Paradigm of Workplace Spirituality for Modern day Organizations

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Abstract: In spite of lots of amazing advancements in technology, product innovation, emerging world markets, most of us are not thriving in the organization they work for. They are neither fulfilled nor excited for their work. The sense of fear, anger, and resistance to change are rampant. The best employees who are adept in quality jobs are usually looking to go elsewhere and the employees who are not so marketable are trying to stay under the radar and just hang on for dear life.

Organizations are also putting lots of effort in order to find the essential ingredient necessary to ensure the short and long-term success of an organization? People adept in research are trying to find the formula for high productivity and high performance. It is a million dollar question that what is the real way to create a sustainable organization?

Here we will have to think about the workplace spirituality as it is the only solution which can be consciously acknowledged and channelled into an organization's day to day operation. If we focus our concentration on workplace spirituality then we can very easily find the solutions of following important questions.

1. How does an organization continually adapt to its changing business environment?
2. What is the driving force that makes people creative and innovative in the workplace?
3. How can the personal goals and objectives of the people be brought in alignment with the objectives and targets of the Organization?
4. How to make the employees more responsible and accountable for their work in proportion to their competencies?

The real goal of workplace spirituality is to empower the people as well as workplace. Spirituality in the workplace is about people who perceive themselves as spirited beings, whose spirits desire and need to be energized through work. It is a complete process of experiencing real purpose and meaning at work beyond pay checks and performance reviews.

Keywords: Spirituality, Workplace, Development

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I.　　　Introduction

A paradigm shifting in management theories included focus not just on the workers as physical beings, or as emotional beings but also as thinking beings. According to the shifting in concept that human is expanding, so too are our management theories expanding. We are accepting this fact that we as a human being are the sum total of body, mind, emotion and spirit. If is a healthy effort that several organizations are attending the emotional as well as social needs of employees to some degree. They are taking initiatives to involve employees in decision making and to tap their intellectual abilities. But it is not fortunate for us that we are not attempting to tap into the human spirit.

At the time of thinking about Spirituality and Human Beings, we can focus our attention on these two factors: One is a connection to something greater than ourselves and another is a sense of meaning and purpose that guides our lives.

If an organization really wants to implement workplace spirituality, then they will have to start the significant integration of high employee involvement, teamwork, and empowerment into their management practices. A high performing organization can be categorised as an organization which continually adapts to its changing business environment. Adaptation occurs as a result of individual and organizational transformation. Transformation can be named as an irreversible change in the mind-set of an organization's leadership and employees. It creates the stage for a continuous improvement and generally a new way of operating.

Workplace spirituality is about people sharing and experiencing some common attachment, attraction and togetherness with each other within their work unit and the organization as a whole. It involves all the effort to find the ultimate purpose in life, to develop a strong connection to co-workers and other people associated with work and to have consistency or alignment between one's core beliefs and values of their organization.

II.　　　Some Amazing Advantages of Applying Spirit at Work Mindset

Spiritual Quotient is the new mantra organization are adapting in a fast paced way. All reputed organizations and companies have begun incorporating spirituality into the workplace. We can see a spiritual revival sweeping

across corporate world as organizations are emphasizing on spiritual quotient to intelligence quotient and emotional quotient. But why it is so? Is there any crucial relationship between work and spirituality?

Most of us are ware that Intelligence Quotient is related with the intelligence and solves logical problems while Emotional Quotient is deeply related with our behaviour and allows us to judge the situation we are in and behave appropriately. Here, Spiritual Quotient is a process of personal insight and allows us to ask whether we want that particular situation in our life or not.

Spirituality is about acknowledging the concept that we all as a human being possess certain individual unique talent and that talent is to be valued to give rise to creativity. Sop all organizations should allow a platform where their employees can use all their creative talents and this will change a workplace from merely being a place to earn sufficient money to a place of livelihood.

If any organization focuses their attention only on profit then their long term sustainability will be at stake. They will have to take consideration of the fact that if their employees are happy, they will work in a more productive and creative way which will in turn work as a win-win situation for both the employees and the organization. Workplace spirituality are gaining popularity day by day for the organizations, employees, and job seekers. People are also focusing their attention on workplace spirituality to fulfil their spiritual needs and the other hand, organizations which are able to fulfil spiritual needs of the employees are getting positive work outcomes. Generally, no one will easily accept that spirituality is a deep rooted relation with the output which can affect the goal of any business, which is basically to gain profit. But lots of proven researches are done in this field. A Harvard Business School study examined 10 companies with strong corporate cultures and 10 with weal corporate cultures, drawn from a list of 207 leading corporations. The researchers found that there is a strong co-relation between the organization's corporate culture and its profitability. Lloyd has mentioned in his article that organizations high in workplace spirituality outperform those without it by 86%. Also, such organizations are high in motivation, reportedly grow faster, increase efficiencies and produce higher returns on investments. (Shivaji Dhang e-ISSN-2320-0065)

III.   Meaning of Workplace Spirituality

Burack (1999) defined workplace spirituality by using three important concepts of spirituality in the workplace:
1.   Spiritual growth and advancement of the human experience involve the process of mental growth. It helps human beings a lot in problem solving and individual learning which can be considered as the main vehicles of individual development.
2.   Spiritual growth reflects the gratification of individual.
3.   It is a complete process of embodying spiritual values of integrity, honesty, love, kindness and respect.
4.   It emphasizes social responsibility toward the community, society and environment.
5.   Viewing God and spiritual principles as the grounding for moral decisions.

The backbone of any organization is the human resource development. Spirituality has a great role to play in human resource development. Human resource development can be enriched by catering the spiritual needs of employee which in turn will improve the productivity by quantitative and qualitative way. It focuses on developing character, ethics, values, and creativity in addition to focus on technical skills, training and development.

Grooming of any personality is very essential for a healthy environment in the organizational set up. It fosters dynamic and evolving conditions in human resource which are reflected in the performance and also interpersonal relationship. So, we can very easily say that spirituality induced institutions are unique in their functioning and approach towards human resources so as to extract and utilize the spiritual potential in an individual for corporate evolution.

IV.   Conclusion

If any business organization wants the success, they can't ignore the holistic well-being of employees. You can see all around that our work life is becoming so demanding, fast paced, stressful and chaotic day by day. Most of the employees of any organization are frustrated and confused. All of us are seeing for a long term solution. Adapting and practicing the concepts of Spirituality is observed to be the one good move in this direction. We have a hidden treasure of Indian Spirituality which is waiting in the corporate corridors ready to serve the business community. The only need is to create a self awareness in this regard. Spirituality is related not only with some meditation or yogic exercises. It can be used as an art and science of complete living.

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