The Impact of Spirituality- Behaviour, Performance and Business

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Abstract

The research on Spirituality is influenced the people's behavior which extrinsically motivate the individual for ethical practices. The purpose of this paper is to review spirituality at work and to explore how spirituality improves employees' performances and organizational effectiveness.

Three different perspectives are introduced on how spirituality benefits employees and supports organizational performance:

1. Spirituality enhances employee well-being and quality of life;
2. Spirituality provides employees a sense of purpose and meaning at work;
3. Spirituality provides employees a sense of interconnectedness and community.

The paper introduces potential benefits and caveats of bringing spirituality into the workplace; providing recommendations and suggestions for practitioners to incorporate spirituality positively in organizations.

The Business practices are gaining wide attention in the market, society and government. Majorly, codes of moral values, codes of practice, codes of conduct and disciplinary measures have been variously applied to control the threats. However, despite the fact that spiritual values influences ones perception, choices, actions and relationship with others positively, and the fact that spiritual people act in Godly ways, spirituality as a control measure for unethical expression and business have not been sufficiently analyzed. Consequently, this study investigated the relationship among behavioural characteristics of a spiritual person, spiritual values, spiritual virtues, ethical behaviour and ethical business. Survey data from 100 respondents were analyzed and the results revealed that a spiritual person's characteristics, spiritual values, spiritual expressions, ethical facts and ethical business are significantly related. Thus, we conclude that aside the disciplinary measures, the internalization and practice of spiritual values by business person will ensure spiritual ideal and ethical business.

Keywords: Spirituality, Behaviour, Performance, Business.

Introduction

Spirituality is not just religiousness. Basically, it is a sense of fullness that everyone endeavours to reach in one's daily occupations. Spirituality is a universal human experience, which is as much an inescapable part of human experience as respiration.

On days when a sense of satisfaction arising out of fullness has not been achieved, there is restlessness, an agitation, and an absence of peace of mind because that inscrutable thing called a fullness of feeling has not been inducted into oneself.

Many a day passes in this manner. We work and work, but nothing seems to have come out. It has disturbed our whole person. Mostly we are in a disturbed state. Professional/ organizational and Social relations, and social ways of living- including family life, have been conceived as a sort of tentative rectifying medium in respect of the disturbed minds of people lest they would not be able to exist in the world at all, because the feeling of having achieved, which is equivalent to a feeling of fullness, has to be induced into us at least artificially by way of social understanding. It is an artificial because it is not real.

Objectives of The Study

The present study therefore seeks to analyse the following:

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.

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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.

Review of Literature

Prasad. L Kaipa (2014) says about making wise decisions: leadership lessons from Mahabharata; is to help leaders to reflect on how to make difficult decisions by developing practical wisdom based on Indian traditions.

Jayen K. Thaker(2013) This article it is tried to discover whether in Indian mythology principles of management and Famous Indian mythological books like Mahabharat, Ramayan and Shri Mad Bhagwat Geeta, Ved etc have been taken as base for the study. It reviewed spirituality at work place and to explore how spirituality improves employees' performances and organizational effectiveness.

Pandey, A., Gupta, R. K., & Kumar, P. (2016). Spiritual climate and its impact on learning in teams in business organizations. Global Business Review, 17(3S). Retrieved 12 September 2017, from https://doi.org/10.1177/0972150916631208

Spirituality at work, also a multi-level phenomenon, manifests at both the individual and the collective levels. Spirituality at work is about search for meaning or higher purpose, connectedness and transcendence. The present research addresses this conceptual and empirical gap using the concept of spiritual climate and examines its impact on learning in teams. This relationship is proposed based on theories of learning in teams, flow, social learning and levels of learning. Various aspects of spiritual climate are found to have positive association with learning in teams in the present study. These findings have theoretical and practical implications on organization development, corporate social responsibility and learning at workplace.

Chakraborty R, El-Jawahri AR, Litzow MR, Syrjala KL, Parnes AD, Hashmi SK. A systematic review of religious beliefs about major end-of-life issues in the five major world religions. Palliat Support Care. 2017 Oct;15(5): 609-622. doi: 10.1017/S1478951516001061. - The objective of this study was to examine the religious/spiritual beliefs of followers of the five major world religions about frequently encountered medical situations at the end of life (EoL).

Riane Johnly Pio, Johny Revo Elia Tampi, (2018) "The influence of spiritual leadership on quality of work life, job satisfaction and organizational citizenship behavior", International Journal of Law and Management, Vol. 60 Issue: 2, pp.757-767, https://doi.org/10.1108/IJLMA-03-2017-0028- It shows an explanation about the Spiritual values and to find out the influence of spirituality on ethical behavior, QWL, job satisfaction, organizational commitment and employee performance.

