, appreciation and trust which further evolve a framework for solidarity and order without necessarily having a contract that is binding (Yoon and Suh, 2003). Relating the social exchange theory to the present study, the research opinionates that organizational managers provide work environment that promotes and encourages workers exhibition of spirituality through the instrumentality of fairness, and job satisfactions among other factors which stimulate employee pro-social behaviour with its resultant effect on enhanced performance, competitiveness, growth and viability in the long turn.

Meaningful Work
This concept of meaningful work as an element of workplace spirituality talks about work itself. How employees see the work he/she does been Pleasurable, interesting, satisfying, appealing and how he/she is successful in achieving the purpose of life so desired. Zaidi, Ghayas, and Durrani (2019) expressed meaningful work as work itself and its content; which involves vividness of roles and freeness of conflicts in terms of role designation, a job that employee derives satisfaction and quite personally interesting and meaningful to him/her, a job that allows feeling or skill utilization and capabilities, growth possibilities, different kind of task, decision making autonomy, absence of monotony and physical fatigue as a result of being engaged in work, positive performance appraisal of the work done by employee. Meaningfulness of work is purpose oriented, and it is accorded the highest value when compared to employee's desire for material gains associated with job (Thomas, 2009). According to Fry (2003), it entails revitalizing oneself through the instrument of one's talents and potentials. Having a purposeful life is manifested by the extent of importance one feels for his/her life (Steger, Frazier, Oishi, & Kaler; 2006). Meaningfulness of work is purpose oriented, and it is accorded the highest value when compared to employee's desire for material gains associated with job (Thomas, 2009). According to Fry (2003), it entails revitalizing oneself through the instrument of one's talents and potentials. Having a purposeful life is manifested by the extent of importance one feels for his/her life (Steger et al, 2006). It is viewed as a positive and psychological trait and strength of an individual (Selignman and (Sikszentinihalyi, 2000) which results in one's continues growth and recovery from negative events.

It is observed that the moment an employee sense meaning in the work he/she does, there is the tendency of such employee finding motivation or being energized to work harder with the aim of attaining greater level of performance that will invoke job satisfaction, self-satisfaction and psychological well-being. Employee finding meaning at work has been seen to have affirmative relationship with employee retention and identifications (Cardadorr et al., 2011), and work identification (Wizesniewski, 2003). El-Kholy and El-Dahshan (2020) sees meaning at work as a cardinal feature of spirituality at labour which involves one having that meaning orientation and purpose with work employee engages in. It equally has to do with the day-to-day interrelatedness that exist between personnel and the work they do at the personal level. This variable of spiritualty

at work shows the extent individuals in the workplace get involved in deep interaction with daily activities. It is also premised on the assumption that every employee in the workplace is intrinsically motivated with the desire to get committed to work which promises meaningfulness to an employee and to others (Ashmos & Duchon, 2000). Steger, et al., (2012) established meaningfulness as work that is very important and positively meaningful to an employee. Relatedly, employees are bound to place high premium on the work they are involved in, with a report of greater job satisfaction (Harpaz & Fu, 2002). Just as Kamdron (2005) noted in his empirical study on the subject, "work is often an important source of meaning in life as a whole.

Employee Prosocial Behaviour
Brief and Motowildo (1986), gave a striking, practically understandable definition by suggesting the following: "pro-social behaviour is behaviour which is (a) performed by a member of an organization, (b) directed towards an individual, group, or organization with whom he or she interacts while carrying out his or her organizational role, and (c) performed with the (intention of promoting the welfare of the individual, group, organization towards which it is directed". There is also the employee pro-social behaviour that is viewed as role encapsulated while others are pro-social (Brief & Motowidlo, 1986). Role encapsulated prosocials behaviour are prosocial behaviour exhibited by employees in the workplace that are organizationally specified. That is, it is a well-defined job description that takes the form of pro-social actions or behaviours. For instance, jobs in the helping professional such as psychotherapy and counseling, specified roles flowing from the activities of a retail salesclerk who has been directed to observe courtesy and helping attitude towards customers are all role encapsulated prosocial behaviour. Also, is the executive who has been instructed to mentor newly recruited workforce in the organizational. Activities which are considered affirmative that are not officially assigned to employees as job to be carried out but yet executed by employees are what Brief and Motowidlo (1986) mentioned as extra –role behaviour. They classified extra-role behaviour into those considered functional and the ones considered to be dysfunctional to the workplace.

