Biblical Research for Contribution and Innovation

Scriptural perspectives relating to the empirical model in which work training, work motivation, leadership and communication are predictors of work environment

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Prior to the passageway of wrongdoing, Adam appreciated open fellowship with his Creator; and since man isolated himself from God by offense, humanity has been cut off from this high benefit. Nevertheless, by the arrangement of recovery, a way has been opened whereby the occupants of the earth may in any case have association with paradise (Gould White, 1888). Numerous variables influence the exhibition of employees at work, among them, working condition. To accomplish activity adequately and productively requires the presence of a workplace fit for supporting the execution of work (Chandra & Priyono, 2015). Furthermore, the workplace represents a significant arena in life for most adults. A distressing or hurtful event at the workplace may therefore have profound consequences for employees (Birkeland, Nielsen, Knardahl & Heir, 2015). Consequently, an agreeable, safe and cheerful workplace, where everyone are true and consistent with one another and are sure that what they state and do will not be utilized to retaliate against them, is an essential requirement for employees. All these sentiments contribute to trust, particularly in the leadership, and after that in colleagues, students and all stakeholders (Kars & Inandi, 2018).

The empirical model in which work training, work motivation, leadership and communication are predictors of work environment is the focus of this investigation.

LITERATURE REVIEW

Work training is the upgrading of workers' abilities and performance through quality specialized training which will result in improved execution of required tasks (Mpofu & Hlatywayo, 2015). According to (Du Plessis, 2016), training in the workplace is important because, the past has demonstrated that coaching is a necessary part of growing a cohesive and superb workforce. In order to be a high quality crewmember in a work situation, all personnel must be totally absorbed in the organization's way of life and values and have an in depth understanding of policies and methods. In addition (Wilkes & Ward, 2016) supported the idea that it is fundamental for libraries to give staff chances to propel their aptitudes and interests, custodians can effectively band together with staff with the end goal to furnish them with staff improvement openings and to promote key library objectives. To a great degree, an equipped staff is fundamentally crucial to financial recuperation and furthermore, the monetary advancement of the states and locales that junior colleges serve. Verification of this would be that by 2020, sixty-five percent of occupations inside the United States would drive some sort of postsecondary training (D'Amico, Morgan, Katsinas & Friedel, 2015). If employees are to compete in the future global economy, it is very important for them to pursue training and retraining (O'Lawrence, 2017). Mpofu, & Hlatywayo, 2015, continued the argument that organizations must continue to train their employees if they want their employees to increase performance and thereby, increasing their profit margins. An expert learning network is one of the most encouraging methodologies for affecting change in instructive practices to improve scholastic accomplishment and prosperity for

all (Hands, Guzar, & Rodrigue, 2015).   Besides, various examinations demonstrate that the adequacy of an organization continuing training, realigning the aptitudes and capacities of workers are critical segments if their companies are to be imaginative and advance (Borras & Edquist, 2014).

Work motivation is a mental technique utilized by leaders to move and inspire constant practices from employees in the working environment (Corcaci, 2016). Work motivation are those variables that stimulate, direct and continue human conduct towards a specific strategy. It demonstrates the goal of accomplishing an objective and driving objective-coordinated practices (Yaya PhD, Opeke PhD & Onuoha PhD, 2016). Motivation is important because it is fundamental that employees are kept at the utmost level of performance so that the company can produce and meet their goals and objectives. In order to accomplish this, employees need to be motivated to give their very best at all times. This can only take place if companies have skilled employees in the workforce (Gupta & Pandey, 2015). Additionally, (Cahill, McNamara, Pitt-Catsouphes & Valcour, 2015), in their study, suggested that managers who are in charge of the human element and other organizational leaders should develop initiatives that are geared toward improving the behaviors of employees so that they can become more effective in production environments. The results of another study indicated that, if hotel employees are highly involved in organization's activities, they will have positive sentiments in their work environments that will lead to them being more satisfied and thereby result in improved job performance (Yeh, 2013). Motivating and leading employees to see themselves as change agents have a positive impact in fortifying the connection between the leaders themselves and employees' job performance (Caillier, 2014).

