Abstract: From the old age human beings are more aware about their happy living in this Earth. It is observed that development of society is always dependent on development of culture. Always in society diversity is seen due to union of people of different races, religions and of different ideologies and languages. Where humanity is nourished by morality, values and ethics there unity and integrity exist and happy living becomes possible. But at present days it is observed that gradually the traditional cultures of people along with values and social customs are going down. Many are on the way of in verge of extinction. Increasing violence and breakage of communal harmony in modern world have triggered and alerted as a new danger may come ahead. Due to such deterioration of morality, cooperation among people is also not observed as before. So it has increased the anxiety of intellectuals. In such case recognition of truth and self realization in individual level becomes necessary to understand humanity and develop personality. While people work at workplace they search for true happiness and hanker for cooperation for better productivity. This has brought our attention for workplace spirituality as green remedy for humanity. To elaborate and decorate humanity culture can never be separated either in organization level or in social level. Without culture proper development and achievement of goals are not possible. Realizing this concentration comes towards cultural awakening to define this as well as to workplace spirituality. Sarsara impacts a lot on cultural awakening of Western Bonai with respect to workplace spirituality. It becomes unique feature of this study as one example for modern world. It is realized from this study that workplace spirituality is the principal concept of cultural awakening definitely.

Keywords: Workplace spirituality, culture, consciousness, integration and management

I. Introduction

Beloved father of heaven says, “Sweet children, your spiritual yoga is for becoming ever pure because you have yoga with the ocean of purity in order to establish the pure world (Morning Murli, 24-12-2013). God awakes his all children in this universe in term of his valuable knowledge and says that only purity in life can have yoga i.e. union within soul and mind with God. Purity is the principle of life. Work and life balance should be based on the pure path following righteousness in workplace during performance of action. God is the ocean of purity as well as of all qualities. For such union we need to have unlimited trust. While soul awakes from inside realizes this and becomes cautious during his performance of action. The word Sarsara means many more things. This signifies for a soul pure and beautiful from inside with charm and knowledge with values, ethics and morality and also specifies to ocean of purity. Sarsara specifies the heavenly qualities to have within and build beautiful personality which should shine at each moment with yoga towards Divine. God specifies that each person should have faith. Pure faith originates from purity. We all should feel and have faith that we all are children of one God, our father and we live in one world. Sarsara is significant for a soul to have love, kindness, peace, prosperity and many more spiritual values. Without work no creature sustains in this Earth. Due to majority of impurities in environment it gradually contaminates the human being to fall in trap of vices while the person does not become aware about such trapping and comes under control of his senses. While he awakes with pure culture of soul and holds the values within with memory of father of heaven then easily crosses the obstacles and vices. This gives the sense of inner feeling and faith at work which is often referred as workplace spirituality. Cultural awakening originates from spiritual feelings of human resources. Culture refers to the cultivation of soul with spiritual and human values and this soul again refers to spirituality. Soul instantly works that is why spirituality can never be separated from work. The word Bonai means bonanza i.e. sudden gain of benefit based on purity. Only one soul can gain benefit in life on awakening towards Divine. Bonai also means to good will. This also means to a thing which is made by righteousness with honesty. Bonai acts as proof also. Soul who resides inside a material body is proof of spiritual origin who works instantly but soul is having freedom of work. If soul performs good works then reaps good fruits and if bad then reaps bad fruits according to his performance. In Japanese language similar word is found as Bonsai which means the art of growing dwarf ornamentally shaped tree or shrub in small trays or pots. Life is an art to live and culture is the backbone of any society to express such art in terms of visible or invisible activities. Here ornaments are the values and to shape
is to shape or decorate soul within. Workplace spirituality and cultural awakening are becoming essential parts of life and for which such study comes in to scenario.

