



Importance of Spirituality at Workplace

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ABSTRACT

Spirituality has deep roots in the human soul since ages. The workplace of 21st century is plagued with economic and social problems along with lack of empathy and love resulting in greed and dissatisfaction among the employees. These large-scale problems result in spiritual ennui. Globalisation and modernisation have transformed the very way of our living. The consumer has metamorphosed into a demi-god with never-ending demands transforming the workplace into a virtual chasm of stress, depression, and dissatisfaction. In order to regain the balance of personal and professional life, it is important to embrace the path of spirituality. For tranquil environment at our workplace, it has become pertinent for the human race to integrate spirituality as an integral part of living. This paper is based on the comparative study in order to determine the importance and impact of spirituality at the workplace. It also focuses on improvising the performance of an organisation by integrating spirituality into the workplace so that contentment and honesty become a significant part of employee's life.

I. INTRODUCTION

Spirituality provides a holistic approach to the life of an organisation. It embraces the entire business activities which are within an individual's self. Business enterprises include people from every walk of

life. It includes employees with varied religion, culture, and customs. Spirituality provides an umbrella that integrates every member of the organisation. Spirituality is a wider term which does not only mean religion, it concerned about understanding the purpose of life in every aspect which includes to seeking meaning or purpose of individual's work. The objective of this paper is to understand the imperativeness of integrating spirituality with management. Spirituality is about acknowledging people so that they learn to be compassionate and kind to employees, management, consumers and, suppliers. Organisations are gaining a competitive advantage by adding innovations, creativity, and tactic knowledge. In order to develop positive organisational behaviour various aspect of emotional intelligence, self-efficacy is given importance. Spirituality integrates humanistic values in an organisation so as to achieve the organisational goals more effectively. According to Karakas, Fahri (2010), incorporating spirituality at work a) increases employees' well-being by increasing their morale, commitment, and productivity; b) decreases employees' stress, burnout, and work alcoholism in the workplace [1]. Organisations that have inculcated spirituality will be comparatively more conducive to working. The concept of spirituality and management is becoming popular in business organisations because self-management is required to adjust to the internal and external environment.

II. ATTRIBUTES OF SPIRITUAL WORKPLACE

Organisation Spirituality tends to exist in a workplace if certain attributes are present in that organisation. These attributes are: -

1. Ethical behaviour of employees and management towards all the stakeholders.
2. Commitment towards corporate social responsibility.
3. Commitment towards the organisation.
4. No rigid rules/policies should be framed.

III. Motivate employees to work for the benefit of the community, consumer, and organisation and for oneself.

Impact of Organisational Spirituality :

Organisational performance can be enhanced by integrating spirituality with management. Spirituality focuses on developing creativity, sincerity, allegiance and individual commitment. The impact of spirituality on the organisation can be in the following ways: -

1. A. *Creativity and spirituality*

Spirituality develops creativity. The creativity and instinct of an employee helps in solving organisational problems. It helps in mental growth of an individual which is an important vehicle for self-development. Self-management and self-development can be possible through focusing on spirituality.

2. B. Wisdom and spirituality

Spirituality stimulates wisdom in an individual which helps in thinking towards right direction so that required results are achieved. The appropriate thought put into action taken at the right place can be achieved by integration of Spirituality in management. Perfect utilisation of resources in an organisation can be achieved by strengthening the willpower through spirituality.

3. C. Time management and spirituality

Effective time management can be achieved by practicing spirituality. It helps in coordinating and balancing personal and cooperative time in such a way that leads to increasing in effectiveness. If the employees are peaceful within it helps them to have a better insight into their priorities.

4. D. Leadership and spirituality

The quality of leadership has a direct influence on the human resource development of an organisation. A spiritual leadership approach asks fundamentally different questions about what it means to be human, what we really mean by growth, and what values and power distributions are needed to enhance both organizations and society as a whole [2]. Spiritual leader poses vast attributes which can be utilised by means of spiritual practices to make the workplace as well as the world a better place to live.

E. Professional Competence

Personal efficiency depends on the level of competence of an individual. This includes skill, knowledge, and ability to perform the effective action within the specific workplace boundaries. First, spirituality can lead individuals to experience consciousness at a deeper level, thereby enhancing their intuitive abilities [3]. Second, spirituality-based intuition can also facilitate employees to develop a more purposeful and compelling organizational vision, which can also increase innovation [4]. In addition, organizations with a spiritual mission are often able to attract and retain the most creative employees [5].

F. Knowledge Management and spirituality

Zuckerman & Buell (1998), define knowledge management as the strategic application of collective company knowledge and know-how to build profits and market share [6]. Knowledge management

includes know-how, thoughts, skills and, creativity. This is possible through good concentration and retention power which is directly proportional to the level of enhanced spirituality.

5. G. *Cognitive imagery*

Mental imagery refers to imagining a successful performance of a task before it is actually completed [7]. Studies have shown that mental image of a task before it is actually performed yields better results. The employees can make a mental picture of performing the given task with an actual insight into the perception, success, failure, and performance of the task assigned. This mental visualisation can be enhanced not by subjective methods but only through enhanced spiritual consciousness.

Benefits of Integrating Spirituality in an organisation:

Integrating spirituality in the workplace can develop ingenuity, integrity, confidence, personal accomplishment and commitment which accelerate organisation performance.

Ingenuity: - Individual can expand their horizon by innovations, intuition, and creativity. Spirituality leads to consciousness which further leads to intuition and in turn intuition results in developing ingenuity. Ingenuity is a powerful tool which can help in solving problems. Spirituality focuses on being calm and patient. Spirituality enriched organisations develop a stress-free and peaceful environment which increases problem-solving capabilities of an individual.

Integrity: - Morality is prime importance in spirituality-based organisations. Organisations with trustworthy employees can even face recession and tough times with a calm outlook. Integrity leads to better communication between management and employees. It focuses on improving problem-solving capabilities of individual and also focuses on providing good quality product to customers which in turn accelerates organisational performance.

Commitment and personal accomplishment: -

Spirituality develops morality and sense of belongingness towards our work. It develops confidence, ethics in an individual. Spirituality focuses on doing work with full enthusiasm and dedication. Therefore a spiritually enriched organisation has employees which are fully committed towards their work. When the organisations growth is enhanced the employees get the benefit out of it which results in personal accomplishment as well.

IV. EXECUTION OF SPIRITUALITY AT WORKPLACE

Spirituality is a process rather than an end to achieve the organisational goal. Practising spirituality helps in developing creativity in an individual and helps in achieving the goals of the organisation. Spirituality can be adopted at workplace by following means: -

1. Educating the employees regarding the importance of spirituality in an organisation.
2. Committee to be appointed to encourage spirituality at the workplace.
3. Workshops and seminars to be conducted for inculcating human values in the employees.
4. Focus on empowerment of employees.
5. Integration of spirituality with the vision and mission statement.
6. Transparent and good communication system should be developed to integrate spirituality at workplace.

V. CONCLUSION

Human Resource Development is an important branch of the present organisational set up providing essential tools for an organisation. Spirituality provides a common platform where employees from all walks of life work happily together as a team. Significant progress in an organisation can be achieved by sufficiently stimulated, learned, enlightened and empowered employees. Sustainable development in an organisation can be achieved through personal efficacy which is possible when the employees of the organisation are stress-free and have ethical and moral values incorporated in them. We may conclude that organisations that have successfully incorporated spirituality are more competent and successful. Workplace integrated by spirituality can be a heaven for both the employees and the organisation.

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