Leadership is managing gatherings of individuals and encouraging changes in positive ways (Banerjee, 2015). Leadership is a procedure whereby one individual impacts a gathering of

people to accomplish a shared objective (Preston-Cunningham, Elbert, & Dooley, 2017). Leadership alludes to the capacity that prompts, persuades and empowers adherents for the achievement of a company's goals and objectives (Howladar, Rahman, & Uddin, 2018). Leadership is important because leaders are critical to the advancement of company goals and objectives. They encourage, inspire and spearhead activities that fulfils organizational productive purposes. Leaders communicate to subordinates organizations intentions and work towards accomplishing organizations' reasons for being. Simply put, leadership is a procedure by which an individual propel or influence others to accomplish their company's objectives (Kesting, Ulhøi, Jiwen Song & Niu, 2016). For example, among the functions of a leader in a school, is to develop or hone in the leadership skills of employees from within, thereby, providing prospects for teachers and other employees with leadership experience. In addition, in order to fill positions that may become vacant by attrition or other means (Fisher & Carlyon, 2014). High quality leadership is also essential for organizational success. Skilled leadership and other proficiencies are pivotal to good leadership. These attributes cannot be adequately measured. In healthcare organizations, for example, good leadership is essential to the organizational functioning (Reed, 2017). Transformational leaders motivate devotees to surpass their work desires by defining requesting objectives and going about as good examples to others (Bottomley, Mostafa, Gould-Williams & León-Cázares, 2016). Leaders who are life-changers can have a significant affirmative impact on employees within an organization. These leaders aim at reframing how employees see themselves and as such, how they see their roles within the organization (Caillier, 2014).

Communication is a two-route procedure of achieving common comprehension, in which members not just trade encode-translate data, news, thoughts and emotions, but make and offer importance (Iosim, Seracin & Popescu, 2018). Communication is one of those apparently

dumbfounding philosophical ideas that is crucial to understanding human collaboration (Rich, 2018). Communication is fundamental in any establishment because activity at each dimension of an association must start with correspondence. Viable correspondence is an amazing power that incorporates undivided attention alongside plainly verbal and composed correspondence questions while focusing on workers in a positive, productive way with the goal that employees feel esteemed and acknowledged (Reed, 2017). In addition, the faculty to transfer data precisely and in an unambiguously way in order for others to understand in the way that information was originally intended, is an essential ability for employment in societies around the globe. Both good written and verbal communication skills are crucial in our world, even more so, world of work. Therefore, good communication skills cannot be ignored (Sarpparaje, 2016). Besides, The aptitude to communicate effectively and efficiently in organizations, foster solidarity and cooperation between employees. Good communication skills advance company ideals, sponsor collaboration between employees, reduce misunderstandings, support work and employees and enhance good client services in organizations. Good communication enable employees to reach goals and objectives and acquire the necessary tools to reach their maximum-capacity (Ahlawat, Kaul & Ahlawat, 2013). Consequently, it is imperative that organizational leaders have an inherent aptitude to transmit information to everyone, irrespective of their standing within the organization. Leaders must be able to communicate effectively, so that information can be received, cognized and, if necessary, take action (Weinstein, 2015).

