



A Review of Research Literature on Workplace Spirituality

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ABSTRACT

Workplace Spirituality is regarding persons who recognize their selves as spirited creatures, and their spirits wishes and required to be strengthened with the work. It is about undergoing actual motive and significance at work rather than remunerations and performance appraisals. When organizations and workplaces are able to generate surroundings that are conducive to employees undergoing harmony in conduct and belief, their values and their work, and a sense of motive in their vocation, a certain shape of spiritual orientation will develop. Workplace Spirituality in its basic component is awareness, interconnectedness with each other and a greater existence, an intellect of fulfillment, and value and implication to one's vocation. This paper focuses and analyzes the literature findings which involve workplace spirituality.

KEYWORDS :

INTRODUCTION

According to Mitroff and Denton (1999) expresses spirituality as "The basic feeling of being connected with one's complete self, others and the entire universe". Workplace Spirituality is a new buzzword not only in theology, business science but also in education. According to Fry (2003), "there is an emerging and accelerating call for spirituality in workplace". Years back employees were required to put their spiritual actuality behind the entrance before plunging into the place of work, but currently, splitting work life from spiritual life lessen workers' confidence and these both cannot be detach and individual with their entire physical, mental and spiritual self at their place of work. Because of this, these days spirituality is being recognized as an essential necessary for conducive growth in organization by researchers. According to Ashmos and Duchon, (2000), "Workplace spirituality can be defined as the recognition that employees have an inner life which nourishes and is nourished by meaningful work taking place in the context of a community".

Review of Research Literature related to Workplace Spirituality

This section highlights National as well as international research literature related to the fundamental and allied aspects of workplace spirituality

NATIONAL STUDIES:

Subramanian, M., et al (2013). A Study of Spirituality in a Public Sector Bank in India.

Objectives: The purpose of this study is to determine whether the organization, a leading public sector bank in India, is a spiritual workplace and the employees are spiritually fulfilled at work, whilst living the core values of the bank.

Methodology: The methodology adopted is descriptive field study based on survey research. The methodology is based on the primary and secondary data. Multi-Stage Random Sampling Method was used in the study to select the sample.

Findings: The results indicate that the employees believe the bank to be a spiritual workplace and they are spiritually fulfilled at work and seem to be living the values. The findings of this study provide an opportunity to assess the employee satisfaction within the organization and to determine the link between spirituality at work and employee satisfaction as well as the link between spirituality at work and living the bank's core values.

Munda, S.S. (2009). Workplace Spirituality: Rekindling the Humanitarian Climate to Improve Organizational Outcomes.

Objective: The purpose of the study is to investigate the relationship between Workplace Spirituality, include "meaningful work and purpose in inner life, having a "sense of community" and being in "align-

ment with the organization's values" and mission and two work-related outcomes that is intention to leave, and quality of patient care among medical professionals working in the government and private Health care organizations of India.

Methodology: The study was conducted on a sample of 253 medical professionals from a large public hospital. The perceptions about workplace spirituality was measured with Scale based on Ashmos-Duchon Spirituality Scale (2000). While quality of patient care was measured by scale constructed by Kelly and Hurst (2006) and intention to leave was measured by scale constructed by Kalberg (1996). For data analysis, stepwise multiple regression analysis was

Findings: Stepwise regression analysis of the data revealed that the "workplace spirituality", emerged as a positive predictor of "quality of patient care" and negative of "turnover intentions" in both the hospitals equally.

Pawar, B.S.(2009). Individual spirituality, workplace spirituality and work attitudes An empirical test of direct and interaction effects.

Objectives: This paper aims to examine the direct effects of three workplace spirituality aspects : meaning in work, community at work, and positive organizational purpose and individual spirituality on three work attitudes i.e. job satisfaction, job involvement, and organizational commitment..

Methodology: The paper briefly outlines the existing workplace spirituality research, indicates the required research and places this study in that backdrop. It then outlines theory building for specifying a set of hypotheses. It uses data from a sample of managerial level employees from India to test the hypotheses

Findings: The study results provided considerable support for the hypothesized relationships between workplace spirituality aspects and work attitudes but not for the hypothesized relationships between individual spirituality and work attitudes. The results provided only marginal support for the interactive effect model, which hypothesized that individual spirituality will moderate the effect of workplace spirituality aspects on work attitudes.

Badrinarayan, S. P. (2008). Two approaches to workplace spirituality facilitation: a comparison and implications.

Objective: This paper seeks to outline and compare two approaches to workplace spirituality facilitation and to derive conclusions and suggest implications for research and practice.

Methodology: The article uses two real-life descriptions from the existing literature to outline two approaches to workplace spirituality facilitation. It outlines similarities and differences between them.

It also compares them on key features and outlines their implications and complementarities. Based on this, it describes conclusions and implications for research and practice.

Findings: The paper finds that first approach, with its starting point of organizational spiritual values and emphasis on organizational processes to facilitate the transmission of these values, can be identified as an organization-focused approach. At the center of the second approach is a program for transformation or spiritual development of individual employees.

