



Encouraging Workplace Spirituality Through Its Evolution, Features And Components

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ABSTRACT

Over the course of the last decade, the idea of incorporating spirituality into one's professional life has grown in popularity among academic communities. Due to the fact that the concept of spirituality in the workplace is still relatively fresh, it is still in the process of developing. Over the course of the last few years, it has garnered an extraordinary amount of interest in the field of management research as well as in academic circles. The genuine significance of spirituality in the workplace is a very individualistic and individualised field of philosophy. This is the case due to the fact that individuals who are nearly educationally labelled as generous thinkers define their sentiments with purity, and there is a bit of a tight relationship between their place of employment and deeply significant ideals. At first sight, it may seem that exercising one's religion while at work is the same thing as practising one's spirituality while at work; nevertheless, this is not at all the case. exercising one's religion while at work is not the same thing as practising one's spirituality while at work. There is a widespread misunderstanding that it has anything to do with the practises or beliefs of a particular religion; however, this is not the case. Simply expressed, it refers to the process of obtaining purpose, value, and motivation from one's employment that goes beyond monetary reward and standards of accomplishment. This may be achieved in a variety of ways, but the ultimate result is the same. It is about people inside a corporation coming to realise a feeling of oneness and harmony within the framework of the whole organisation. The notion of workplace spirituality, as well as its history, aspects, and components, are discussed in this study. In addition, the findings of this research provide suggestions for organisations seeking effective strategies to promote workplace spirituality.

Keywords: Workplace spirituality, Evolution, Features, Components

I. INTRODUCTION

Up until quite recently, nobody had contemplated the possibility that spirituality may have any influence on management. In the past, the two industries were entirely separate from one another; now, they are now fighting for a significant amount of recognition, and it looks that they are getting along rather well with one another. The spirituality of the workplace is one of the new elements that management studies and research approaches are starting to investigate, although the field is still in the early stages of its development. It has nothing to do with God, theology, organised religious practises, religion, or religious views, and it has nothing to do with religious beliefs either. It is something that is absolutely apart from religion in the view of modern writers.

Because the idea is too open to interpretation, it is not feasible to construct a concrete definition for workplace spirituality. Several writers have presented interpretations that are in disagreement with one another about what the phrase "workplace spirituality" implies. According to Karakas (2010), the concept of workplace spirituality has been defined in over two thousand distinct ways, and there is no consensus on any of those definitions as of yet. It is largely agreed upon that the description offered by Ashmos and Duchon (2003) is the one that comes closest to capturing the phenomenon in question. They argued that the realisation that people have an inner existence that is both nurtured and fed by meaningful work in the context of community is the core of what they meant when they spoke about workplace spirituality.

Organisations that promote spirituality or a spiritual culture recognise the fact that individuals have a mind and a soul, that they want their work to have meaning and purpose, and that they want to connect with other people and be a part of the community. This is something that people desire, and it is something that their jobs should provide for them. There have been a great number of research done on the subject of spirituality in the workplace in Western settings; however, there have only been a small number of studies done in Indian situations. The spiritual foundation of India can be traced all the way back to its beginnings thanks to the Vedas, the Upanishads, The Bhagavad Gita, and other works that have been passed down through the ages. Not only is the education of such literature well acknowledged all around India, but it is also widely known in the rest of the globe. These are the types of spiritual practises that still have much to teach us about how to be good leaders in our modern period. If managers were to grasp the concepts described in the Bhagwad Geeta, such as Swadharma, Nishkama karma, Lokasangraha, Daivi Sampat, and the Gunas, and apply these concepts to the contemporary business world, the end result would be a major improvement in the overall performance of the companies.

