Shrinkhla Ek Shodhparak Vaicharik Patrika

Spirituality at Work Place - Increasing Productivity

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Abstract

I believe in a higher power — something some people might call God — but believes that such a power transcends individual traditions'. spirituality involves the effort to find one's ultimate purpose in life, to develop a strong connection to coworkers and other people associated with work, and to have consistency or alignment between one's core beliefs and values of their organization.

According to Elkins et al., Spirituality is a " way of being and experiencing that comes about through awareness of a transcendent dimension and that is characterized by certain identifiable values in regard to self, life and whatever one considers to be the ultimate" (Elkins et al, 1988).

Keywords: Spirituality, Organizational Change.

Introduction

Spirituality as a celestial concept that has the ability to establish a strong constitutional bond or alliance between the employee and the company, based on the principles of achieving personal individual satisfaction, while bound to the goals of an organisation. They say it is "a transcendent dimension within human experience . . . discovered in moments in which the individual questions the meaning of personal existence and attempts to place the self within a broader ontological context.

Spiritual tendencies carry with them the power to provide an eternal and internal purity of soul, removing ill thoughts, enhancing individual mental processes of employees by making them more compassionate towards a healthy working environment, reiteration of moral and ethical code of conduct in an open service business society, opening realms of definite understanding for the otherwise blurry and abstract concepts of acceptance, honesty, trust, kindness, peace, harmony and respect, which can in turn lead towards a better realisation of Organisational aesthetics (Marschke, Preziosi, Harrington, 2009).

"It is important to note that spiritual matter in the terms of achieving organisational excellence is not about a religious, but a human centered view based on self-awareness, life purpose and community engagement. These three aspects of spirituality are the predominant perspective in the literature of organizational changes. These organizational changes are defining new paradigms for work relationships and impacting work environments. Some of these new paradigms are related to work motivation and job satisfaction, which are highly connected to organizational sustainability. Therefore, we must choose to investigate workplace spirituality in order to move towards sustainability" in a proper industrial and organisational setup of the new-day progressive and advanced globalised scenario. The technological evolution of work is being marked by a new wave of innovation and modernization in industry. The changes observed in productive systems have solved several problems; however, they have opened space to debate new issues, such as job satisfaction and work life quality due mostly to a stressful workday focused on productivity. From the worker point of view, maintaining productivity requires a self-motivation effort that goes beyond financial rewards. In order to support employees in this motivational task, organizations are making efforts with different approaches. One of these approaches has been discussed in the organizational changes literature as workplace spirituality or spirituality at work (SW), which was defined as "the recognition that employees have an inner life that nourishes and is nourished by meaningful work than takes place in the context of community" (Bella, Ferraz, Bezerra and Quelhas, 2018).

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Aim of the study

While making focus on the aims and objectives of the study, it can be said that aims helps the researcher to execute their further plan as per the determined manner. It is refer as a conceptual background of the study that helps to implement the research study (Laudon & Laudon, 2016). In the current research study, the main aim of the current research is to examine the impact of spiritual values on employee's behaviour in manufacturing & service industries- a case study of National Capital Region (NCR). Apart from this, there are some other objectives which also plays an important role in the study. These are as follows:

1. To prepare action plan for employees to address spirituality at work for better & higher productivity.
2. To indicate a statistically significant relationship between spiritual values and behaviour.
3. The positive effects of spiritual values in promotion of an organization's effectiveness and individual growth of employees.
4. To enhance the organizational efficiency and effectiveness.
5. To gives the managers and employees a broader perspective and ability to create, convert, and transform organizational values.
6. Spirituality in workplace leads to improved organizational performance and is addressed by lasting organizational excellence.
7. To analyse the relationship between spiritual values and employee behaviour.
8. To study the contribution of spiritual values in promotion of an organization's effectiveness and individual growth of employees.
9. To evaluate the extent to which spirituality in workplace leads to improved organizational performance and is addressed by lasting organizational excellence.

