



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

A STUDY ON THE ASSOCIATION BETWEEN WORKPLACE SPIRITUALITY AND JOB STRESS: A REVIEW.

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Abstract: In the last few years, different studies have shown that spirituality helps manage stress. Even though many people associate spirituality with religion, one can live spiritually without having any religious beliefs. You can even live both spiritually and religiously. Spirituality helps manage stress in various ways. It generates a sensation of peace. Additionally, it also helps us reestablish communication with our mental and physical states. Spirituality also helps to manage uncertainty. Trying to control everything is a great source of frustration because it's impossible. Therefore, freeing yourself from this can help you feel less anxious. The present study explores the relationship between Workplace Spirituality and Job Stress.

Index Terms - Workplace, Spirituality, Religion, Job Stress, Stress Management.

I. INTRODUCTION

Today, all the employees are in the transition phase between the old definition of work as survival and the new definition of work as livelihood. Some new techniques and new organizational structures are needed to handle this emerging context (**Srivatsav, 2017**). Workplace spirituality is gaining ground in modern organizations and for good reasons. Research reports – one after the other – are providing evidence of extraordinary positive results in organizations that focus on spirituality. Interestingly, the benefits of workplace spirituality are a rather perfect match to problems of modern organizations and this makes workplace spirituality a solution, which you want to have a closer look at (**Baunsgaard, 2019**). So many employees are interested in bringing their core spiritual values, such as integrity and honesty to the workplace.

In addition to traditional ways to reduce job stress, people also use alternative ways to overcome these stressful situations and maintain their health. It is argued that spirituality is a beneficial way to reduce stress and improve health conditions. People want to incorporate their spiritual faith and beliefs in the workplace because it is difficult to compartmentalize their professional and personal life. Therefore, spirituality in the workplace is emerging as a way of living life peacefully and exploring hidden potential. This paper focuses on the association between workplace spirituality and job stress.

II. OBJECTIVES OF THE STUDY

- To study the antecedents and implications of workplace spirituality.
- To understand the association between workplace spirituality and job stress.

III. RESEARCH METHODOLOGY

This study is based on various Secondary Data and Online sources which describing the concept of workplace spirituality, antecedents and implications of workplace spirituality and the association between workplace spirituality and job stress. Finally, a critical insight has been given on the published literature that ultimately leads towards discussion and conclusions.

IV. LITERATURE REVIEW

Stress can generally be perceived as presence of negative thoughts. Spiritual/religious practices can provide sufficient energy for coping with the stress. But in order to get maximum benefits from spiritual energy for managing stress, one should perform the practices with true letter and spirit. Lack of concentration while performing religious/spiritual practices cannot provide desired results. Religious methods specified in Hindu and Islamic religion are simpler and doable for the followers and help in stress management.

(SyedaMahnaz Hassan, 2015) Stress can generally be perceived as presence of negative thoughts. Spiritual/religious practices can provide sufficient energy for coping with the stress. But in order to get maximum benefits from spiritual energy for managing stress, one should perform the practices with true letter and spirit. Lack of concentration while performing religious/spiritual practices cannot provide desired results. Religious methods specified in Hindu and Islamic religion are simpler and doable for the followers and help in stress management. . On the other hand, organizations should also provide awareness to the employees and encourage them to practice spiritual practices for reducing their workplace stress which ultimately increase employee's performance.

(Staff, 2019) Staying connected to your inner spirit and the lives of those around you can enhance your quality of life, both mentally and physically. Your personal concept of spirituality may change with your age and life experiences, but it always forms the basis of your well-being, helps you cope with stressors large and small, and affirms your purpose in life.

(Anita Abdul Rani, 2013) This article was designed to examine spirituality in workplace can offer valuable understanding how is it important to employee work quality and performance. The findings illustrated that there are five indicators in practicing spirituality in workplace; Employee Comprehension of Spirituality in Work Place, Appropriate Spirituality Activities in Workplace, Employee's Practices, Work Attitudes and Stress Management.

(Mahakul, 2016) Spirituality motivated environment helps in reduction of stress. Implementation of spiritual principles in life and work help very much in stress reduction. Such a study is very much beneficial to not only people but also to managers and authorities in dealing with workforce with proper planning and organizing. Goal setting and achievement of goals become easier in a stress controlled environment and productivity increases by employees in stress-free minds.

(Amanda Bell, 2012) This study uses a spiritual appraisal model of stress and health to investigate the moderating effects of spirituality at work on job stress, wellbeing, and ill-being amongst Australian academics. Bivariate correlation analyses demonstrated that spirituality at work, wellbeing, ill-being and the job stress variables correlated moderately with each other. However, at the multivariate level, spirituality at work did not moderate the influence of job stress on either wellbeing or ill-being. Instead, job threat stress significantly predicted decreased wellbeing and increased ill-being. It was concluded that further exploration of spirituality at work is required to better understand potential benefits for organizations.

Workplace Spirituality

The concept of spirituality at work might seem like being religious at work, but nothing can be further from the truth. Contrary to popular conception, It has nothing to do with religious practices or beliefs.

According to Petchsawang and Duchon (2009), workplace spirituality or spirituality at work is defined as "having compassion towards others, experiencing a mindful inner consciousness in the pursuit of meaningful work and that enables transcendence."

Spirituality in the workplace began in the early 1920s and emerged as a grassroots movement with individuals seeking to live their faith and/or spiritual principles at work. Now, more and more organizations realize the importance of workplace spirituality. Also, people now acknowledge the fact that work can be meaningful to their lives as well.

Spirituality at work is becoming an essential aspect of organizations around the world and for a good reason, i.e., its numerous benefits –

- Improved overall well-being of employees.
- Increased employee productivity.
- Reduced absenteeism.
- Increased motivation and commitment.
- Increased job satisfaction.
- Improved quality of life.
- Increased employee morale.
- Reduced workplace stress.
- Reduced employee burnout.
- Reduced employee turnover rates.
- Improved work performance.

Workplace spirituality or spirituality in the workplace is a movement that began not so long ago. It is a relatively new phenomenon that is gaining importance around the world. Corporations are now emphasizing spiritual values among their employees to unlock their full potential. Also, employees realize that they can find meaning and fulfillment in their jobs.

V. CONCLUSION

Spirituality at workplace helps employees in all the ways to work effectively and efficiently. The present study contributes to the current literature, on moderation effects of spirituality on job stress and health. Spiritual/religious practices of employees can provide sufficient energy for coping with their stress. Workplace spirituality has positive influence on Stress Management. From this research, it is evident that further exploration is essential to better understand potential benefits of spirituality in the workplace.

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