It is not a lack of religious attendance but rather a lack of spirituality that is the fundamental component that leads to dishonesty and fraud. When it comes to matters concerning their own families, no one is dishonest. The fact that people don't feel like they belong anywhere is one factor that's driving the current state of corruption. When people engage in spiritual practises, they have a stronger feeling of connection to one another, which in turn improves the probability that they will speak the truth and watch out for one another. Under these conditions, it is not feasible for anybody to engage in unethical activity of any type, whether it be manipulation, dishonesty, animosity, or anything else along those lines.

As a consequence of recent discoveries on a range of scams and the amount of corruption in India, all Indians are bewildered as a result of these findings. In the eyes of the international business community, India's reputation as a growing nation has been further harmed as a result of the turmoil that took place on July 18 at the Maruti Suzuki Plant in Manesar, Haryana. The following comment was made by Praful Bidwai in his article titled "Lessons from Maruti Violence," which was published in Lokmat Times. He says that "the Maruti-Suzuki violence marked a watershed." On the other hand, the same situations and the same kinds of confrontations between bosses and employees may be witnessed in a significant number of other businesses in India. The declining real incomes of workers and the growing insecurity of their employment are leading to an increase in the level of frustration that these workers feel. While the percentage of value addition that can be attributed to wages in the manufacturing sector has decreased from thirty percent to less than twelve percent over the course of the past three decades, the percentage that can be attributed to profits has more than doubled, moving from twenty-three percent to fifty-six percent (Art of Living, 2023).

Whatever the causes may be for such workplace violence, corruption, scams, and the like, diverse social and economic developments, as well as alterations in the demographics of the workforce, all contribute to an increase in the need of exercising spirituality while one is at work. There have been layoffs, mergers and amalgamations, technological advancements, unethical corporate behaviour, an increased dependence on contract labour, workplace violence, threats of terrorism, a decline in job satisfaction, job insecurity, stress and burnout, and a host of other factors that have contributed to the necessity of such a measure. In addition, there are a multitude of other factors that have contributed to the necessity of such a measure. According to research carried out in the United States, just half of working Americans are content with their jobs, a ratio that is 9% lower than it was in 1995 (59%), when it was reported that 59% of working Americans were pleased with their jobs. It is only natural that in these uncertain times, workers would go to spirituality for answers, security, and inner peace.

According to the results of a survey that was carried out in workplaces throughout the United States during the last decade of the twentieth century and at the beginning of the new millennium, the level of interest in spirituality in the workplace has steadily increased over the course of that time period. It is unfortunate that in India no such study has ever been carried out in an official capacity; as a consequence, the benefits of participating in spiritual practises while working are still a mystery. Nevertheless, the event that took place at Maruti-Suzuki illustrates that there has been at least a small beginning of giving room to spirituality at the workplace in order to establish a conducive working atmosphere. This was shown by the fact that there was an incident that took place there. This was shown by the efforts they made to perform Vastu Shanti, which included bringing mental health professionals such as psychiatrists and psychologists, in addition to other people such as trainers.

Interacting with one's fellow employees and colleagues often takes up the most of an employee's time these days, since this is where they spend the majority of their time. workers are searching for meaning and purpose in their work since their social identity is related to their career. The number of individuals living in joint families has declined, and workers are seeking for meaning and purpose in their work. They are interested in figuring out the nature of the connection they have with the other people working there at the same time that they are seeking for a purpose in the job that they are doing. As a consequence of this shift in awareness, the spirituality that may be found in the workplace is growing ground and gathering speed.

There are two perspectives from which one might foster spirituality in the workplace: one is from the standpoint of the organisation, and the other is from the perspective of the person. Both of these points of view have been used in the characterization of workplace spirituality. It is described as a framework of organisational principles that are supported by the culture of an organisation, as seen from the perspective of an organisation. People are able to feel more connected to one another via the use of this framework, which in turn helps them experience more contentment and pleasure in their life. When seen from the viewpoint of an individual, workplace spirituality is about figuring out one's ultimate purpose in life, developing meaningful relationships with other people, and possessing values that are congruent with those of the organisation .