The performance of extra-role behaviour entails; cooperating with coworkers, making suggestions that have to do with improving performance and activities of the organization, organizational protection from dangers among others and activities of the organization (Katz, 1964). Extra-role behaviour is taken to be dysfunctional when it benefits the targeted individual personally but with a cost implication on the organization. Examples include helping colleagues in a way that is detrimental to the organizational efficiency, the same time beneficial to the coworkers whom it is directed at (Brief & Motowidlo, 1986).

Volunteering
Volunteering simply entails taking actions/ steps when necessary, with a view to correcting non-standard situations to secure the workplace from unforeseen occurrence. It is posited by penner (2002), that volunteering is a form of helping individuals,

coworkers or the organization which is not compulsory. It is a practice that ensues in a formal organizational setting. In a supportive effort, Pearce and Amato (1980) argued that volunteering is one terminal point considered to be planned and official form of rendering help to people. Research conducted (Penner, 2002) on antecedent of volunteer activities basically focused on two approach which are motivation and the disposition approaches. Volunteering as a measure of prosocial behaviour is expressed differently and also has unique connotations in different countries and culture (Dekker & Halman, 2003). Wilson (2000) defined volunteering as any activity in which an individual invests his/her own time freely with the primary aim of benefiting others. It is usually without payment negotiation and also not obligatory, but however takes place within the context of an organization. Even though there is no negotiation of payment, volunteers are not precluded from whatsoever benefit that comes out from the work. Volunteering covers a wide spectrum of activities, which could be influenced by different and self-efficacy belief traits, and values. To further bring the term to light, it is pertinent to consider the action of volunteering in two perspectives: prosocial or helping perspective and community involvement perspective (Vohra & Bathini, 2014). Gutierrrez & Mattis (2014) posited that "Volunteerism is all about employee's volition involvement in unpaid work, prevailing within the context of the organizational scope and carried out with the sole aim of making other people's life better. Volunteering has significant benefit both to the giver of the help and to the receiver of the help. Some of such gains involve: self-esteem, functional ability, life satisfaction, and self-rated health (Wilson, 2000).

Information Sharing
Information sharing is conceptualized as pro-social behaviour which an employee (s) act to benefit another employee which may or may not be with reciprocal intension. Reciprocity reflects the act of sharing with people who are perceived to have displayed generosity in returns (Warneken & Tomasello, 2013; Hay, Castle, Davies, Demetriou, & Stimson, 1999; Feldmon, Bamberer, & Kanat-Maymon, 2013).

Employees in the workplace could become engaged in sharing behaviour when the management encourages such pro-social act, considering its benefits to both the organization and to coworkers and others. Organizational support for employee sharing information with coworkers is shown to have positive association with individual's view about the culture of information sharing in the workplace, for example, individual's trust, experts' personal desire to assist others. Employees engaging in information sharing in the workplace are an important aspect of evolving information-centred competitive merit (Argot & Ingram, 2000; Cohen & levinthal, 1990). Information sharing in the workplace is a mutual exchanges involving employees sending and receiving information which can enable coworkers accomplish organizational task, and also directly help the organization in terms of creativity and innovativeness for enhanced performance and goal achievement. Hooff & Weenen (2004) posited that it is basically a relation act which entails communicating knowledge owned by one person to others while also taking knowledge from other people. Organizational success and vitality are anchored on employee knowledge of what is before him/her as a task to accomplish.

Sharing of knowledge is considered daily routine activities in the work environment, whether the workplace has a vivid procedure on knowledge sharing or not. Through the practice of sharing, employee's knowledge is converted into organizational knowledge which in turn adds value to the organization's prosperity. Furthermore, knowledge shared brings about new product generation improved service delivery which results in increased profitability (Bock, Zmud, Kim & Lee, 2005). It is deduced that the more people owned the same information shared, the more opportunity become available to use the information provide (Cabrera & Cabrera, 2005). Individual knowledge sharing is a face-to-face interaction on the information to others. While at the organizational level, it involves capturing, storing and making available to all members of the organizational (Lin, 2007).