International Institute for Spiritual Leadership defines workplace spirituality as an intimate relationship with the inner self of values, morality, and recognition of truth of self and of others where the spirit of a person becomes the vital principle which is traditional force of animation intangible in nature and life alarming force with in human being at work which positively nourishes effectiveness in all aspects of life. David W. Miller, (2006), defines workplace spirituality as promised faith which is originated from inner spirit while an individual works at the site which nourishes with righteousness due to which the person properly takes care of his work, communicates properly with others at work and cooperation is observed in each step of his performance. T Winters Moor, (2008 ), says that concept of workplace spirituality is growing gradually and more people are looking forward to the workplace for fulfilling their spiritual needs however to find spiritual fulfilment of workers many organizations find that positive work outcomes are associated with workplace. Luidolf Bosch, (2009), states workplace spirituality is such a concept in the world of human individual that provides meaning to life with respect to his daily work where he understands the purpose of life in decision making and with values keeps helping nature to connect people in organization for higher purpose of achievement. Sree Rama Rao, (2010), defines workplace spirituality as recognition of self that takes place in the context of an organizational community by which a person finds meaning and purpose of his work and life and keeps interest to connect with other members of community or society with keen interest to achieve his social and cultural goals. Brad S. Long and Jaean Helms Mills, (2010) state that workplace spirituality is that re-affirms a positive self image that influences people for understanding and making sense for organization and individuals who work within them to prosper.

Richard H. King, (1982), defines cultural awakening as conscious memory of society regarding inherited culture and communication made by generations after generations through perspectives of humanity where people become more conscious and active to feel the importance of culture and life and proceed ahead to spread such culture based feelings to next generations. Peter Benson, (1986) states that cultural awakening is an ability of inner potential of an individual or of a community or society through which construction of humanity and value based life style is achieved as well as communication is maintained through speech, words, action and activities leaving a land mark for learning for future generation. David C. Korten, (2001), defines cultural awakening as consciousness based ability to recognize ourselves as observers of behaviour and to communicate through interaction where culture based social constructs are taken in to account where integrated pattern of humanity exists which includes thought, speech, action and affaires remain within and this depends upon capacity of a man on learning and transmitting knowledge to upcoming generation. Stephen, Batchelor, (2011), defines cultural awakening as developing relationship between faith, spiritualism and culture where values and practices inform every aspect of human life and educates people to inherit for next generation in term of values, ethics and morality. R. S. Zaharna, (2012), states that cultural awakening is an awareness or mindfulness of culture which plays positive roles in enhancing relations and communication between nations and people. This awareness may be partially or fully be strength of cultural diplomacy where culture’s power is very much acknowledged. 

II. Objectives of the study

To investigate and know the connection of culture with respect to spirituality we need to have such study. To know the inner feelings and gateways of human resources management it is essential to have study on social reformation based on culture. To identify cultural aspects of life and to know more about inner feelings such study fixes vision. To know more about people’s perceptions about workplace and their work such study is necessary. To know and realize about invisible connection between spirituality and culture we need to be more aware about study. To elaborate and spread the vision of workplace spirituality and cultural awakening this is essential to realize about individual performance whether based on humanity and honesty or not. These are the few objectives for which this study proceeds.