II. EVOLUTION OF WORKPLACE SPIRITUALITY

Up until quite recently, nobody had contemplated the possibility that spirituality may have any influence on management. In the past, the two industries were entirely separate from one another; now, they are now fighting for a significant amount of recognition, and it looks that they are getting along rather well with one another. The spirituality of the workplace is one of the new elements that management studies and research approaches are starting to investigate, although the field is still in the early stages of its development. It has nothing to do with God, theology, organised religious practises, religion, or religious views, and it has nothing to do with religious beliefs either. It is regarded e by writers writing in the modern era. The contemporary concern for greater spirituality in the workplace has evolved as a consequence of five societal shifts that have set the ground for this problem. These shifts have contributed to the modern desire for more spirituality in the workplace. Employees who had lost their drive as a consequence of layoffs, downsizing, or re-engineering were the first trend that we saw. The second trend that was seen was "the decrease of neighbourhoods, churches, civic groups, and extended families as key sites for feeling connected and the substitution of the job as a primary source of community." This was referred to as the "the decrease of neighbourhoods, churches, civic groups, and extended families as key sites for feeling connected." The United States of America exhibited this trend in its data. The interest in Asian religions and philosophies, such as those that put an emphasis on meditation, devotion, and "finding one's spiritual core in any activity," was a third factor that led to the growth in interest in spirituality in the workplace. In particular, this factor contributed to an increase in the number of people who were interested in studying Buddhism. In particular, members of the baby boomer generation are reaching retirement age and are becoming increasingly preoccupied with the meaning of life. This is the fourth pattern that has emerged. In the end, and as a fifth and last reason, the emergence of spirituality may be ascribed to the rise of worldwide competition, which led to the requirement of getting a competitive advantage by complete exploitation of the person, including the heart. In other words, the rise of global rivalry may be responsible for the rise of spirituality. Another problem that has to be addressed is the formulation of management procedures that place a focus on the employees.

Traditional forms of social support, such as communities, places of religion, and extended families, are gradually becoming less significance for the average person. The time that was formerly spent there is now being replaced by time spent at work; as a consequence, work is becoming an element that is more significant in the personal development of workers. As a result of this, people are seeking for methods to blend their personal and professional views in the goal of getting a feeling of personal satisfaction through the job that they do. They do this in the hope of attaining this sense of personal fulfilment via the work that they do.

The spirituality in the workplace movement, which had its beginnings in the early 1990s, may be traced back to its origins in the United States of America, which served as its cradle. The academic disciplines of organisational and social psychology, ethics, and management are the ones that were responsible for the conception of the very first efforts to grasp spirituality in the workplace. Documentation of these efforts can be found in books, articles, and special journal issues or sections (for example, the MSR version of the Academy of Management Journal and the Journal of Organisation Change Management). These publications include Journal of Managerial Psychology, Journal of Management Inquiry, Journal of Management Education, Organisation, and Journal of Management Inquiry. According to Mbaknol (2021), the idea of spirituality in the workplace was established via a mix of theoretical argumentation and organisational case study.

As a consequence of the fact that the commercial world is ego-driven, people were becoming weary and uninspired, and knowledge workers started having feelings of insecurity as a direct result of this. The notion of spirituality in the workplace originated, in a way, at the point when the new age movement and the soulless mindset of the corporate world intersected with one another. As the 21st century advanced, the meaning of the term "spirituality" underwent a number of shifts and shifts in interpretation.

It has been hypothesised that spirituality in the workplace would emerge as an integral part not just of the organisations of the future but also of the field of organisational science as a whole in the not too distant future. It is a distinct possibility that in the not-too-distant future, the community component will play a function that is much more significant in the organisational growth activities. A certain degree of relational sensitivity is required if one is to achieve their goal of allowing innovative and novel methods to the resolution of strategic issues. Investigations are now being carried out to investigate how the growth of one's spirituality could be related to one's ability to endure in the face of very challenging situations.