Helping Co-workers
Helping coworkers adds value to group performance and contributes towards efficiency and effectiveness of the organization and workers welfare. Borman and Motowidlo (1993), add that employee engagement in helping behaviour also increase the organization's competitive advantages and enjoy high rate of association fulfilment for themselves (Hoptions, 2016), Turnispeed (2002), argued that the tendency for an employee to voluntarily reach out to other coworkers in the workplace to assist in completing assigned tasks have vital ethical component, in view of the fact that the impression of being good flows from workers, ethics and values. Efforts have been made by research to establish possible variables which either encourage or frustrate the possibility of employee engaging in helping act (Deckop, Cirka, & Andersson, 2003; Tang, Sutarso, Davis, Dolinski, Ibrahim, & Wagner, 2008). Meanwhile, earlier studies by scholars address various factors, capable of promoting employee helping behaviour, which include pro-social and intrinsic motives (Choi, and moon, 20016; Tang et al., 2008). Employees exhibition of helping behaviour that is directed at coworkers are seen to be intrinsically related with organizational ethics. For instance, individuals in the workplace who are perceived to be more ethical seem to get involved in prosocial acts to a certain higher degree than those who are seen as been less ethical (Turnispeed, 2002).

Meaningful Work and Employee Prosocial Behaviour
Meaningful work as a variable of spirituality at work, truly motivates employees in the workplace to engage in prosocial act that benefit coworkers. Research have adopted the theoretical postulation of Ashmo and Ducho (2000), to conceptualize what meaningful work is all about in the realm of spiritualty. Researchers appreciate the fact workers all have life which needs nourishment and is nourished by being engaged in a work that gives meaning which occurs within the realm of community (Duchon & Plowman, 2005). It is instructive to note that management can create a spiritualized work environment which allows employees' meet their needs as it relates to experience meaningfulness, inward life, and connectedness to be achieved (Albuqueque, Cunnha, Martin, & Sa, 2014; Ahmad & Omarr 2016; Daniel, 2015).

Meaningful work as a factor of spiritualty encompassed cognitively meaningfulness of tasks, but also employee experiencing work which gives joy, connecting employees to more benefits and other necessities employees see as being vital to their lives (Duchon & Plowman, 2005). When an employee feels good or experiences joy in the work he/she does, such individual can engage in extra role acts. In as much an employee feels good and derives meaning in the work, the tendency for such employee to begin helping coworkers is most likely sure. Reason is because, the employee's feeling is positive towards the work. If an employee derives warm feeling, engagement in extra role activities can enhance that mental state and further sustain the affirmative mindset. Krishna-Kumar and Neck (2002) posited that spirituality at work improves workers 'motivation which flows from within by way of invoking a sense of employee fulfillments and improved morale. This no doubt is an estate where employee in organization experience inward life, joy and meaningfulness which has potency of evolving employee extra role acts that coworkers in the organization tend to benefit. Employees' experience of spiritualty at work is often linked to staff belief, goals, and practices, connected to meaningfulness of work (Dehler & Welsh, 2003). Relatedly, people who possess high level of spirituality may indulge in prosocial acts as a result of the values, or enjoyment they derive from the work itself (Dehler & Welsh, 2003; Milliman, Czaplewski, and Ferguson 2003). It is noteworthy that prosocial behaviour is driven by employees' positive attitude towards job (Moorman and Harland, 2002). Also, employees who view work as giving them meaningful may likely develop more willingness to work and also add value to their job because of the emotional attachment. This assertion could be explained by the Psychological Ownership theory, which holds that people seem to get more attached to any target when they identify strongly with it (Pierce, Kostova, & Dirks, 2003). Therefore, workers with meaningful job may be ready to help coworkers in their workplace.

Methodology
The study adopts a cross-sectional survey while embarking on this investigation. Descriptive and analytical study designs was used to show the association between the predictor variable of meaningful work and the criterion variable of employees' prosocial behaviour, in line with the view of Ahiauzu & Asawo (2016). The researcher used 368 registered hotels with Federal Capital Territory Tourism Department (FCTTD), FCT, Abuja, Nigeria to constitute the population for the research. An aggregate of 2728 full time and part time employees of selected 16 hotels situated within the FCT, categorized as 4- and 5-star hotels with 100 rooms and above formed the target for the study. The reason for the choice of these hotels was in tandem with basic star rating attributes considered as yardstick for overall assessment of hotels either by private/professional organizations or government establishments. Some notable qualities considered before arriving at these hotels include the service quality, quality of room facilities, hotel ambience and business service mix. The sample size of 348 was arrived at with the aid of Taro Yamen's formula which offers a more comprehensive way of sample size determination, and the assumption of error precision is tied to the confidence interval.

