Workplace Spirituality and Resilience at Workplace in Post Covid times

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ABSTRACT

Human Life is becoming complex. Most Human Beings face growing challenges in both personal and professional life. Some master it well and some struggle while mastering it. Work Life balance projects a bigger challenge as setting priorities still needs to be prioritized. Religion and Spirituality give solace to individuals who confront such challenges and both provide a great source of diversion. Both involve people by touching their heart and soul. Religion becomes a shield against all odds, spirituality on the other hand makes the person strong internally to fight all odds. Where Religion talks about dividing people, spirituality leads to uniting people. Organizations thrive on people and most people thrive on religion and their set of beliefs. But religion alone cannot lead to growth it is spirituality in blend with religion or even in isolation that gives intention and direction to individuals. Today is the time of the survival of the fittest and most employees are struggling to carve that niche for themselves and somewhere in this journey are forgetting to live life. They are simply fighting a battle with self of proving themselves to the world. In this entire quest people are pulling each other down and blowing their own trumpet. This leads to higher level of destructive politics within organizations where meeting of short term targets become more important than understanding the essence of long term goals. As an outcome of this, the overall productivity of people is getting confined to what they are assigned and not what they are good at. Their productivity and energy is culminating into under productivity. This way, life becomes routine for them and work becomes work and not play. How to make organizational work fun and play for employees and not burden is a question all organizations needs to answer? Spirituality at workplace comes as a beautiful way to channelize the energy levels of people in the right direction. It can simply make a person reach the next level of energy. Spirituality is indeed self discovery process where an individual gets to discover and unveil the true purpose of his /her existence at the same time it gets one closer to the concept of purpose of living. Art of Living , the Bramahakumaris and many more organizations promoting spiritual well-being introduce individuals to life and organizations to the world of spirituality .Spirituality also gives rise to ethical behaviors the much needed behavior buzz in today's organization especially when the line between ethical and unethical is diminishing rapidly. Ethical behavior would also mean that most people would work with some set of virtues and these virtues will result in better group dynamics, stronger teams all this

eventually leading to better stronger and long term organizations. As revealed by literature a person with spiritual values would conduct any given role more ethically compared to any other individual. The new generation workforce is relatively devoid of the core spiritual values like honesty, compassion, hope, integrity, humility, respect etc. Spirituality at workplace instills these important core values in the workforce leading to better employee engagement and automatic improvement of the overall performance of the individual and organization as a whole. There are a set of spiritual values that organizations must make an endeavor towards developing in their employees for the development of their employees, organization and society as a whole. These values could lead to rise of SQ ie Spiritual Quotient . SQ could in days to come also play a role in defining employee behavior and shaping employee careers.

Keywords: Workplace spirituality, Virtue Cycle, Spiritual Quotient.

INTRODUCTION
Objective: To understand the association between values, spirituality at the place of work and employee commitment through in depth understanding of existing models of workplace spirituality

Research Methodology: It originates with review of literature and leads to thoughtful collection and analysis through secondary data.

Introduction to Spirituality:
Spirituality is the act of upholding our own strongly held personal beliefs and is described as the expression of our wishes to find purpose and significance in our life. Researchers have made connections between spirituality and morals as well as an autonomous human source of motivation. Another description of spirituality is the simple feeling of being attached with own complete self and with that of others and the entire universe.

So the aim of spirituality is to provide answers to the question "why?" and relates an individual's life with a sense of integrated wholeness

Literature Review:
Research across the world has demonstrated that there is a noteworthy relation between spirituality and the performance of employees, spirituality and trauma decline and that spirituality has positively impacted overall organizational environment.

Workplace Spirituality and Workforce productivity:
A number of Researchers **Chawla & Guda, (2010) K. Komla & Ganesh (2007); Rego & Cunah (2007) and Pawar (2009)** have discovered through their academic research that any workplace where spirituality is practiced produces motivated and reliable employees who are more pleased and devoted with high productivity and low absence rates as opposed to the environment where religion is not performed.

Walt (2007) said that a spiritual person had personality attributes including emotional intelligence, real coping with stress, high degrees of tolerance, and positive self-confidence. Therefore, compared to other people, a person of faith will have a larger capacity to handle pressure and cope with stress

in a better way.

Nasina & Doris (2011) outlined four aspects of workplace spiritual practice: feeling of belonging within the team, alignment of company and personal ideals, feelings of cooperation for society, and sense of fulfilment at work. These help in reduction of stress and of stress levels in the organization .Spiritual workplace enables performance of meaningful and constructive work towards society. (**Milliman et al., 2003**)

They believe that a workplace is a place of meditation practice where people participate in valuable group activity. **(Guillory, 1997**) had related view as **Ashmos and Duchon** (**2000)** on inner life and said that spirituality is the sphere of inner consciousness and it expresses itself in the form of coherence, connect with others and oneness. Research also proves that people who follow spiritualism are relatively positive.

Bosch L. **(2009)** discovered that spiritual practises decrease stress levels in workplaces. People's judgment call principles are pushed by spirituality, and it also makes it easier for individuals to connect with others in companies.

Spiritual well-being*:* Ellison (1983) defined the concept of spiritual well- being on two components. The first component is religious perspective and the second is and the second component is a social-psychological perspective. Moberg (1979) has theorized As having both vertical and horizontal components, spiritually fellow human. The sense of wellbeing in regard to God is tied to the transverse plane. According to (Paloutzian & Ellison, 1982), the horizontal dimension is an unrelated feeling of life's meaning and happiness.