The current idea of spirituality in the workplace can be seen as a part of the stages in the evolution of a distinct orientation in organisational behaviour (OB). This orientation is characterised by broader recognition of an employee as a human being and by greater attention to providing more complete engagement and fulfilment to an employee while they are at work. It is also characterised by the fact that spirituality in the workplace is one of the stages in the evolution of a distinct orientation in organisational behaviour (OB). According to Mbaknol (2021), this different approach in OB is distinguished by a larger appreciation of an employee as a human person.

III. FEATURES OF SPIRITUAL ORGANIZATION

According to Houghton et al. (2016), spiritual organisations are those that aid their members in growing personally, finding significance in what they do for a job, and realising their full potential. A spiritual organisation may be differentiated from a non-spiritual organisation by the presence of a number of traits that are unique to spiritual organisations:

- **Strong Sense of Purpose:** Spiritual organisations don't only concentrate on making money for the sake of their own existence; rather, they centre the culture of their organisations on a meaningful purpose. This is due to the fact that having a purpose is essential for the individuals working inside an organisation to continue being motivated and to develop a feeling of "DO WHAT YOU BELIEVE." Spiritual organisations create their cultures around meaningful objectives because it is essential for the individuals working in an organisation to have a purpose in order to maintain their motivation. It is possible for a company to have success in the short term by participating in unethical commercial practises; nevertheless, in order for an organisation to have success in the long run, it is necessary for the organisation to be spiritual.
- **Trust and Respect:** Spiritual communities are easily identifiable by the high levels of trust and respect that members have for one another, as well as by their honesty and openness. They foster an environment that is independent and honest, one in which management is not afraid to admit when they are wrong even when they are in a position of authority. They present information that is both comprehensive and reliable on their product, as well as the attributes and uses of the product.
- **Humanistic Work Practices:** Various spiritual organisations adhere to a variety of humanistic tenets and principles in their daily operations. Some of these practises include flexi-timing, also known as flexible work schedules, group and organizational-based awards, guarantees of individual work rights, employee empowerment, job security, and shrinking of pay status and differentials, as well as other similar practises.
- **Toleration of Employee Expression:** In spiritual organisations, staff members are never encouraged to suppress their feelings in any way. They don't make their employees feel bad about speaking out, and they don't put them in any kind of fear of being disciplined.

According to Mohamed and Ruth (2016), spirituality in the workplace is rapidly becoming a vital component of businesses all over the globe. This is happening for a good reason, since spirituality in the workplace is associated with several advantages:

- An improvement in the workers' overarching feeling of health and happiness
- An rise in both the individual and collective levels of productivity of workers
- Lower overall rates of absenteeism in the workforce
- Increased levels of determination and inspiration
- A heightened sense of fulfilment in one's job
- An improved quality of life in every aspect overall
- Increased employee morale
- Reduced workplace stress
- Reduced employee burnout
- Reduced employee turnover rates
- Improved work performance

A growing number of companies have seen the benefits of fostering a spiritual environment in the workplace and have made it a priority to do so in their day-to-day operations. Companies in the information technology sector such as WIPRO Corporation and Infosys Ltd., both of which are regarded to be giants, have emphasised the development of ethical concepts within their corporate cultures for a considerable amount of time (Saxena, 2017).

The Human Resources departments of a number of big firms are actively looking for spiritual gurus in order to assist freshly recruited staff in dealing with the demands of contemporary working life. Sri Sri Ravi Shankar, a well-known guru, is in charge of a "corporate executive programme" that is designed to help senior management of India's most successful corporations better cope with the impacts of stress. This is accomplished by teaching employees how to improve their breathing, which ultimately results in a more comfortable working environment (Saxena, 2017).

Tata Tea, Aarti International Ltd., Reckitt and Coleman, Dabur, Excel Industries, and The Times of India are just few of the companies that have introduced particular policies, programmes, or practises inside their organisations that openly foster spirituality (Saxena, 2017).