What is Spirituality?

Spirituality has been defined as our inner consciousness, a specific form of work feeling that energizes action, "a process of selfenlightenment" . The unique inner search for the fullest personal development through participation into transcendent mystery".

The term "spirituality" comes from the Latin word "spiritus" or "spiritualis" that means breathing, breath, air or wind. Spiritus is defined as "an animating or vital principle held to give life to physical organisms". This implies spirit is the life force that inhabits us when we are alive and breathing. Scott (1994) offers a parallel definition for 8 spirit as "the vital principle or animating force within living beings; that which constitutes one's unseen intangible being; the real sense or significance of something" (p.64).

Spirituality, as defined by Mitroff and Denton (1999a), is "the basic feeling of being connected with one's complete self, others and the entire universe" (p.83).

Spirituality is defined as the journey to find a sustainable, authentic, meaningful, holistic and profound understanding of the existential self and its relationship/interconnectedness with the sacred and the transcendent. Spirituality is distinguished from institutionalized religion by being characterized as a private, inclusive, non-denominational, universal human feeling; rather than an adherence to the beliefs, rituals, or practices of a specific organized religious institution or tradition. This distinction is important in the spirituality at work literature, as manifested by Mitroff and Denton's (1999) study where 60 percent of the respondents had positive views of spirituality while negative views of religion.

Spirituality & Performance

Now the changes in management include a shift from an economic focus to a balance of profits, quality of life, spirituality, and social responsibility concerns, a shift from self-centeredness to interconnectedness a shift from self-interest to service and stewardship and a change from materialistic to a spiritual orientation.

In line with this paradigm shift, we have witnessed that organizations and managers have been discovering and experimenting with new ways and methods to help employees balance work and family, such as flexible work arrangements and telecommuting. In relation to these practices, organizations in North America have been increasing their focus on strategies of empowerment to enable and increase employee involvement and participation.

The new example that is emerging in organizations has also been called as *"the spirituality movement"*. *Ashmos and Duchon (2000)* have described the spirituality movement as "a major transformation" where organizations make room for the spiritual dimension, which has to do with meaning, purpose, and a sense of community. This new spiritual dimension embodies employees' search for simplicity, meaning, self-expression, and

Remarking An Analisation

interconnectedness to something higher (Marques, Dhiman and King, 2007).

This paper will contribute to the spirituality at work place by inquiring its benefits for employees and its relationship with organizational performance. To start doing this, it would be useful to review the growing interest in spirituality at work literature and the definitions of spirituality.

Business and Spirituality

Business is to give less and take more. If a banana is worth ten cents, it will be sold for twelve. You take more and you give less in business. However, charity is to give more than you take. The backbone of business is trust. If trust is broken, business cannot succeed. Greed kills the consciousness. That's what we saw with the financial crisis. To prevent this, it is essential for industries to grow it shows that an individual need not be unethical to be rich and successful.

Faith is an Important Factor in Business

Lord Krishna says in Bhagvad Gita: 'wherever one has faith and whomsoever one has faith on, that faith is given by me'. It is the self which translates itself into faith. Faith comes from the self. So he says, 'I am the one who is giving you faith'. This is similar to what I say, even love is a gift. If you feel love for someone, don't think you can take credit for it. If you are in love with somebody, that is also a gift. Joy is a gift, time is a gift; almost everything in life is a gift, or a blessing.

Further Krishna says: 'I have given faith, and with the faith that I have given a person engages in worship, and through this worship he attains his desires. And this is ordained by me. I have ordained this natural law'. See, doctors give you medicine, but suppose you don't have faith in the doctor, will you take that medicine? No you won't. And even if you do take it without having faith, will it work? No, it will not work. Faith is a factor in every function. Any function, anything you do, faith is an important factor.

Conclusion

Religion and spirituality are central to their identities and important aspects of lives. To achieve successful integration of spirituality at work, major concerns and aveats of bringing spirituality at work should be adequately addressed. It is critical to proceed carefully in implementing spirituality programs and incorporating spirituality at work; as imposing spirituality and religion on employees would be counterproductive, alienating, and disastrous for some people. Organizations should encourage their employees to feel free to express their own spiritual beliefs. Moreover, managers should accommodate their spiritual requests of its employees irrespective of their different spiritual beliefs.

It is important to acknowledge and know a person's emotional, intellectual, and spiritual needs, values, priorities and preferences. HR and OD professionals stress the importance of engaging whole persons at work with all their minds, hearts, spirits, and souls. It is important to acknowledge people as spiritual beings, and take into account of people's spiritual lives and the value and richness of their collective potential states workplace spirituality

starts with the acknowledgement that employees do not bring only their bodies and minds to work; but also their hearts, souls, creativity, talents and unique spirits.

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