Spirituality in Workplace

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Abstract

Workplace spirituality aims for employees to share and experience attachment, attraction, and togetherness within their own units and throughout the organisation. Spirituality in the workplace leads to ethical behaviour at a personal and organisational level and stimulates moral values and understanding of the ethical issues in an organization. Workplace spirituality includes aspects like meaningful work, a sense of community and organizational value. This paper focuses on the concept of spirituality and its development in the workplace for the benefit of the organization.

Keywords: Spirituality, attachment, community, organizational value, productivity.

Introduction

In today's business world, spirituality has become a significant factor. It must be instilled in employees in order to establish a positive workplace culture. Spirituality may help a company deal with a variety of difficulties. Employee trust grows as a result of workplace spirituality, resulting in a more positive and productive working environment. Individuals' physical and psychological components have been emphasised at work, but the spiritual aspect has long been overlooked. Workplace spirituality refers to persons who see themselves as spirited beings rather than religious views. It's about giving individuals a sense of actual purpose and meaning at work that goes beyond pay, performance, and goals. At work, spirituality is for employees to share and experience attachment, attraction, and togetherness within their own units and throughout the organisation. Spirituality in the workplace encourages ethical behaviour on both a personal and organisational level, as well as the development of moral ideals and knowledge of ethical issues. Meaningful work, a sense of community, and corporate value are all examples of workplace spirituality.

"Spirituality" refers to a search for meaning that goes beyond material well-being, according to Peter Pruzan. It's a focus on deeply ingrained human ideals and a connection to the universal source of power that comes from inside. People spend the majority of their time at work, and spirituality is lost in the pursuit of profit. Employee morale is critical for sustaining high productivity, commitment, and minimal absenteeism and attrition, as well as ensuring that employees' spirituality remains intact and parallel to their professional identity.

Spirituality at work as a concept

Workplace spirituality can be defined as an experience of interconnection shared by all employees. It is fuelled by an inner power and triggered by awareness, resulting in an increase in honesty, kindness, and courage, as well as a motivating environment marked by a sense of purpose, acceptance, peace, and trust, all of which contribute to improved performance and overall harmony. This type of working environment benefits both the employees and the organisation. It is a yearning for a workplace that is more humane, simpler, more meaningful, and connected to something greater. Although there are many various viewpoints on what exactly qualifies as spirituality at work.

Too many people experience under appreciation and employment insecurity. Morris (1997, p. 7) claims that "overall job satisfaction and corporate morale are at an all-time low in most areas." Many re-engineering experts have realised that they failed to include the user, who is the most important factor in the equation, in their efforts to streamline processes. Over 800 mid-career executives took a recent poll in which they found that they were unhappy and dissatisfied with work when they reached a 40-year. Four out of ten people who were interviewed detested their jobs.

Workplace Spirituality: Definitions

Spirituality in the workplace is a multifaceted concept. (Beazley, 1997) Our inner consciousness is what spirituality is defined as (Guillory,2000) It's a type of work sensation that motivates you to get things done according to Welsh and Dehler (1994). It's a self-enlightenment procedure. Barnett, Krell, and Sendry (1999, p563). Spirituality connotes the presence of a soul. It's an ethereal force that can be felt and pushes people in all directions. 'Spirituality is the fundamental sensation of being connected to one's own self, others, and the entire universe.' (Mitroff and Denton ,1999a)

As a result, one's actions and acts are influenced by workplace spirituality. Spirituality in the workplace is strongly linked to organisational performance, according to a recent study by Chakraborty et al.2004 Garcia Zamor2003 Marques 2005.

There are many methods to convey the new paradigm of spirituality in the workplace, in fact. 'For quite some time now, something has been stirring in people's souls: a yearning for deeper significance, deeper connection, greater simplicity, and a connection to something higher,' claim Oldenburg and Bandsuch (1997). According to Schrage (2000), "Study after survey affirms that a majority seek to find "meaning" in their work" (p. 306) and that "A fundamental contradiction between rational goals and spiritual fulfilment now haunts workplaces around the world" (p. 306). Bruce Jentner, president of Jentner Financial Group in Bath, Ohio, emphasises the statement made by Kahnweiler & Otte (1997) that "work is a spiritual journey for many of us, although we talk about it in different ways," saying, "I have a deep conviction that everybody has a need for something bigger in life than just making money and going to work" (Goforth, 2001, p. k-2) (p.171).

In addition, Stewart (2002) reports that "a survey conducted last spring by the human resource strategists Act-1 in Torrance, California, revealed that 55% of the 1,000 workers polled consider spirituality to play a significant role in the workplace." According to Ashmos and Duchon (2000), "there is growing evidence that many organisations are undergoing a significant transformation. "**What motivates employees to be spiritual at work?**

Working for a single employer for the rest of one's life appears to be a thing of the past nowadays. Corporate downsizing, layoffs, and corporate outsourcing, among other things, have become the norm. An employee may be a valuable resource one day and surplus the next. Downsizing is justified on the basis of increasing earnings, but the impact on employees is never considered. As a result, employee loyalty in today's environment has all but evaporated. There is no such thing as a safe employment these days. Anxiety, fear, despair, and stress levels spike as a result of this. The mind and the body are inextricably linked. Meditation and prayer, for example, have been demonstrated to lower anxiety, fear, depression, and even stress in scientific studies and trials. Spirituality is, without a doubt, beneficial to one's health.