IV. LITERATURE REVIEW

Hassan (2016) uncovered the fact that the financial measures known as Return on Asset (ROA) have a significant connection with spiritual intelligence. According to the results of the regression analysis, ROA is a dependent variable, but spiritual intelligence is an independent variable. There is a connection that can be made between the spiritual intelligence of an organisation and the organization level of financial success. The amount of spiritual intelligence possessed by males is often greater than that of women .

Shrestha, (2017) According to one research, the concept of workplace spirituality may be broken down into four different aspects. These dimensions include spiritual orientation, compassion, meaningful work, and value alignment. The concept of workplace spirituality may be broken down into these four components. Using the tool, a spirituality in the workplace indicator that has been validated in the Indian environment has been generated.

Petchsawang (2018) highlighted the role that spirituality plays in the operation of a business as well as the influence that it has on that process. The human mind is very much like usual work, and it has split and produced departmental labour, such as financial outcomes and profits, which is deemed to be overly composed and mind-numbingly cold from a left-brain standpoint. Left-brain viewpoints, such as the formulation of strategies, the organisation of recitals, ways of thinking, and analytical thinking, have been more important to businesses in recent years. A relationship between the spirituality of a firm and the performance of its personnel and overall operations has been proved to exist, according to the findings of the descriptive research.

Angelica-Nicoleta Neculaesei (2019), workplace spirituality increases job satisfaction, positive influence of work and attitude, positive influence of organisation citizenship behaviour, stress reduction, increase performance and motivation at work, and so on. This was revealed in her research titled Spirituality- an Organisation Dimension, which was conducted to find the relationship between individual spiritualism and Organisational spirituality .

Charlotte and Shelton (2019) investigated and demonstrated their conclusions showing partly spiritual intelligence and emotional intelligence had a beneficial effect on the performance of the employee, as well as having a positive and substantial impact on work satisfaction. Both of these outcomes were positively influenced by spiritual intelligence and emotional intelligence. The employee's total work satisfaction increased as a direct result of these intelligences' beneficial impact. According to the findings of the study, a crucial element in deciding whether or not the performance of businesses in the information technology sector rose or fell was the workers' level of emotional intelligence. The direction of the optimistic coefficient on employee performance may be heavily influenced by the spiritual intelligence factors' coefficient thanks to the significant quantity of power that this coefficient has. The results of the research indicate that the amount of spiritual intelligence held by IT professionals is connected with either an increase or a deterioration in job performance at their particular businesses, depending on which direction the correlation goes .

Indradevi (2020), in her topic Workplace Spirituality: Successful Mantra for Modern Organisation, with the goal of gaining a better understanding of the direction in which this field of study is evolving, as well as gaining a better understanding of the role that HR plays in the implementation of spirituality in the workplace and the application of spirituality in the workplace. In addition, the goal of this research was to gain a better understanding of the direction in which this field of study is evolving. Using methods such as open discussion and open seminars, with the participation of each and every member of the organisation. Proposed An individual is better able to recognise the meaningfulness and purpose of their job, develop an inner connection by cultivating long-lasting relationships with others in the workplace, and finally align their individual values with the values of the organisation in which they are employed when they engage in the practise of workplace spirituality. Naturally, in order to facilitate the performance of organisational spirit implementation, it may be required to run a training programme such as training in interpersonal communication. This is because supporting the performance of organisational spirit implementation is essential .

Dubey et al (2021) an investigation with the working title "Effect of Workplace Spirituality on Leadership, Job Satisfaction, and Organisational Citizenship Behaviour: An Analytical Study in Private Manufacturing Firms" was carried out. It was hypothesised that the aspects of workplace spirituality such as mindfulness, transcendence, and a feeling of community would be found to have a significant relationship with the level of job satisfaction experienced by workers. This suggests that businesses should put a greater focus on the implementation of these elements in order to inspire workers and keep them on staff for an extended length of time. The authors also discovered that mindfulness and a sense of community indicated a significant relation with the leadership of employees, which explains that organisations should be more engaged in the creation of cultured environments consisting of these dimensions for the purpose of achieving outcomes such as effective leadership for the purpose of ensuring the sustainable growth of organisations. The author arrived at the conclusion that mindfulness, transcendence, and a feeling of community were major predictors of the

organisational citizenship conduct of workers. This was the conclusion that was reached at the end of the book. Therefore, in order to build a feeling of belonging in people working for an organisation, it is imperative that organisations put a larger focus on the application of these elements.