III. Review of Literature

As per the information provided by Douglas Harper (2001), the word culture is derived from the Latin word, ‘Cultura,’ which means cultivation is directly related to agriculture. In Roman civilization the usage of word culture spreads across the nation in very ancient days. Roman orator Cicero explains and does use as the meaning of word as, ‘Cultura animi,’ which means the cultivation of soul. While the talk comes about cultivation of soul it directly indicates about values, morality, consciousness and inner beauty within to which the meaning of Sarsara also satisfies. The word itself directly indicates about workplace spirituality and its spiritual nature of origin and becomes the essence of cultural awakening. In 17th century AD in Europe for educational purpose preachers use this word widely for betterment of human individuals. To represent universal nature of human capacity famous scientist Edward Tylor uses this word culture. In anthropology culture word becomes a main or principal concept in 20th century AD. While Dutch establish in New York in early 1600s at that time former black people establish a community in Manhattan. This helps in Cultural Revolution and urge for their rights to coming up with gradual development in spite of obstacles on way. History observes later that
they develop literature, art, craft and many more things which specify their cultural awakening and bring them ahead through which they become active members of American development. As per information given by Larissa Copeland, in USA Choctaw Nation of Oklahoma takes steps for Native American tribes to connect with their ancestral rituals and culture which are in verge of extinction. To understand and elaborate the culture of Choctaw people and to know the strength of history leaders of this organization look ahead. For taking care of cultural heritage, dance, music, craft, food and traditional rituals they celebrate Choctaw Day in the state capital of Oklahoma. The main ambition of such effort is to preserve precious and priceless identity of tribal community. Pottery is one of the ancestral trades of this tribe. The skills of their trading are also unique. Choctaw Nation Historic Preservation Department also takes steps for preservation and to ensure tradition. This department gives teaching in classes twice weekly to students in Antlers and Durant absolutely at free of cost for interested candidates. Director of historic preservation Dr. Ian Thompson teaches traditional method of this tribe like clay, cleaning clay, preparation of suitable materials, making pottery and fire with wood etc. Giving the mark of cultural awakening employees of this Choctaw Nation observe officially every Monday as heritage Monday.

The United Nations Educational, Scientific and Cultural Organization (UNESCO), establishes in 1954 as agency of specialization for United Nations with the purpose of contributing peace and security for promotion of international cooperation in education, science, culture and communication which are basic areas of cultural awakening of human society. According to the report of Geeta Chandran, UNESCO arranges meetings for discussion about development based on culture. The role of culture and its impact on society and development become the main theme of this organization. She further indicates that as the United Nations specifies the series of connections of culture with society and development are not well identified or understood still date properly. United Nations Secretary-General Ban Ki-moon emphasizes to recognize the cultural development and states that setting global targets for all is not only enough but also each context we need to adapt. It is well marked that many developmental programmes fail very often where cultural settings are not taken in to account. He further emphasizes that enough focus is not poured over such developments where culture is given priority. According to him for mobilization of people it is necessary to understand and embrace each of the culture of respective human community. For new course of sustainable development recognition of individual voices, ensuring culture as well as human rights and understanding of fundamental role of culture are very much necessary. Ban Ki-moon agrees that finally entire world moves toward India to understand culture as a mainstream component of universal development. Irina Bokova, the UNESCO director general states that culture is a nice source of human identity which is chosen at the time of change. We reflect ourselves through culture and culture is really what we are. No human being likes to live in a world without music, dance, art, or with one language. Entire world is observed as multi lingual place and India is a country of unity with cultural diversity and multiple languages.