Workplace Spirituality

Workplace Spirituality encompasses three dimensions overall. They are: Inner life, Sense of Purpose and Sense of Community. Further, "The inner life dimension brings four human factors: identity, values, belonging and inner life. The purpose dimension brings another four factors: meaning, cohesion, coherence and purpose. The community dimension brings the last four factors: connection, climate, environment and community."

Meeting all of these aforementioned spiritual needs, the quality of esoteric/personal and exoteric/ public life of an 'institutional worker' can be improved a great deal. Spiritual health needs equal attention as, is supposedly and voluntarily given to the body and mind already. Therefore, the spiritual health of the employees should be kept in mind in order to achieve higher targets and organisational goals. We can say that, "The spiritual human factors' knowledge can be used in strategic planning to increase empathy in the organisational process - be it of a manufacturing firm or of a service industry. The spiritual aspect on organizational changes can support efforts to make work and its environment a better daily experience. At the team level, the attention to spiritual factors can add self-awareness, motivation and engagement. Finally, spirituality in the workplace is therefore about fostering opportunities for personal growth, opportunities to contribute significantly to society, as well as being more attentive to colleagues, bosses, subordinates and clients. It is about meeting your needs for inner life, purpose, and community, which means a more sustainable way to live, work and grow" (Petchsawang&McLean, 2017). Hence, we can say that, Spirituality in the corporate life and dominant managerial world opens up a common space or a synchronising domain that allows two identities - that of personal, public/individual identity and public/organisational identity to merge into one. Merging of two things, concepts or identities is never a weak, inferior business. Unification always is powerful, dominating and successful.

Spirituality in the Place of Work

Spirituality is broad and a vast concept. The research scholars Bhatia and Arora (2017), talk about different types of spirituality in their conceptual management paper whose focal point is that of germinating new theories in the field of Spiritual intelligence: There are 4 types of spirituality namely: "Mystical spirituality – One has the desire to go beyond this materialistic world, the senses and ego. With this kind of spirituality, one is focused on having a sense of unity with everything. Authoritarian spirituality – It is based on the need to have rules and definitions. This is often seen in some religious practices around the world. Intellectual spirituality – One is focused on having the knowledge and spiritual understanding by studying history and theories related to spirituality. This is normally found in theology. Service spirituality –The foundation of this spirituality is serving others and is commonly seen in many forms of religion. Social security – Social support is an important part of spirituality and is commonly used by people who get a spiritual feeling when they are with other people" (Bhatia, Arora, 2017).

Ashmos and Duchon (2000), the writers contemplating upon the movement of Spirituality in 21st Century recognize, that "the world of corporate work is changing." Relentless interaction with the computer technology throughout the professional's day, gives a slow and steady birth to an entrenched internal 'isolation, personal disintegration, impersonal sense of detachment and regular questioning of higher centres of Godly knowledge and religious speculations on an individual's part' in order to achieve certain conclusion in life. Hence, there emerges a need to look for an alternative connection to attain esoteric gratification and contentment. "The workplace is being seen more often as a primary source of community for many people because of the decline of neighborhoods, churches, civic groups, and extended families as principal places for feeling connected." Besides, "The pressure of global competition lead organizational leaders to recognize that employee creativity needs a fuller expression at work. As aging baby boomers move closer to life's greatest uncertainty—death—there is a growing

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interest in contemplating life's meaning" (Ashmos and Duchon, 2000).

"Recent publications and studies have focused on the relationship between workplace spirituality and organizational performance (Giacalone & Jurkiewicz, 2003). Earlier studies showed a strong correlation between corporate culture/core values and profitability. A Harvard Business School study examined ten companies with strong corporate culture and ten with weak corporate culture, drawn from a list of 200 leading companies. Researchers in this study not only found a dramatic correlation between an organization's spiritual culture and its profitability; but, also found that, in some cases, the more spiritual companies outperformed the others by 400 to 500 percent in terms of net earnings, return on investment, and shareholder value" (Giacalone & Jurkiewicz, 2003).