V. COMPONENTS OF A MODEL FOR WORKPLACE SPIRITUALITY

People may obtain a better grasp of the role that spirituality can play in organisations, how it might operate "to positively influence the bottom line, and the value it could provide to members of the work community if they identify the desirable features of spiritual workplaces. These characteristics include a sense of community, a sense of purpose, and a sense of connection to something greater than oneself. This has the potential to bring people one step closer to comprehending what spirituality can do.

According to Rathee and Rajain (2020), the following is a list of the six impacts that may be related with adopting a paradigm of spirituality in the workplace:

1. Emphasizes Sustainability

Adopting a holistic view on one's job and one's engagement in the world might be helpful in facilitating the development of links between sustainable practises and an understanding of the planet's finite resource pool. Because of its overriding purpose of creating a positive contribution to the greater good that already exists in the world, this method of addressing design, manufacturing, and commerce is garnering more and more attention in the spiritual community. This is one of the reasons why this approach is gaining more and more attention. In addition to that, there is a chance that the asset's market value may increase, which will tempt investors to purchase it (Fanggidae, 2018).

To have knowledge of sustainable growth and development, one must have a well-thought-out strategy that acknowledges the possible long-term ramifications or implications of actions that may ultimately have a negative effect on the organisation. This is required in order to demonstrate that one is knowledgeable about sustainable growth and development. Because of the comprehensive nature of this view on international commerce, it is necessary for enterprises to constantly assess the possible risks and rewards of conducting operations over a prolonged period of time. This requires undertaking an in-depth and continuing investigation of the potentially negative and unanticipated implications that corporate decisions may have on people on an individual level, as well as on communities and the natural environment.

2. Values Contribution

An increased sense of commitment to contribute to the overall betterment of the world is evoked by the concept of global service. This feeling of duty goes farther than only providing superior service to customers. American corporations have historically had a fundamental understanding that a "part of their role is to make the world a better place through the goods and services that they sell. This has been the case even though the local family business might not offer goods and services that will enhance the standard of living in third world countries. This has been the case for the whole of the history of commerce in the United States. The contemporary religious group is extremely deliberate in its efforts to put into action a vision that is oriented on achieving reforms that are beneficial to the whole people. It promotes activities outside of the firm that "give back" to society by making a contribution to it in some form, such as community service or volunteer work. These activities are examples of what are meant to be encouraged. According to Mousa and 2020, businesses and managers that have a spiritual consciousness consider themselves as the servants of their workers, customers, and the community at general.

3. Prizes Creativity

The creative process is a vital ingredient in the whole production cycle of a firm. Creativity is vital for efficiently navigating the changes that have been brought about by breakthroughs in technology, modifications in market circumstances, and demographic shifts. These changes need organisations to rethink the products and services that they now provide. Many educators understand the significance of a seamless and daily incorporation of creativity in the process of assisting their students in learning, which is something that has been recognised for a long time by the artistic industries in recognition of the spiritual nature of individual and group creative processes. This is something that has been recognised by many educators in the process of helping their students learn, which is something that has been recognised for a long time by the artistic industries. A spiritual workplace recognises that the creative potential is not something that must only be held by a select few people, but that it is something that can be found in everyone. This is because the spiritual workplace recognises that the capacity for creativity is something that can be found in everyone. According to Fanggidae (2018), a spiritual place of work creates tools that help people see their full creative potential and put that potential into practise inside the company. These resources also advise individuals in putting that potential into practise.

