

## Imbibing Spirituality in Organizations: Reinvigorating, Resuscitating and Rebuilding Yourself

Chinky Upadhyaya<sup>1\*</sup>

### ABSTRACT

In the present day turbulent times there is tremendous pressure on employees to achieve targets within a specified deadline. Due to excessive work demands and pressure employees find it difficult to strike a balance between personal and professional life. Prolonged exposure to stress leads to a feeling of helplessness, worthlessness and hopelessness among employees. This sense of helplessness is detrimental for the effective performance of employees. Thus, organizations should incorporate spiritual practices to allay the fears, stress and anxieties of employees. The current article is an attempt to highlight the significance of spiritual practices in the organization.

*Keywords: Spirituality, Reinvigorating, Resuscitating, Rebuilding*

**S**pirituality refers to a culture that enables an individual to find meaning and purpose in life (Peterson and Seligman 2004) Workplace spirituality enable & an individual to faster good interpersonal relationship with colleagues. It helps an individual feel connected with self and others. Spirituality in not just about religious beliefs. It is about experiencing meaning-fulness at work. Spirituality in the workplace enables the employees to have a better understanding of the problems at workplace. (Cunha M.A 2008) When an employee is able to comprehend problems at workplace he is able to deliver better results (Biberman Whetty 1997) It leads to better communication among employees which in turn have the way for creative led innovative ideas. Workplace spirituality helps build trust among employees that acts a bridge between them. It leads to job satisfaction and commitment (Hotsan G 2009)

### *Debilitating Forces at Workplace*

Competition in the organizations and a desire to surpass makes the employees crave for power and money. Lust for power and money is quite detrimental for organizations and employees. Constantly worrying about results and rewards disturbs their inner peace and mental equilibrium. (Benefiel M 2008) There is politics in every organization. Unhealthy political tactics such as mudslinging, withholding important information and manipulation of any sort creates a hostile work environment which is not conducive to employee growth as it creates bottlenecks and hurdles in his path. Apart from its dysfunctional conflicts in organization stifle the innovative spirit of employees and dampens their morale. It makes

<sup>1</sup>Assistant Professor, Department of Psychology, Raghunath Girls PG College, Meerut, India

\*Corresponding Author

them vulnerable to stress, anxiety and depression Any person who is laden with such emotions can't work with dedication and commitment. His work begins to suffer His mental health and psychological wellbeing are jeopardized too (**Koldinsi Gioa and Juirkiewic 2008**)

***Relevance of Spiritual Concepts of Nishkam Karma and Anasakti at Workplace***

It is imperative for organization to incorporate spiritual practices at work place. Spiritual practices hold relevance at workplace (**Krishan V 2007**). The spiritual concepts of Nishkam karma and Anasakti have been beautifully defined in Bhagvad Gita. Both the concepts lay emphasis on detachment from the fruits or results of his work (**Chawla V 2014**) action. Employees must work with dedication and perseverance without constantly worrying about the extrinsic rewards. If we constantly worry about profits or our promotions our quality of work deteriorates. **Sandhu D 2016** Hence it is crucial for organizations to imbibe the concepts of detachment among employees. The employees must focus on the goals without getting perturbed about future. The Bhagvad Gita tells us not to spoil our present commitments and to remain detached from the avarice of selfish gains. Such detachment will hold an individual in a good stead. The verses and spiritual concepts of Bhagvad Gita have a positive effect on business practices (**Sriramgajuan and Bhaskar 2011**)

***Big Corporate Houses and Spirituality*** Now a days big corporate houses are running programmes based on the spiritual teachings of Bhagvad Gita.SBI has started a course for managers based on the principle of Gita. Similarly, NTPC, MMTC, NHPC are looking the spiritual teaching of Bhagvad Gita. According to them the spiritual principles of Bhagvad Gita facilitate better understanding of spirit of karma, and focus doing rather than worrying about extrinsic rewards.

Apart from big corporate houses even management institutes like IIM's are running course which lay emphasis on spirituality IIM Indore has incorporated session of Gita as a part of course module on "*Ancient Oriental Philosophy and Spirituality*" Bhagvad Gita offers fresh perspectives which enhance the realization of oneself. It is a means to bring back the right path and prosperity for the human beings. It helps in transformation of self thus contributing to self-reflection, inner serenity and bliss. **Van Durendock and K Mohan 2016**

***Mindfulness, meditation and employee performance***

Mindfulness meditation is the technique which enables an individual to focus on his sensations, feelings and emotions Corporate houses and organization can incorporate mindfulness meditation programmes. **Saha P 2016** Companies consider their human resource as assets. In order to retain their employees they are embracing spiritual programmes. In order to boost employee's well-being and health companies are incorporating mindfulness programmes. Research indicates that mindfulness can reduce stress, anxiety and improve one's productivity at work. If the workforce is experiencing stress and emotional turmoil meditation can have positive impact on employees practicing mindfulness can promote introduction and a sense of unity. **Harari E 2011** Research indicates that it can reduce anxiety and help boost employees decision making skills. It helps builds resilience. Studies indicate that daily meditation help employees cope up with emotional triggers practicing meditation teaches us to focus better and become more rational decision makers.

