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## Spiritualism and its relevance in modern management

**Dr. Priyanka Yadav, Kanchan Bagri, Dr. Sunil Kumar and Tushar Bagri**

### Abstract

The article tries to define the spirituality and its relevance in modern management. Organizational views and arguments from different literature were being presented to support spirituality with the help of a conceptual framework. Lastly some implications have been given so that Indian organizations must implement the practice at their workplace.

**Keywords:** Spiritualism, modern management, literature

### Introduction

The new management approach encompasses a wide range of management practices and approaches relevant to today's firms, which are generally different from other forms of organization and work practices. One of the numerous ideas gaining more attention is the idea of spirituality (Dehler & Welsh, (1994)) [7]. Spirituality means having a meaning in himself or herself life. The dictionary definition of "Spirit" refers to the "Life principle", "The thinking, motivating, and feeling portion," or "the life, will, consciousness, and thought". The English word "spirit" originates from the Latin word "Spiritus," which means "breath, air, life, or courage." The term for spirit in Hebrew is ruach, which can alternatively be translated as "Wind", "Breath", or "Spirit". Spiritus is derived from the Greek word "Pneuma", which meaning "breath" or "air." We are "inspired" to absorb something that aids us in developing an understanding or worldview of the universe. Consequently, the spirit is that which animates, gives life, vitality, and desire, or, to put it another way, that which provides us with a cause for existing. Everything else in a person's life has meaning because of their spirituality. Sense of high spirituality improves satisfaction in life and make people able to cope with their personal inability (Delgado, C. (2005) [6]. Reed (1991) [19] instead of giving a complete definition on Spirituality he claimed that it is a constant resource that is essential to health whereas O'Brien (2003) [16], defined it as a total commitment to life that is characterized by knowledge and attention towards the metaphysical, a transcendent and unifying force of the cosmos. The integrating energy or connecting force that unifies everything of life is spirituality. According to Payne (1990) [17], it is what brings the entire personality together and offers energetic direction and order. We judge who we are based on our personalities, memories, and imaginative abilities. We use to maintain a healthy relationship with family and friends along with having sense of belonging, how we treat one another, how we value our surroundings, whether we surround ourselves with music or the natural world, or whether we see religion as some sort of truth or perfection with God as a component of all of these dimensions of spirituality. Spirituality is the thread that ties everything together; it is the power that gives everything purpose and meaning (Ellison, 1983) [8]. The problem is that, in comparison to the spiritual workplace, these external groups could have considerably more challenging problems and a weaker sense of acceptance. You can rely on acceptance and sincere understanding (in the spiritual organization) at least at work. Hence, having an "enhanced work community" may result in spending even more time there, detracting from time spent with family, attending church, and enjoying leisure activities (Caproni, 1997) [3]. Changes in working conditions are a major factor in the present rise in interest in spirituality in the workplace. In the past, employees at the starting of 20<sup>th</sup> century could anticipate a lifetime job with a reliable business. Because of cutting back, changes, regular shifting jobs, and the use of a temporary workforce, the levels of instability among workers have dramatically increased more recently.

Workers are in need of more fulfilling employment as a result of this more complicated and demanding work environment, and this has led to a "discourse" that focuses on how corporations' emphasis on profits has impacted workers (Nadesan, 1999) <sup>[15]</sup>. The reason behind the recent increase of interest in spirituality in here is the new age emphasis on introspection and self-actualization places an emphasis on concerns of personal development that workplace groups may be able to aid with.