Work environment is a physical facility, office location or area that directly or indirectly or in a roundabout way impacts workers' prosperity and their profitability exhibitions (Kamarulzaman, Saleh, Hashim, Hashim, & Abdul-Ghani, 2011). Work environment as it relates to negative issues, have adverse impacts on employees' aptitude to do their jobs to a great degree

(Lohela-Karlsson, Hagberg & Bergström, 2015). Studies show that significant workplace related components for getting and keeping up work in aggressive business, incorporate supporting the businesses by giving careful consideration to manager's choices, work substance, coordination and work culture and occupation mentors (Ellenkamp, Brouwers, Embregts, Joosen & van Weeghel, 2016). Researchers found that both the workplace physical condition and the psychosocial work qualities have critical constructive outcomes on occupation fulfillment. Also, the workplace furniture befuddle, causes the reduction of worker fulfillment and along these lines influence work execution (Khan & Baloch, 2017). Furthermore, if employees experience fun in the work environment, that fun decidedly identifies with employees' activity execution (Tang, Liu, Liu, 2017). Consequently, all employees need a physical work environment that is free from all types of aggressive behaviors. This also includes talking about others in negative and destructive ways. Therefore, organizations should endeavor to construct proficient channels for data trade, subsequently diminishing the probability of negative chatter spreading (Wu, Kwan, Wu & Ma, 2018). Furthermore, employers should provide the necessary tools so that employees can do their jobs efficiently; because individuals diminish their level of exertion and execution when they are presented with signs of environmental asset shortage (Pitesa &Thau, 2018). Consequently, it is essential that management at various levels within an organization be held responsible for fostering and preserving work environments that are conducive to employee growth and advancement. In addition, resource allocation geared toward employee professional development is essential in employee satisfaction and performance (Harris, Hinds, Manansingh, Rubino & Morote, 2016).

DISCUSSION

Issues in work environments affect employees, companies, the church and society. When employers create, or allow the creation and maintenance of hostile and even toxic work

environments, the results are far-reaching. Every employer should have sustainable plans and budgets for safe, secure and thriving work environments. Safe and secure work environs contribute enormously to employee development. The theme for this investigation adjusted itself with the Scriptures. In all things, animate and inanimate, there is a mold. God's Word shaped the study of how work environment balanced itself to the components of work training, work motivation, leadership and communication.

God, from nothing, talked the world into being. "For He spoke, and it was done; He commanded, and it stood fast" (Psalm 33:9 NKJV). After He had spoken everything into being (land, ocean, winged animals and all lifeforms), God at that point framed man from the residue of the earth and inhaled into his nose, breath, and man turned into a living soul (Genesis 2:7). From that exclusive, God played out the primary medical procedure when He shaped woman (Eve) from a rib from Adam's chest. "Then the rib which the Lord God had taken from man He made into a woman, and He brought her to the man" (Genesis 2:22 NKJV). From this first pair, came all the nations of the earth. "But now, O Lord, Thou art our Father; we are the clay, and Thou our Potter; and we are the work of Thy hand" (Isaiah 64:8 NKJV).

When God created the heavens and the earth, He provided all the resources that man would ever require. Be-that-as-it may, insatiability replaced altruistic love. God intended our lives to fill in as examples of His propitiative love. Notwithstanding, created beings have strayed extremely distant from His initial plan. With all the misery and cataclysmic occasions occurring in our reality, in what manner can Christians be diverted from contemplating suffering to the luxury of studying phenomenon? The appropriate response is just that Christians need to engage in scholarship to further their witness. They engage in scholarship to be completely powerful specialists for God recuperating Kingdom. Among the advantages, God provided for Adam and Eve was the capacity

to develop and create in an environment that was safe and conducive to the furtherance of their education. Development and advancement, in this manner, is basic in declaring God's affection to the world. At the point of man's failure, God did not cancel His main goal to teach people towards development of astuteness, character, and Christian confidence in anticipation of lives of administration, initiative, and reconciliation. Despite the change of the original learning environment, by acquiring aptitudes and capacities that will be of advantage to neighbors, companions and the individuals encountered in everyday life, the broadcasting of adoration for God, by being a friend to man, in satisfying God's directions (Clinton & Keaton, 2010).