**Historical views of Bonai in Cultural Awakening**

Before reformation of modern Bonai history speaks about revival of spirituality in this region. Bonai becomes the multi cultural and multi lingual state as many tribes choose this as their workplace. During the age of Buddhism monks travel to this state and spread their knowledge of unity and integrity. Although non tribes reside still from the old age Bonai is observed as a tribal dominated state. Different types of tribes like Gond, Oram, Bhuyan, Kisan, Munda and many other types of tribes settle here. Every tribe has its own language, culture, rituals and social standards. Apart from them people of different religions also reside. G. B. Malleson, (1875), reports about Bonai as one of the native states of India. According to Malleson, history speaks Bonai as a princely state of British Raj which is modern India today. Being a part of historic Chota Nagpur states Bonai holds its capital at Bonaigarh. It is stated in the legend that once four brothers of Kachwaha Rajput dynasty of Jaipur comes on pilgrimage to Puri in 12th Century AD. One brother becomes the ruler of Boani and another of Talcher state however two do not survive. Rathore Rajputs thus organize the reformed state of Boani in 12th century AD. Famous ruler kings of Bonai during the age of British Raj are Dayanidhi Chandra Deo (1804-1851), Chandra Deo (1851-1876), Indra Deo (1876-1898), Nilamber Chandra Deo (1898-1902), Dharani Dhar Deo (1902-1947). During the periods of these rulers Bonai touches the excellence of socio-cultural development within the region and leaves foot prints of educational development. It is again known from history that this is a relative dynasty of rulers of Seraikela, Kharsawan and Rairakhol. After Independence of India in 1947, on 15 April 1948 Bonai comes under Indian union. At present Bonai belongs to Sundargarh district of Indian state of Odisha and is situated in coordinates with 21.75°N and longitude 84.97°E. The region spreads on both side of the bank of River Brahmani, which is one of the main seasonal rivers of Odisha. The Western region of Brahmani River bank valley is generally known as Western Bonai where main Gram-Panchayats like Kasada, Jhirdapali, Bhalupani, Pitthachora and Sarsara-Baling belong to lead the region for socio cultural development and villages inside keep strong unity and administrations. Many spiritual teams which perform village devotion in respective villages include teams of Samprada, Samkritana, Krushnaguru, Shivaguru, Paalaa, Daskathhia etc. The region is also marked with rich tribal cultural dance teams like Kisan Nrutya, Munda Nrutya, Oram Nrutya, Kanat festival of tribe Bhuyans, Jangha-Lingha worship festival of Gonds and...
many more. However non-tribes of the region also celebrate their various festivals and worship in different days of the year where women and children also take part. Ancient days observes these very well while modern generation goes away from such traditions and the doubt of up lifting such cultures increases. However the culture lover and spiritually interested persons bring efforts among them for the protection of cultural heritage as well as to spread the fragrance to other parts of the nation. Such interest brings birth of major spiritual cum cultural organization of the region named, “Pashchima Bonai Panchasakha Kala Parishada,” which literary means, “Western Bonai Fifth-Friend Cultural Council.” People organize the first meeting of the council at village Sarsara in the premises of Swapneswar Temple. This meeting keeps importance as organization fixes its vision and formation of various committees people bring up. By choice of people, Sj. Ramani Ranjan Dash becomes the president and Sj. Nrupamani Singandpat becomes the general secretary whereas Sambaru Kisan takes responsibility as working secretary. Democratic selection of members opens a new direction in the chapter of organizing mega function at its second spiritual and cultural festival at Sarsara to which Shri Juel Oram, Honourable Minister of Ministry of Tribal Affairs, Government of India, witnesses on 22nd November 2014 at evening hours. Not only he admires the effort of organization but also gives assurance of further helping for up lifting rich tribal cultural heritages along with the educational development as well as for tribal tourism. The notable management of financial necessities are brought up to people due to the effort of Sj Yudhisthir Badmayak, and working president of council Bhaskar Chandra Pradhan works and arrangement. However the advisory members of the organization like Sj Baishnaba Charan Behera, Dinamani Kisan, Dinabandhu Behera, Bideshi Palhule and Rama Kisan give their efforts for making mega programme successful with bright vision to achieve the socio cultural as well as spiritual goals. Number five is considered as the sacred number in ancient worship tradition as like as number seven which is well marked from the rituals performed. From such point the naming of council holds the name in middle as fifth friend which opens five major doors for management study. The researcher witnesses both the days of 22nd November 2014 and 23rd November 2014 by personal presence to verify and carry out this study on request of the people of Western Bonai. The amazing and favourable supports of all including mothers, sisters and children give a brief idea regarding their traditional spiritualism and such a cultural awakening teaches many things to present generation. During the each street visit of cultural awareness in Sarsara, Sj. Jashobanta Behera, the active citizen briefly speaks about the legend and history of natural appearance of the land and its primitive connection with spiritualism. The main livelihood people obtain in this region from agriculture and their work connects them with soul and soil.