E.H Burack (1999) defines workplace spirituality by using three concepts of spirituality in the workplace. He says: "Spiritual growth and advancement of the human experience involve mental growth – problem solving and individual learning will often be the main vehicles of individual development. Spiritual growth reflects the gratification of individual needs especially "belonging" and those of higher order such as a sense of achievement. The individual's context for these is broad, encompassing work-family connections and workplace settings. Spirituality in the workplace is communicated and reinforced through the institution's leaders, organizational culture, policies and work designs among other factors. Sensitivity to and interest in the person (employee) must be common to all approaches" (Burack, 1999).

Furthermore, P.T.P Wong offers his ideological conceit over this initiation of incorporating spirituality in the broader domains of manufacturing and service industries. He sees a different magnificent level of evolvement - evolving as a better, sensible human being and of course as an employee, if employees start seeing work as a spiritual path, as an effective opportunity to grow, advance and develop, then something cognizant can be achieved. He talks about several attributes that can be worked upon. These are: Defining ourselves as having inherent values, greater than our roles, titles and possessions, Affirming meaning and purpose in spite of absurdity and chaos, Emphasizing authenticity, inner wisdom, creativity and transformation. Recognizing the immaterial, transcendental, sacred dimensions of reality, Having a servant's attitude towards work and leadership, Embodying spiritual values of integrity, honesty, love, kindness and respect, Emphasizing social responsibility toward the community, society and environment and Viewing God and spiritual principles as the grounding for moral decisions" (Wong, 2003).

Yogesh Mehta and Srishti Joshi in their credible book titled, 'Impact of Workplace Spirituality on Organization Culture through Improved Employee Productivity,' assert, that, vertical organisational spirituality, is an easy way to enhance and boost employee performance and in possible turns to create well-engaging circumstances for a particular tertiary industry - be it manufacturing or service. "Examples of vertical organizational spirituality include: meditation time at the beginning of meetings, retreat or spiritual training time set aside for employees, appropriate accommodation of employee prayer practices, and openly asking questions to test if company actions are aligned with higher meaning and purpose" (Mehta & Joshi, 2010).

If we talk about existing literature "The hunger for personal meaning in life is documented by the phenomenal success of two religious leaders' impact on the non-religious world (Osteen, 2004). The New York Times Bestseller list includes Rick Warren's The Purpose Driven Life — What on Earth Am I Here for? and JoelOsteen's book, Your Best Life Now — 7 Steps to Living at Your Full Potential. The Purpose-Driven Life has transformed millions of lives around the world, and is a blueprint for living in the 21st century, using the time-tested wisdom of the Bible. It is a book of both hope and challenge that is a classic in inspirational literature. Rick Warren is often called —America's most influential spiritual leader‖ and a —spiritual entrepreneur‖ (Warren, 2002). Kroll (2003) in his Forbes Magazine article, said, —If Warren's ministry was a business it would be compared with Dell, Google, or Starbucks in impact" (Marschke, Preziosi, Harrington, 2009).

Spread of spiritual tendencies in a tensed, aggressive technologically charged and advanced modern working environment can altogether modify the inner germs of ascendency, evil mastery and inevitable chauvinistic tendencies inciting hatred, jealousy, non-required competition. These negative and destructive feelings can suffer a heavy setback in the light of positive and creatively cultured love, compassion, integrity, kindness and hope. A spiritual and religious overview can provide the managers and employees with a broader perspective of life both inside and outside the workplace. It can again help restart the otherwise duped and junked recesses of their inactive reciprocate mind, fixed consciousness and conscience. An entire, fulfilled subjective metamorphosis can take place which can help employees in setting their disoriented and disorganised principles, doctrines, motives, ideas, imaginations into right place in the future, very much at the right time of their lives. A proper ideal restoring, rejuvenation of personalities via spiritual endowment can certainly, in a seriously visible and positive manner, can affect the organisational goals and individual efficiency.

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