INTERNATIONAL STUDIES:

Mahdieh, P., et al. (2014).*Study of the relationship between workplace spirituality and organizational citizenship behavior in physical education teachers in Tehran city.*

Objective: The purpose of this study was to investigate the relationship between spirituality in the workplace and organizational citizenship behavior in physical education teachers in Tehran city, which has done a case study on physical education teachers.

Methodology: The present research is applied in terms of purpose, and in terms of research methodology is descriptive-correlation and in terms of collecting field data. The instrument used for data collection was comprised of two questions, one about the spiritual dimension, which is a standardized questionnaire designed by myelin and colleagues. Descriptive statistical methods were used to calculate indices of central tendency and dispersion, inferential statistics used for the KS test to determine normality of data, data analysis and statistical inference study was used in the different analyzes.

Findings: research findings indicate that there was a significant relationship between spirituality in the workplace and organizational citizenship behavior in physical education teachers.

Gary, R. (2013).*Leadership Coping Skills: Servant Leader Workplace Spiritual Intelligence.*

Objective: This paper presents the results of a pretest of 77 human resource and city manager respondents in the area of servant leader workplace spiritual intelligence (SLWSI) which is subset of research on spiritual intelligence which consists of five components: a capacity for transcendence; the ability to enter higher states of consciousness; the facility to interject the sacred into everyday events; the capability to utilize applied sanctification principles to solve problems; and the ability to engage in ethical and virtuous behavior such as forgiveness, love, transparency, and humility.

Methodology: The data for this article was gathered from two web survey instruments. The first is a questionnaire directed at city managers selected from the International City Management Association Directory. Selected respondents received a mail letter inviting them to complete the on-line survey instrument. The second web survey consisted of personnel employees from a commercially purchased email list. Potential respondents were sent an email with an embedded encrypted link.

Findings: The results indicate that respondents who scored higher on servant leadership, an important workplace spiritual intelligence attribute, reported lower levels of job stress and higher levels of workforce engagement (more satisfied with peers and job challenge, higher organizational commitment and loyalty, greater motivation to improve performance, and higher overall performance level).

Saleheh, P., et al. (2013).*Workplace Spirituality and Positive Work Attitudes: The Moderating role of Individual Spirituality.*

Objective: The purpose of this study was to investigate the relationship between workplace spirituality aspects and two positive work attitudes (job satisfaction and organizational commitment) considering the moderating role of individual spirituality.

Methodology: Workplace Spirituality scale (Milliman et. al, 1993), *daily spiritual experiences scale*, DSES (underwood, 2006), Job in General Scale (JIGS, Ironson, Smith, Brannick, Gibson, & Paul, 1989) and affective commitment scale (Meyer and Allen,1990) were administered to 300 full-time employees working in an industrial company in Iran that were selected by stratified random sampling method. The data were analyzed applying hierarchical regression analysis.

Findings: Results indicated that workplace spirituality aspects (meaning in work, community at work and positive organizational purpose) were positively related to job satisfaction and organizational commitment and employee's individual spirituality can moderate the number of these associations.

Sidra, N., et al. (2013).*Workplace spirituality as predictor of workplace attitudes among Pakistani doctors.*

Objective: The current study investigated the role of workplace spirituality as predictor of workplace attitudes among doctors.

Methodology: The present study was based on cross-sectional survey research design. The design in which data is collected at one point in time from a sample selected to symbolize a larger population.

Findings: The results indicate that workplace spirituality positively predicts workplace attitudes. The workplace spirituality strongly predict the organizational commitment, organization based self -esteem and intrinsic work satisfaction.

Abdul, G.K. B. A., et al. (2013). *The Moderating Effects of School Principals' Leadership Practices on the Workplace Spirituality and Leadership Effectiveness Relationship.*

Objective: The purpose of this study is to identify the moderating effects of school principals' leadership behavior on the relationship between workplace spirituality with leadership effectiveness.

Methodology: This study used a descriptive research design. The data were obtained through the administration of questionnaires to randomly selected trained teachers from National Secondary School in Malaysia. The data for this study was collected using a set of questionnaire from 989 trained teachers from 87 national secondary schools across three States of the Northern Peninsular of Malaysia.

Findings: The findings revealed that the level of workplace spirituality practices in the Malaysian secondary schools was exceptionally high. Meanwhile, leadership practices were identified as the moderator of the relationship between workplace spirituality and leadership effectiveness.

CONCLUSION:

The studies reviewed relate to different types of working sectors like banking, teaching, nursing, medicine, industry, private and public limited companies. The studies located and reviewed include both Indian and Foreign studies. In the studies reviewed on workplace spirituality a number of dimensions were considered for evaluating the workplace spirituality of professionals like Team's sense of community, alignment between organizational and individual values, sense of contribution to the community, sense of enjoyment at work and opportunities for inner life.

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