The scientific paradigm is another factor. We used to believe that science had all the answers, but the more we learn, the more we realise how little we know. For a long time, science has avoided the topic of spirituality. Science without spirituality, on the other hand, appears to be meaningless, which is why a growing number of scientists are pursuing spiritual exploration. As a result, workplace spirituality is a part of a larger trend.

Workplace Spirituality has a lot of Advantages

Inner spiritual transformation results in a positive transformation of an individual. Spirituality has the ability to help each employee in an organisation realise their full potential, which benefits both their personal growth and the company's production.

Joy, calm, tranquilly, and job satisfaction are all good effects of workplace spirituality. Spiritual employees are less afraid, more ethical, and more devoted, and the workplace is more humane, productive, adaptable, and creative as a result.

Co-operation will be positively correlated with spiritual well-being, which includes a sense of community, and turnover and absenteeism will be negatively correlated. Spiritual persons have the ability to look beyond themselves (and to empower others), a desire to make a difference in and contribute to society in general.

Employees' lives can be made more meaningful and purposeful by incorporating workplace spirituality. It fosters a better work ethic and work-life balance, as well as a deeper appreciation for diversity inside the organisation. Employee stress is reduced, and ego and organisational conflict are reduced as a result. It leads to a stronger competitive advantage, as well as mentorship and assistance. It fosters high levels of creativity and invention while also emphasising the importance of resource conservation.

The challenges of spirituality in the workplace

Employees may associate spirituality with religion and blame the organisation for bringing in religious convictions, therefore organisations that want to incorporate spirituality at work confront challenges. Most employees want to work in a secular environment where their work is isolated from their faith, therefore they must be convinced that spirituality is distinct from religion and that whatever is done is for the benefit of the individual and the company.

Spirituality as a Workplace Development

By engaging with the values, spirituality can be cultivated at work. People prefer to work in places that focus on basic values versus places that pay well. Employees must be aware of the organisation's mission and values. Workplace stress, conflict, and an excessive workload appear to be a problem in almost every company these days. Regrettably, this also has an impact on personal life. Striking a balance between work and personal life becomes increasingly difficult. It causes illness, family problems, financial difficulties, and premature mortality. It's difficult to deal with stress at work. Taking care of others will motivate others to do the same

for you. Recognizing the kindness in each of us is an important part of spirituality. Employees' creative abilities should be used to their full potential. This is an important factor in making employees feel valued. It's also one of the reasons why companies succeed. This potential of the workforce should not be underestimated. Spirituality encourages people to discover and use their latent skills in order to bring out their best qualities. To establish a spiritually nourishing work atmosphere, individuals fall into two categories. The first divides people, whereas the second brings them together. Aspiring to be the latter should be a goal. A richer life experience is the product of shared purpose.

Conclusion

Incorporating spirituality into the workplace therefore improves employee well-being by enhancing morale, commitment, and productivity while also reducing stress, burnout, and workplace drinking.

It satisfies employees' quest for meaning and purpose at work. Giving employees a stronger sense of meaning and purpose is essential since it improves their performance, productivity, and creativity at work. It also gives organisational members a sense of belonging and community, which strengthens their attachment, loyalty, and commitment to the company.

Employees must be permitted to make errors as long as they learn from them and do not repeat them in order to practise workplace spirituality. Because only in the absence of fear can spirituality stretch its wings. Employee demotivation stems from concerns such as these, which prevent them from experimenting, changing, and innovating, which hinders productivity and prevents spiritual growth. It has a negative impact on the culture of the organisation as well.

For this to happen, the organisation must create a trusting climate in which people feel comfortable asking questions, learning new things, and contributing. The organisation should establish policies that promote and encourage cultural, intellectual, and philosophical diversity.

Leaders who must lead a team with a low spiritual IQ should start by promoting and reinforcing principles and morals in the name of corporate ethics. Employees' spiritual quotient could be improved via brainstorming sessions, discussions, and gradual introduction to books on ethical business conduct or ethical business practises.

By implementing a spiritual mentality in the workplace, employees should be encouraged to be more imaginative and creative, which should increase their productivity and improve the organization's performance as a whole.

The behaviour of the leader and the degree of connection among employees are the two key components that determine the establishment and maintenance of a spiritual workplace. Corporate leaders must cultivate a spiritual perspective. These tactics ranged from advice on the leader's attitudes to attention to process coherence and the promotion of a cooperative environment among employees to yield results.

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