Research suggests that mediation is a powerful tool for enhancing job satisfaction productivity and overall well-being of employees. Historically organizations were more

reluctant to offers spiritual programmes but now the entire scenario has undergone drastic change What Was perceived as futile yesterday has now become an indispensable part of the organization. **Benefiel M Fry and Geigel 2014)**

Mindfulness meditation meliorates an individual's span of attention Studies show that employees who practiced mindfulness are able to focus on a task for a longer duration. It is quite helpful in coping up with distraction at workplace. **(Kauts and Sharma 2009)**. In fact, employees will be able to produce good results which in turn will benefit the organization. Being focused one ones work itself is linked to well-being and satisfaction. There is substantial evidence that meditation improves cognitive flexibility. Employees practicing mediation are creative innovative and more receptive to novel ideas.

### CONCLUSION

In workplace there are various debilitating forces such as organization politics, dysfunctional conflicts, work overload, role ambiguity, which causes stress and anxiety among employees. In order to thrive and emerge as a business leader organization must embrace the spiritual programmes. Spiritual practices have tremendous potential to allay stress and make an employee resilient. Spirituality at workplace can have a powerful impact as it makes the journey of employees joyful and smooth. It helps an individual to discover himself and makes their lives enriching and meaningful.

### REFERENCES

- Mathew L. Sheep, "Nurturing the Whole Person, The ethics of workplace spirituality in organizations *Journal of Business Ethics* (2006)
- Benefiel M. (2003) *Mapping the Terrain of spirituality in organization. Journal of organizational change Management* 16(14): 367-77
- Cunha, M.A (2008) *Workplace spirituality and organizational change management* 21(1): 53-75
- Biberman J. Whetty, M. (1997) *A postmodern spiritual future for work journal of organization change management* 10(12), 130-138.
- Krishan V.R (2007) *Karma Yoga Construct Validation Using Value System and Emotional Intelligence South Asian Journal of Management* 14(4); 116-136
- Benefiel M, L.W.Fry and D Geigle 2014. *Spirituality and relational in the workplace: History Theory and research; psychology of Religion and spirituality* 6(3): 175-187
- Chawla V 2014. "The effect of workplace spirituality on People's deviant behaviors" *Journal of business and Industrial Marketing* 29 (3); 198-208
- Harari E. (2012) *The Relationship Between Religious or Spirituality and Mental Health* (2) 2405-2414
- Hotsan G (2009) *Spiritual Practices and Mental Health: Predictors of Positive Relationship*
- Kauts A and Sharma N. (2009) *Effect of Yoga on Performance. International Journal of Yoga* 2 (1) 39-43
- Sriranguarajan G.S and Bhaskar R.K (2011) *Key Dimensions of Spirit at Work an Individual Perspective Journal of Human Values /17(2) 93-120*
- Kolodinsky R, Gioa calone R, Juirkiewic Z C, (2008) *Workplace Value and Outcomes: Exploring Personal Organizational and Interactive Workplace Spirituality Journal of Business Ethics* 81(2) 465-80
- Mahoney and Gracie, G.M. (2016) *The Meaning and Corrects of Spirituality for Business Leadership. Journal Of Management Inquiry* 9(2): 115-6
- Snyder C.R and SJ Lopez 2002 *Handbook of Positive Psychology*. New York Oxford University prom.

## Imbibing Spirituality in Organizations: Reinvigorating, Resuscitating and Rebuilding Yourself

- Power B.S (2016) *Workplace Spirituality and Employee Well Being: An Empirical Examination Employee Relations* 38(6): 975-994.
- Peterson C and M.E.P Seligman (2004) *Character Strengths and Virtues*. Washington APA
- Sandhu D (2016) *A Review of Research Literature on Workplace Spirituality Global Journal of Research Analysis* 4(7)
- Saha P (2016) *Improving Organizational Effectiveness Through Workplace Spirituality and Organizational Citizenship Behavior: A conceptual Review Globalsyn management conference* (1:79)
- Tzournamani E and F korakas (2016) *Spirituality in Management. In Spirituality Across Cultures* 273-284. Switzerland Springer International
- Van Durendock D and K Mohan (2006) *Some Thoughts on Spirituality and Eudiamonic Well-Being Mental Health Religion and Culture* 9(3): 227-238

### ***Acknowledgment***

The author(s) appreciates all those who participated in the study and helped to facilitate the research process.

### ***Conflict of Interest***

The author(s) declared no conflict of interest.

***How to cite this article:*** Upadhyaya, C. (2024). Imbibing Spirituality in Organizations: Reinvigorating, Resuscitating and Rebuilding Yourself. *International Journal of Indian Psychology*, 12(1), 398-401. DIP:18.01.038.20241201, DOI:10.25215/1201.038