4. Cultivates Inclusion

The creation of companies as key community sources is becoming an increasingly popular option among people in many cultures. The spiritual organisation respects and values the life experiences of its members, in

addition to the lessons that may be learned as a result of those life experiences. An organisation such as this one makes a concentrated effort to integrate individuals who bring appropriate skill sets to a specific job but who, owing to causes beyond their control, may have been excluded in the past from taking part in a professional community of practise. These people bring something to the table that is valuable to the organisation. This is due to the fact that the organisation acknowledges that these particular individuals offer something special to the table. persons who have been discriminated against owing to their gender or sexual orientation are some instances of persons who have historically been excluded from the workforce. Other examples include people who have been excluded from the workforce due to their physical disabilities, those whose skin colour or ethnic origin varies from that of the dominant population, and people who have had their employment opportunities limited because of their gender. Companies are becoming more conscious of the value that can be generated from their staff joining together as a community to work towards a purpose that is shared by all of them. This trend is expected to continue in the foreseeable future. They have the idea that the concepts of love and acceptance, when put within a cultural framework of care, establish a feeling of community that not only supports the work of the business but also has a direct impact on the company's bottom line (Mousa, 2020). This is something that they believe, based on their observations.

5. Develops Principles

Organisations have begun to realise the value in addressing the whole person by actively supporting the construction of ethical standards that stimulate personal growth, long-term character development, and the building of personal links between religion and work. In other words, organisations have begun to see that addressing the whole person is valuable. It is to the benefit of the company to provide its staff members aid in balancing their own personal development, further education, and religious obligations with the demands of their jobs. One example of the principled focus that is being covered in this article is the provision of resources to workers that aid them in better knowing themselves, building successful professional and personal connections, and strengthening their personal management talents. Employees are actively encouraged to build a genuine and realistic knowledge of the effect that other people have on them as well as the impact that they, themselves, have on others (Fanggidae et al, 2020). This awareness should include both the influence that other people have on them and the impact that they, themselves, have on others .

6. Promotes Vocation

Companies have been fully aware of the benefits that come with having every employee feel that they own a portion of the company's basic beliefs for a very long time now. This has been the case since a very long time ago. When companies recognise that an individual's overall desire for spiritual growth and fulfilment does not necessarily need to be different from an individual's job, these companies establish the framework for spiritual development to help in engendering understanding among their employees. This helps organisations build the framework for spiritual development to help in engendering understanding among their workers. Companies that understand the significance of workplace spirituality go above and beyond simply being supportive of their employees' continued learning and development by assisting workers in developing a sense of "calling" or the ability to identify what they are passionate about in both their personal lives and professional careers. This type of assistance is provided by businesses that go above and beyond simply being supportive of their employees' continued learning and development. Companies that operate in this manner put a significant amount of focus on discovering and making productive use of the singular qualities that are possessed by each employee, and they also encourage those employees to contribute the one-of-a-kind skills that they possess to the success of the firm. According to Fanggidae (2018), a significant number of individuals hold the belief that the development of a deeply entrenched and grounded religious faith is a vital and profoundly personal component of the maturation process for them, and that it is this component that may aid them in more quickly recognising their vocations.

VI. WAYS TO ENCOURAGE SPIRITUALITY IN THE WORKPLACE

The creation of a spiritual workplace is a process that requires a significant investment of both time and effort. According to Schutte (2016), in order for employers to be successful in fostering a sense of spirituality in the workplace, they need to make modifications to the way things are presently managed. They are expected to implement a plan that encourages the execution of religious activities while they are on the clock at their respective places of work. Because the pace of growth for each employee is different, employers need to exercise patience in order to realise their objectives.