IV. Importance of the study

Change is a process in society. Due to technological development many things are changed. Technology has given new identity to modern society and science. New history is coming within and old history is still awakening with past memories. The danger is that the development cannot touch the core of humanity and cannot touch the top if we leave away culture. Now- a-days everywhere we get modern touch even in cloth and food. For example old days observe foods like traditional cakes and dishes however modern days replace these with new foods like pizza, burger etc. Culture is the strength of society as many authors specify. Valuable vision of culture not only spreads but also teaches about ethics and values through interesting manner. Tradition touches the heart and emotion of many people during mass celebration. Public ceremonies are arranged in villages for giving sufficient information about ancient social systems. During this age it is continuously observed that although technology is going up still humanity is going down due to degradation of human culture. That is why science and technology although give chances of comfortable living and make our things easier still fail to nourish humanity. This is culture which nourishes human values and increases co-operation among different categories of people for better living under one umbrella. Today’s world needs special cultural awakening and practice of workplace spirituality along with technological evolution. Many of us today realize the importance of culture and self realization at workplace. Village Sarsara leads for the region and impacts a lot for bringing the entire region under one stream. Management of human resources in such case becomes a tough task as gathering comes from all around. Instead of caste, colour, religions and tribes, Sarsara with beautiful art of management handles all occasions under one umbrella and becomes example for others. During the need of revival of culture and spirituality it is necessary to know about the different connections of culture towards society.

A. Five doors (5 Fs) for Management or managing people drawn from Pashchima Bonai Panchasakha Kala Parishada at a glance:-

Here the researcher of this study proposes the five doors for management as 5 Fs for better management of human resources in any context of society to nourish organizational culture as well as workplace spirituality. Through these doors one manager or employee or person can enter for managing life, work and things or incidences and also can come out by the same doors as we generally do in daily life at home. These are as following.

A.1. Faith – Father of heaven says that each person should have faith that he is child of him as well as others are also children of him. Through this faith mind becomes pure and brotherhood takes birth. While a person thinks
and recognizes another as his own brother no ambiguity appears between two personalities. Faith of Divine concretes faith on righteous work. Faith on self awakes soul consciousness and spiritual values. Faith on work, time and organization does not bring any ill feeling in mind. This is as first door of management.

**A.2. Favour** – Favour tends to good will for self and others in workplace, approval of work of self and of others, approval of even a small work done by a common worker and showing kind or helpful act towards all in workplace. Being kind towards all a manager, employer or authority or an employee helps another person in organization who suffers during his performance. By favour good relationship develops among higher authority with common employees or workers. In return higher authority also gets favour from workers or employees during his trouble or need. This is as second door of management.

**A.3. Fearlessness** – Fearlessness is such a quality that originates within self on spiritual awakening. This helps managers, employees as well as common men for taking instant and right decisions even during much pressure and dangerous situations of life or during obstacles. Fearlessness at any cost strengthens personality that nobody can pressurise such a person for performing wrong or unrighteous work or to take any wrong decision. Workplace spirituality strengthens this quality within the person who practices this. This is as third door of management for managing people and organization.

**A.4. Feeling** – Feeling is an inner power and capacity to feel and understand emotion of others as well as of self. This helps to identify other’s need and about his thought without getting his expression before. Such power is gained by a person only by spiritual awakening. Workplace spirituality helps a lot in developing such quality along with personality. While a manager feels emotion, need, intention and attitudes of an employee it helps a lot for him to take instant decisions. While an employee feels the same of his manager adjusts according to need. This is as fourth door of management.

**A.5. Friendship** – This is as friendly relationship or such feeling. Being friendly if manager handles situation, employees or workers become more co-operative. While cooperation comes through friendly relations this leads to feat i.e. remarkable action of organization with increased productivity. Such relationship brings employees closer towards authority and they feel and relax. This gives benefits to both the parties. This is as fifth door of management.

**B. Five Specifications of Sarsara for spiritual management perspectives:-**

- **B.1. Sarsara stands for creativity** – Creativity becomes an important aspect for management for using laughter, colour, personal or social freedom, to generate new ideas, to design new product, to enjoy the hard work with easy sensation etc. Creativity becomes faster on spiritual and cultural awakening.

- **B.2. Sarsara nourishes communication** – Communication is such a skill which allows people for interacting each other, share their thoughts and work together etc. This breaks confusion, conflicts, anxieties, mistrust, doubting etc.

- **B.3. Sarsara means to respect** – Respect for environment, respect for people of multi languages and culture, respect for faith of different religions, accepting philosophies and rights of others, giving rights to others and freedom for practicing own faith and follow own path etc. become necessary for managing people. Respect matters a lot for self and others. Such theme comes from Sarsara.