Table 1: Cronbach Reliability Analysis

Variables	Dimension/Measures	No of Items	Alpha Coefficient
Meaningful Work		6	.964
Employee Prosocial			
Behaviour	Volunteering	5	.970
	Information Sharing	5	.946
	Helping Co-workers	6	.962

Source: Data Result, 2021

From the table above, the instruments used to measure the variables of study all have very high alpha coefficient that is above the recommendation value by Nunnally (1978), who posits that an alpha coefficient value of .70 is appropriate for social science research. The results reflect a very strong level of consistency and clarity of the indicators which suggest that the instrument can be replicated in other related fields using similar parameters.

Data Results

The questionnaires distributed were retrieved and subsequently checked for mutilations, double-ticking and other discrepancies that invalidates them. After the sorting, 324 out of 348 of the data were found usable for the analysis, representing 93%. The data were then coded in the format that allows SPSS software run the analysis.

Univariate Analysis

Table 2: Descriptive Results on the Independent Variable

	N	Minimum	Maximum	Mean	Std Deviation
Meaningful Work	324	6.00	28.00	9.1975	4.20502
Valid N (listwise)	324				

Source: Author's Computation, 2021

From the descriptive result analysis as shown on table 2 above, meaningful work has a standard deviation value of 4.20502 with a mean score greater than 4 which indicates that it is evenly distributed. It shows that employees consider meaningful work as characterizing their organizational practice and behaviour towards their work in the hotels.

Table 3: Descriptive Results on the Dependent Variables

	N	Minimum	Maximum	Mean	Std. Deviation
VN	324	5.00	23.00	7.0216	3.24579
IS	324	5.00	24.00	8.0617	3.55443
HC	324	6.00	28.00	9.4660	4.03799
Valid N (listwise)	324				

Source: Author's Computation, 2021

From the descriptive result analysis as shown on table 3 above, helping coworkers has the highest variation amongst the measures of employee prosocial behaviour with a standard deviation value of 4.03799 while volunteering has the least with a standard deviation value of 3.24579. In addition, with the dependent variables scoring mean scores greater than 3 also indicate that the distribution is very good. It further alludes to the fact that employees involving in prosocial behaviour is a function of work meaningful their job is to them.

Bivariate Analysis
Table 4: Spearman's Correlations result on Meaningful Work and Volunteering

<div align="center">Correlations</div>

		Meaningful Work	Volunteering
Meaningful Work	Correlation Coefficinet	1.000	.920**
	Sig. (2-tailed)	.	.000
	N	324	324
Spearman's rho			
Volunteering	Correlation Coefficient	.920**	1.000
	Sig. (2-tailed)	.000	.
	N	324	324

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

Source: Author's Computation, 2021

From table 4 the rho-value of 0.920 shows that meaningful work has an affirmative and a very strong influence on volunteering in the hospitality industry of FCT, Nigeria.

Table 5: Spearman's Correlations result on Meaningful Work and Information Sharing

Correlations

		Meaningful Work	Information Sharing
	Correlation Coefficient	1.000	.963**
Meaningful Work	Sig. (2-tailed)	.	.000
	N	324	324
Spearman's rho	Correlation Coefficient	.963**	1.000
Information Sharing	Sig. (2-tailed)	.000	.
	N	324	324

**. Correlation is significant at the 0.01 level (2-tailed).
Source: Author's Computation, 2021

From table 5 the rho-value of 0.963 shows that meaningful work has an affirmative and a very strong influence on information sharing in the hospitality industry of FCT, Nigeria.

Table 6: Spearman's Correlations result on Meaningful Work and Helping Coworkers

Correlations

		Meaningful Work	Helping Coworkers
	Correlation Coefficient	1.000	.957**
Meaningful Work	Sig. (2-tailed)	.	.000
	N	324	324
Spearman's rho	Correlation Coefficient	.957**	1.000
Helping Coworkers	Sig. (2-tailed)	.000	.
	N	324	324

**. Correlation is significant at the 0.01 level (2-tailed).
Source: Author's Computation, 2021

From table 6 the rho-value of 0.957 shows that meaningful work has an affirmative and a very strong influence on helping coworkers in the hospitality industry of FCT, Niger