Genuine education implies more than the examination of a specific course of study. It implies in excess of an arrangement for the existence that currently is. It has to do with the entire being and with the entire time of presence conceivable to man. It is the amicable advancement of the physical, the psychological, and the spiritual powers. It readies the understudy for the delight of service in this world and for the higher delight of more extensive service in the world hereafter. Accordingly, "Higher than the highest human thoughts can reach is God's ideal for His children," hence the study in Administration is vital in light of the fact that the obligation is to build up the body, soul and psyche until Jesus comes again (Gould White 1903), (Ed 12).

The conviction that God, the incomparable and unceasing Being, who existed before time, whose beginnings cannot be followed; commands reasoning, even though very few have actually observed Him vis-à-vis. Through the Theology of His Holy Word (Sola Scriptura), He has made known Himself and His love to all in the Person of His only begotten Son, Jesus; Who, gave His life to accommodate all to God; and through Christ Solus Christus, all have salvation through His shed blood. Authentic investigation through the perspective of Christian confidence, individuals have seen and encountered His radiant love (Hamilton, 2017). The Bible is a cognizant method for

seeing life, of seeing the world particular from deism, naturalism and realism. The Christian perspective turns into a main thrust throughout everyday life, giving a sense of God's arrangement and reason for this world (Dockery, 2012).

The Scriptural establishment overwhelms each area of the life of the Christian. In work, in worship, in social exercises, and in scholarship. The Creator of paradise and earth stretched out His adoration to His creation, through the personhood of His Son, Jesus Christ. Discipleship is not just an inside state of devotees, it includes the dynamic appearance of an association with Jesus Christ (Knoetze, 2017). It will be seen, unmistakably, that the areas of this investigation adjusts themselves to the Scriptural establishment.

Work Training: It is imperative to comprehend the various degrees of Moses' providential training. Initially, as a child, he escaped death when his mother set him in a container and shrouded him on a river. Fished out of the river by the crème-de-la-crème of that society; he grew up as the grandson of a king. He was given every benefit of the rich and renowned. Trained in the common specialty of war and leadership, and finally given top regulatory duties by his grandfather the king. He then needed to escape into the wild, when he slaughtered a man to spare a slave's life. His retraining in the specialty of listening and humility started in the Midian desert, where he became a sheepherder; bearing in mind that an individual who controls first himself and next his assets is an individual who can leave an imprint on the planet (Tene, 2015).

Following forty years learning and tending sheep, he met God at a bramble that consumed yet not expended. God asked him to return and go up against the ruler from whom he fled forty years earlier, to free slaves. At the time, God was setting him up for One-on-one instruction with Himself (Knoetze, 2017). Accordingly, it is understood that whether one works in a church or in mainstream associations, they are to represent Christ in every way. Furthermore, the training one

receives decides how he/she puts forth a concentrated effort and create. In any undertaking, the ideal objective is to be fulfilled. When Jesus gave His life for the world's salvation, He was fulfilled in that; He accomplished all His Father's work. Jesus says, "I have glorified You on the earth. I have finished the work which You have given Me to do" (John 17:4 NKJV). Furthermore, when He exclaimed, "It is finished," He was satisfied that man's salvation was secured.

Work Motivation – is an important factor toward satisfaction. What is motivation? They can be described as those elements empower, direct, and support human conduct toward a specific course of action. Motivation exhibits the desire for achieving a target and inciting goal-facilitated performance (Yaya PhD, Opeke PhD & Onuoha PhD, 2016). Through the Christian worldview, God gave the inspiration needed. He sent His only Son to assume the fault for creation's disorder. He further propelled individuals when He guaranteed that through Abraham every nation of the earth would be blessed. By embracing the Christian worldview, God gave all the motivation that is needed. He sent His only Son to take the blame for creation's lawlessness. Motivation is emphatically impacted decidedly by the determinants of the reward framework (Corcaci, 2016). God spurred all to choose compliance over noncompliance to pick life over death. He spurred all through His extraordinary love and wonderful kindheartedness. He propels all by being reliable. "How awesome are Thy works!" (Psalm 66:3 NKJV). Consequently, motivation is an imperative in the zone of work and duty.