In order to build and maintain a spirituality in the workplace, the following are some actions that may be taken:

- Providing a description of the company's aims and objectives in reference to the method in which it will supply its clients with the products and services that are necessary to fulfil their needs. The purpose of this endeavour is to create a function that will not only contribute to the betterment of the lives of individuals, but also to the advancement of society as a whole.
- Ensuring that any decision made by the company does not have an unfavourable effect, in any way, on the lives of other people or the operations of other companies; this is a requirement for each action that the

company takes. You may set your company apart from the competition by ensuring that it does not engage in any activities that are detrimental to the environment.

- Hiring and recruiting people who are familiar with the organization's mission statement and who conduct themselves in a way that is harmonious with the company's overall purpose. This includes both in-house and external candidates. If a firm persists in hiring people who do not put an emphasis on spirituality, it will be hindered in its capacity to cultivate a spiritual culture in the workplace. This is because spirituality is seen as less important by such individuals.
- Developing a culture inside the organisation that recognises the value of diversity and encourages people of all walks of life to participate. It is important to encourage and promote a diverse range of thinking processes and points of view held by the workers in an organisation.
- Educating and educating the employees in the abilities of self-leadership and self-awareness, and providing them with such opportunities. Encourage youngsters to value who they are and the contribution they make to the world by giving them inspiration.
- Educating employees on the proper ways to behave themselves in a business setting so that they may provide clients with service that is both more meaningful and more effective.
- Providing incentives for employees to demonstrate a better level of ingenuity As a consequence of the creative qualities that people possess, they are able to get more engrossed in their work and locate a sense of purpose in the activities that they do.
- Convincing workers that they have nothing to worry about and doing away with their anxiety completely. The absence of fear is an essential component in the maturation process of spirituality. For instance, it is hard for workers to get any information from their errors if they are scared of making them due to the fear of making mistakes.
- Establishing a trustworthy culture in the workplace in order to encourage individuals to work together, pick up new skills from one another, and contribute to the accomplishment of an objective that is of larger value.
- Providing employees with information on the advantages of meditation and yoga and encouraging them to participate in these practises. With the assistance of contemplative practises such as yoga and meditation, individuals have the potential to increase their level of self-awareness, decrease tension and concerns linked with stress, and improve their overall well-being.
- Arranging and leading workshops on personal development for the employees working at your place of business in some capacity. The development of our personalities equips us with enhanced management abilities that benefit us in all aspects of our life, including our social, personal, and professional spheres. Additionally, it helps us cope with the bad that is all around us and encourages us in keeping a positive attitude regardless of the circumstances.
- Having a personal acquaintance with each of the employees and also cultivating an atmosphere in which they are encouraged to get better acquainted with one another. Having this personal familiarity with each worker is essential. If you do this, you will show that you care about them, and as a result, they will value the acts that you do on their behalf. It is planned to improve the working environment, which will lead to an increase not only in the morale of the personnel but also in their output.
- Encouraging workers to place a higher priority on spending time with their families and focusing on other elements of their lives that are important to them, such as their personal lives, their health, and their careers They will be able to find more joy, happiness, and mental serenity in their personal lives as well as in their professional lives if they follow this advice and put it into practise.

VI. CONCLUSION

office spirituality, also known as spirituality in the office, is a relatively new trend that began not too long ago. It is also known as spirituality in the workplace. This phenomenon has only been around for a very short time, but it is quickly gaining notoriety all around the globe. This is a phenomenon that has only been around for a very short time. A growing number of businesses are seeing the significance of instilling spiritual values in their workforces as a means of assisting people in realising their full potential inside the company. Employees are also becoming more aware that their jobs may offer them with a feeling of purpose and satisfaction if they want to pay attention to it.

When everything is said and done, the reality of the matter is that businesses get advantages in a variety of other ways in addition to enhanced performance and efficiency by having spiritual folks working for them. They make the places in which people work better, and they aid companies in making the world a better place in general, both of which are contributions that they make. As a direct consequence of this, it is quite unlikely that this phenomenon will ever become irrelevant in the not too distant future.

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