Discussion of Findings
Meaningful Work and Employee Prosocial Behviour
A view at all the hypothesized statement that were tested under meaningful work all showed strong and positive associations. From the result, there is a very strong and

affirmative association between meaningful work and volunteering in the hospitality industry of FCT, Nigeria. The findings support the work of Dehler and Welsh (2003) who contend that employees' experience of spir/tualty in work environment is connected to their belief, goals and practice, connected to meaningfulness at work. Similarly, Omoto and Synder (995) posit that self-motivation predicts volunteering. The reality that when employee deriving satisfaction in the work, he /she does culminate in the display of prosocial acts by way of volunteering to do things beyond what is assigned cannot be disputed, and that is what the result has so far demonstrated. In any organization when employees experience that the job they do is fulfilling their purpose in life, they can go all out to voluntarily engage in activities which favours coworkers. Albuquerque et al., (2014) support this position by asserting that work meaningfulness as an element of spirituality encompasses cognitively meaningful tasks, but also employee experiencing work that gives joy, linking workers to higher benefits and things they see as being important to life. Krishnakumar and Neck (2002) added that spirituality at work advances workers inner drive via individual fulfilment and improved morale which cause workers to engage in volunteering activities. It therefore means that when employees in the workplace experience meaningfulness by way of job satisfaction, they can go the extra mile of volunteering to do jobs beyond their assigned responsibilities to the overall benefit of the organization and colleagues.

The second result shows a very strong and affirmative connection between meaningful work and information sharing in the hospitality industry of FCT, Nigeria. This result collaborates the findings of Lee (2013), who established that the action of information sharing in the hospitality industry has the capability of evolving and promoting organizational innovation and innovative performance (new service creation, enhanced organizational performance), resulting in organizational success. Information is germane for any organization to make in-road into new discoveries through innovation and creativity to have competitive edge over its rivalries in the business landscape. A progressively inclined organization would therefore ensure that it creates that workplace setting which make employees achieve sense of meaning by way of job satisfaction in what they do, ostensibly to encourage their engagement in prosocial act of sharing information which eventually benefit coworkers. Van Dyne & Pierce (2004), added that workers who view their work as been meaningful to them may likely develop more willingness to work and also add value to their job because of the gain they acquire via knowledge shared. Cabrera and Cabrera (2005) supported the outcome of this hypothesis by noting that the more people owned the same information shared, the more opportunity becomes available to use the information shared to the benefit of coworkers and the organization. These assertions are indicative of the fact that with employees experiencing meaningfulness at work, they would be more willing to share information that is relevant both to the organizational success and coworkers.

The third result asserts a very strong and affirmative association between meaningful work and helping coworkers in the hospitality industry of FCT, Nigeria. This finding supports the result of Choi and Moon (2006), who argued that employees' intrinsic

motivation promotes helping behaviour in organizations. The outcome of this result depicting the existence of significant relationship between meaningful work and helping coworkers. The act of prosocial behaviour is a demonstration of the reality that when people feel satisfied with the work they do, derive purpose in life, they could go to any extent in helping their colleagues accomplish tasks assigned to them. Besides, organization stands to benefit from the outcome of such prosocial act. Podsakoff, Ahearne, and MacKenzie (1997) in a similar view opined that when employees in the workplace engage themselves in helping behaviour, they boost the quantity and quality of peer performance. In same vein, Tang et al., (2008), added that helping coworkers add value, not only to group or peer performance but also contributes towards effectiveness of the organization and employees' own well-beings. However, scholars like Netemeyer, Boles, and McMurrian (1996) had contrary argument as to the smooth relationship between meaningful work and employee engaging in helping behaviour. They argued that work itself may be meaningful to an employee because of the gains derived, however, when there is work conflict with family demands, it could dissuade employee engaging in helping behaviour. However, the implication as seen from the opinions of scholars is that employees help their coworkers when they derive joy and satisfaction in the job they do.

Conclusion
Primarily, the study ascertained empirical association between meaningful work and employee prosocial behavior in the hospitality environment in the FCT. It has therefore raised questions in line with the study objectives and generated data based on them. From the data generated and analyzed, there were clear cut findings which indicate connections between meaningful work and the variables of volunteering, information sharing and helping coworkers as measures of employee engagement in extra role behaviour in the hospitality industry of FCT, Nigeria. Considering the results obtained, it was concluded strongly that meaningful work correlates with employee prosocial behaviour.

Recommendation
  i.   Management of hotels should promote a work climate that make employees experience meaningfulness. In this way, employees could be encouraged to go beyond their assigned responsibilities in terms of volunteering for coworkers.
  ii. In same vein, it is pertinent that management evolves a workplace setting that allows for meaningful work. This eventually leads to positive behaviour among employees that result in information sharing with colleagues. Employees will naturally want to engage in prosocial behaviour when they derive satisfaction in what they do and are also able to achieve purposeful life.
  iii. Furthermore, it is recommended that management creates a meaningful work environment to motivate workers' engagement in helping behaviour. The gains transcend beyond coworkers in the organization.

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