Leadership—is a noteworthy component of the Christian's perspective. Jesus, our Great Leader, showed what it meant to lead by example. He was the greatest "Servant" Leader the world had ever known. The Apostle Paul, in his letter to the Philippians, admonished all to "Let this mind be in you, which was also in Christ Jesus. Who, being in the form of God, thought it not robbery to be equal with God; but made Himself of no reputation, and took upon Himself the form

of a servant; and was made in the likeness of men" (Philippians 2:5-7 KJV). God, in the person of Jesus Christ, became human flesh and was happy to submit Himself.   It might be conceivable that if the church is on a mission, similar conditions for church planting, church wellbeing, and along these lines church leadership is as important (Elkington, Meekins, Breen, & Martin, 2015). Jesus' life demonstrated that He did not want man to attend to His every need; but rather, He wanted to be of service to man. For instance, at the Last Supper, nobody wanted to do the humble assignment of washing dusty, filthy feet. Yet, the King of Rulers, took a towel, stooped down and washed the feet of His disciples (John 13:2-5 NKJV).

Jesus was a transformational Leader, because He placed emphasis on individuals. The leaders are responsible not only for their own unsanctified mistakes, but for the mistakes of those who follow their example" (Gould White, 1985) (CHL 214). Jesus trusted individuals with His extraordinary Gospel to tell to the world. "But we have been approved by God to be entrusted with the Gospel" (I Thessalonians 2:4 NKJV). Transformational leadership has been connected to an assortment of results including coordinated reasoning, development, change, and the incitement of aggregate reactions to basic difficulties (Campbell, 2018). Jesus was a visionary Leader, since He saw a long ways ahead—just before He returned to paradise, He prayed for His disciples, and for all who would accept Him through their messages (John 17:20 NKJV). Our Great Example did not request that individuals do anything He was not willing to do Himself. He was a group manufacturer. He took twelve tough men, gave them hands on training and sent them out in pairs (Mark 6:7 NKJV); knowing that broadly educating laborers can expand creation adaptability, assisting it to effectively convey a more extensive scope of items by expanding aptitudes to cope with demands (Olivella & Nembhard, 2016).

Communication: Jesus engaged and included people in conversations. Examples, such as, the Samaritan woman (John 4:7-42 NKJV) and the paralyzed man, by the pool of Bethesda (John 5:1-8 NKJV), are just few examples of how Jesus engaged people in conversations "Diversity and inclusion must direct our new thinking" (Gillett-Karam, 2017, p. 39). Jesus did not exclude anyone. He sought out children (Matthew 19:13-15 NKJV), tax collectors (Mark 2:13-17 NKJV), demon-possessed (Mark 5:4-20 NKJV). Jesus, our Great Leader instructed all to be humble in whatever sphere one finds him/herself. "For whosoever exalts himself will be humbled, and he who humbles himself will be exalted" (Luke 14:11 NKJV). From the Christian's worldview, following Jesus in servant leadership is the goal. Communication is defined as, the giving of active thoughts, inspiring mental and enthusiastic reactions. It includes hearing, understanding, experiencing, tuning in and reacting just as talking and conveying. When our fore-parents failed to obey, they lost face-to-face communication with the Creator. Subsequently, our Kinsman Redeemer came, lived a perfect life of obedience, suffered and died a terrible death, but raised from death and reconnected the bridge that separated all from the Creator. Communication is a critical success factor as it relates to Christian living. Successful communication is the street to walk on to arrive at the goal (Gupta & Pandey, 2015). There can be no action without communication.

An important aspect of communication is listening. "Then those who feared the LORD spoke to one another, and the LORD listened and heard them" (Malachi 3:16 NKJV). God communicated with Moses at the burning bush and told him who He was; "I am the God of your father, the God of Abraham, the God of Isaac, and the God of Jacob (Exodus 3:6 NKJV). He communicated to Moses what he should tell Pharaoh, "I AM has sent me to you" (Exodus 3:14 NKJV). God communicated His messages to His people in ages past through prophets, priests and kings. He communicated through His written Word, visions, dreams, and even used a donkey to

communicate to a stubborn prophet (Numbers 22:21-39 NKJV). God ultimately communicated His love to us through Jesus Christ, His only begotten Son. Therefore, in every sphere of life, communication is vital. In every work environment be it religious or secular, good, effective communication is imperative for productivity.