- **B.4. Sarsara fixes sharp vision** – Vision is such a quality or inborn personality trait through which a person imagines or observes unseen and knows about future happenings by guess or right decision. A person of sharp and far vision proceeds in spite of difficult situations or obstacles or by the criticism of non believers and gets successes or achieves goals.

- **B.5. Sarsara provides energy** – While a person feels self also feels creativity and becomes free to express his opinions in such a case that positive energy flow is observed. Coming with positive energy for workforce is a sign of spiritual awakening.

**C. Essence of spiritual management principles drawn from five major Gram-Panchayats:-**

- **C.1. Kasada – Examiner of situation** – Like touch stone examines the originality of gold, such quality examines the situation and personality of a person whether right or wrong, decision should be taken or not etc. Person with such quality easily does not become fool in any situation. This is a spiritual management principle of human kind.

- **C.2. Jhirdapali – The spring of decision** – The person having spring like seasonal quality of decision making does not take any unpleasant decision even in critical situations. His decision never hurts anybody, even to his enemy. It means that he keeps the art of such decision making that becomes pleasing to many. Such quality is seen in spiritual persons.

- **C.3. Bhalupani – Fortune writer in palm** – It means that to write his own fortune a person works hard with self realization and faith on self and Divine. He does not go away from the task taken in hand without becoming successful or achieving the goal. This is such a spiritual quality that keeps power to judge and proceed to write own fortune.

- **C.4. Pithhachora – Relaxes with burden** – The spiritually awakened person relaxes his life in spite of pressure or burden and enjoys life and work in equal mood. He never breaks out during pressure or never gets over happiness during pleasure. He balances life well.
C.5. Sarsara-Balang – Developer of personality development – Due to soul consciousness and awakened spiritual values a person develops his personality in shake of humanity and easily achieves the art of managing organizational culture. The qualities of souls are very much expressive which can express the powerful emotion and thought at any time and nourish action. Development of personality completely depends on soul’s interest.

V. Discussion

It is very much essential to have faith within inner core that we are children of one heavenly father. Such feelings come through while we hold purity in life. Sarsara specifies to have pure visions and motivates human resources of the region to fix visions for spiritual gaining by the way of cultural awakening. Culture is the art of expression of human life and this shows path to future generation. Cultural awakening teaches mankind for preservation of art and craft and motivates all for spiritual gain in life. Organizing worship or festivals are examples of cultural awakening. Not only workplace spirituality plays a role in maintenance of righteousness in workplace but also helps in taking care of culture and society. People of Western Bonai through the process of cultural awakening keep example for other parts of the world to awake and preserve cultures instantly to save cultures from the way of in verge of extinction. The history speaks many more things about cultural awakening in other parts of the world. Spiritual management principles and perspectives drawn from Sarsara and Western Bonai are definitely beneficial for management studies.

VI. Conclusion

After having this study this is clear that this helps a lot for managers and organizers as well as authorities to take care of respective culture and to understand about human interest. This helps in organizing, controlling, coordinating and cooperating in workplace and draws attention to have sense of inner feeling during performance of works. Such study motivates employees to have better attitudes and spiritual interest in workplace as well service for common people. People become more aware about practice of righteousness in life. Each moment of life they realize for Divine purpose after having such awareness. This helps in achieving unity and integration among different categories of people. After knowing about human tendencies let us define workplace spirituality as sense of divinity and inner dignity that a person feels within him while working and realizes his work as service to mankind and assures himself his each act for Divine purpose. Not only workplace spirituality plays a role in maintenance of righteousness in workplace but also helps in taking care of culture and society. People of Western Bonai through the process of cultural awakening keep example for other parts of the world to awake and preserve cultures instantly to save cultures from the way of in verge of extinction. The history speaks many more things about cultural awakening in other parts of the world. Spiritual management principles and perspectives drawn from Sarsara and Western Bonai are definitely beneficial for management studies.

References