### Objective

To highlight the relevance of Spirituality in Modern Management

### Literature Review

From Indian history we have seen many examples like- king Ashoka, Akbar etc. who have successfully led their empire with an essence of spirituality. Again, the Indian organization have identified how spiritualism is important to organization and necessary for concurrence (Nandram, Bindlish & Puneet (2017) <sup>[14]</sup>. Since Spirituality is a slow researchable variable having less development, it is relevant that this major variable should be seen with management aspect because it is much more than just a religion (David (2003) <sup>[5]</sup>. The three-dimensional model found to be relevant to suit the issue under the study which divided in first as Transcendent, second as Transpersonal and third as Transmissional. The very first dimension led to group conversation, team work and having healthy relation, second one lead to self – introspection and realizing the one own mental state. The third one lead to journal making and presenting the thoughts in the form of story to others and passing the knowledge from generations to generations (David (2003) <sup>[5]</sup>. An emotional and spiritual awaken organization provides purpose of life to its employees to work and keep himself feasible in the market (Nandram, Bindlish & Puneet (2017) <sup>[14]</sup>. While Freshman (1999) <sup>[10]</sup> looked at the numerous language connections between "spirituality" and other significant conceptions of organizational behavior, Ashmos and Duchon (2000) <sup>[2]</sup> aimed to examine spirituality using sophisticated statistical techniques. Another contribution (Mitroff and Denton, 1999) <sup>[13]</sup> describes a thorough empirical investigation that sought to understand how American managers felt about spirituality and religious consciousness. Similarly, recent research by Ashar and Lane-Maher (2004) <sup>[1]</sup> contends that employees from middle and top level in America associate their success to discipline and self-inclusiveness rather than to materialism. Nandram, Bindlish & Puneet 2017 <sup>[14]</sup>, have presented seven ways to inculcate spirituality within organization these are- a) Practices that provides growth and well-being to rest of the employees at work place, b) proper work detachment programs from time to time to save employees from work overload and work stress, c) programs that invites employee's family as well, d) leaders must motivate employees to participate in spiritual programs, e) Intention of leaders to do service rather than aiming without goals, f) there must be proper integration of organization core values and beliefs in each and every decision, g) adequate leading abilities in the leaders.

Programs for spiritual rejuvenation like mediation camps and vipassana center are found to be effective in past as well (Times of India, 2013) <sup>[9]</sup>. These days a similar variable is associated along with spirituality i.e., Spirituality Quotient

(SQ). Organizations want their executives to work for other employees' betterment along with achieving organizational goals for this they keep looking for a high SQ among the job aspirants (Nandram, Bindlish & Puneet (2017) <sup>[14]</sup>. Many B schools have inculcated the role, importance and major teaching from Holy Hindu scriptures like – Bhagwat Geeta, Ramayana etc. in their study curriculum (Times of India, 2013) <sup>[9]</sup>. Concerns about spirituality as a different way of life have gained new momentum as a result of sociological, cultural, and philosophical shifts. At a cultural level, spirituality shows an emerging but rising aversion to materialistic lifestyles and the search for substitute rules for deeper interpersonal connections. When the cultural sphere became more radicalized in the late 1960s, several ideas related to the spirituality trend were already introduced; however, over the course of the next two decades, they were mostly forgotten. In recent years, the backlash against American culture's dominance and globalization has become more pronounced as various groups have begun to question the current state of global capitalism (such as the environmentalist, feminist, and anti-globalization movements), (Kelemen *et al.*, 2005) <sup>[11]</sup>.

### Implications

It is encouraged that businesses offer their staff spiritual and soul connection seminars on-site. It is important to teach spirituality while still emphasizing the essential skills needed for diversity and polite listening. According to Polley *et al.* (2005) <sup>[18]</sup>, economic cost implementation, the potential for worker exploitation, the replacement or substitution of society's act or role in spirituality, inadequate ways to work, potential competitive disadvantage, and increased overthinking at work must be avoided in order to implement spirituality at work. When it comes to spirituality, there will be disagreements. Your plan for introducing spirituality should take your attitude toward religion into account. Beyond the legal issues, it's important to think about how religion should be treated. Give people who don't want their spirituality to affect their employment a place to go. Make work/life balance a crucial part of the spirituality program to avoid further imbalances that spirituality can bring about (Polley *et al.*, 2005) <sup>[18]</sup>.

### Conclusion

A person's judgment abilities alone cannot ensure success when they are locked into a task. Organizations have now understood the importance of fostering these principles, but the individual should still strive for a holistic approach that encompasses the body, brain, and soul. Moving toward an organizational structure based on spirituality has been considered a part of their business responsibilities. Additionally, the focus of the spiritual variety at work is on the religious, existential, internal, and other dimensions, which furthers the dedication, integrity, respect, and commitment of the workforce (Krishnakumar & Christopher, 2002) <sup>[12]</sup>.

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