Work Environment: Jesus is the perfect example for setting up good working environments. "The fear of God, the sense of his goodness, his holiness, will circulate through every institution. An atmosphere of love and peace will pervade every department. Every word spoken, every work performed, will have an influence that corresponds to the influence of heaven" (CHL 212). In His Sermon on the Mount, the people gathered on the hillside—out in nature, where His listeners would not be distracted and give full attention to what He was saying (Matthew 5-7 NIV).

He also had a way of putting His listeners at ease, so that they could listen to what He had to say. Jesus started His teaching regarding judging one another, by saying, "Do not judge, or you too will be judged. For in the same way you judge others, you will be judged; and with the measure you use, it will be measured to you (Matthew 7:1, 2 NIV). Jesus leveled the playing field by not elevating one person over the other. The conclusion of the Sermon on the Mount advanced toward proportions of profound consolation: "Ask, and it will be given you, search, and you will find; knock and the door will be opened to you" (Matthew 7: 7, 8 NIV). These words more likely than not, set His audience members at ease, recommending that petition is substantial, that God is tuning in. To be sure, all got a tempest of adages, advancing all toward the Golden Rule (Matthew 7:12 NIV). The ethic of work environment—treat others in the manner in which you would wish to be dealt with (Parini, 2018).

Jesus taught His disciples not to meddle into other peoples' business. "Peter turned and saw the disciple whom Jesus loved was following them. (This was the one, who had leaned back

against Jesus at the Supper and had said, "Lord, who is going to betray you?") Jesus answered, "If I want him to remain alive until I return, what is that to you? You must follow Me" (John 21:20-22 NIV). Meddling in other peoples' affairs is one of the primary causes for discord in the work environment. God intended for all to work honestly with the gifts and talents that He has given to all—and honest day's work for honest pay. "And to make it our ambition to lead a quiet life: You should mind your own business and work with your hands" (I Thessalonians 4:11, 12 KKJV).

CONCLUSION

   In an age where violence dominates and seeks to destroy the very fabric of our society—schools, businesses, churches, we are basically at the forefront of environments that are affected by violence in one way or another. Fostering and maintaining work environments that are conductive to work and meet the needs of employees, is that much more important for leaders in business organizations, including schools, colleges and higher education institutions must bring into focus. As brought out in this investigation, leadership and communication are significant predictors of work environment. Jesus led by example. He communicated His will to His workers so that there would be no ambiguity as to the requirements. Even though we often fail in following the guidelines, He often pick us up and place us on to the road we are to take. God has spoken with men by His Holy Spirit, and celestial light has been bestowed to the world by disclosure to His selected workers (Gould White, 1888). "Holy men of God spake as they were moved by the Holy Ghost" (I Peter 1:21). He constantly communicates with us through His Word and through His Holy Spirit. "He leads me in the paths of righteousness for His name's sake" Psalm 23:3 NKJV.

        Furthermore, work motivation and work training are indicators of work environments. This outcome suggests that employees want work environments where they can feel safe and motivated to put forth their very best efforts. God motivated us by giving us His love, even though

we are undeserving. He motivated us by preparing a place for us in paradise. "And he carried me away in the Spirit to a great and high mountain, and showed me the great city, the holy Jerusalem, descending out of heaven from God" (Revelation 21:10 NKJV). As far as training is concerned, He took twelve rugged unlearned men, trained and put them to work. Besides, He is training even me!   The Scriptural establishment overwhelms each area of the life of the Christian. In work, in worship, in social exercises, and in scholarship.

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