Finding the holiness in the ordinary things of life, feeling a connection to everything, finding inner peace and tranquilly, and demonstrating an endless supply of faith and willpower are all characteristics of individual spirituality (Mitroff & Denton 1999).

The activities employees do while carrying out their duties that are relevant to the organization's goals are referred to as work engagement (Campbell et al., 1990). Companies are very interested in job performance since it affects workplace efficiency (Hunter & Hunter, 1984).

Spirituality and Workplace Stress:
A theory given by **Csiernk & Adams (2002)** argues that spirituality helps to a great extent in reducing stress. This study shows that participants who had higher levels of spirituality experienced lower stress levels than their colleagues at the work place. **Holmes (2003)** in his theory argued that workers who are more satisfied and motivated with their work are able to cope well with stress as compared to their colleagues who are dissatisfied.

Job- satisfaction:
Job fulfillment is described as a pleasant or positive emotional situation brought on by an evaluation of one's position. Weiss (2002) asserted that attitude had a role in work satisfaction.

In organisational research, employee perceptions related to job satisfaction are crucial. **Locke, (1983)**presented a comprehensive description of work performance, describing it as a pleasing or passionately favorable condition brought on by an evaluation of one's work. According to Andrisani (1978), work satisfaction refers to a worker's overall assessment of their position or a specific component of their position. Employee engagement is defined as the degree to which individuals want or loathe their occupations (Spector, 1997)**.Spiritual Intelligence:** It has both emotional and intelligence quotients included within it. Spiritual intelligence facilitates discourse between mind, heart and soul.

IQ (intelligence quotient): It is the brain's ability to process information and represents a person's reasoning and problem-solving ability as compared to the statistical norm or standard.

EQ (Emotional quotient): It is the heart's capacity for information processing. the capacity to understand emotions, integrate them to assist cognition, and manage them in order to support both individual and organizational progress.

SQ (Spiritual quotient): It is the ability of the soul to process information and to separate, perceive and judge the spiritual magnitudes and management of this jurisdiction towards a positive outcome. Spiritual quotient gives us the ability to differentiate and also gives us our moral sense and ability to play with unyielding rules more compassionately.

A high SQ is the best predictor of
The presence of joy, peace, self-confidence, and satisfying and loving relationships.

Strong personal integrity is required in high SQ. Upper SQ asks that we learn to tap into our vision as a potent way to use our inner knowledge to make a difference, that we be open to experiencing the novel, that we reclaim our capacity to perceive life and others for what they are.

The Virtuous Cycle Technique:
Spirtuality is a self-discovery process and it all begins with SELF. It helps discover and further develop values within. **The core spiritual values as defined by different researchers in mentioned as under:**

AUTHOR(S)	SPIRITUAL VALUES
Jackson , (1999, pp. 65-66) & Kriger & Hanson, (1999, p. 304)	Parity, Honesty, Empathy, Avoiding Injury, Respect, Peace, Justice, Mercy, Service, Duty Dependability, Being a Good Citizen, Peace and Thankfulness are the spiritual values that is required.
Synder & Lopez (2001)	Hopefulness, Hope, Humbleness, Compassion, Forgiveness, Gratefulness, Love, Selflessness, Empathy, Robustness, Importance
Giacalone & Jurkiewicz, (2003a, p. 14)	Steadfastness, Humanism, Responsiveness, Meaningfulness, Obligation, Love, Inner Peace, Truth, Humbleness, Sense of Community, Fairness
Fry (2003, p. 695)	Compassion, Kindness, Truthfulness, Empathy, Honesty, Forbearance, Courage, Conviction, Modesty, Service to Others
Jurkiewicz & Giacalone, (2004, p. 131)	Munificence, Generousness, Humanism, Honesty, Justice, Empathy, Receptivity, Reverence, Responsibility, Expectation
Marques (2005, p. 86)	Respect, Empathetic, Openness, Trustworthiness, Giving, Gentleness, Peace & Agreement, Acceptance, Ingenuity, Appreciation, Effectiveness

(Table 1)

(A Diagram representing the virtue cycle)

Virtues give a sense of practical wisdom to individuals where they can practically visualize the world around them. This makes them morally strong and helps them discover and strengthen their core values within. Some important values are integrity, honesty, trust and are most sought after in organizations. Spirituality confers individuals with a regulatory ide¬a that includes precise values and principles which give permanence to them when everything else is in flux (Emmons, 1999; Seidlitz et al., 2002).

Virtue Cycle: People attain and progress by virtue and deliberately acting according to moral values. These are entrenched in human nature, and it puts one in a reverence-filled relationship with others where there is mutual give and take of respect. As one grows in quality one becomes practically wise which enables them in turn to better grasp or recognize the moral value in every action of self and others. This leads to better relationships and better output which is important to the growth of the whole organization.

How to win through spirituality-Spirituality at work place – the winning way It is important to create synergistic harmony between beliefs, spirits and actions

1. It is very important to give the right vibes and energy.
2. Liveliness and feelings are based on thoughts and feelings. They should be positive, pure and never critical.
3. Giving the right and positive energy is the greatest incentive.
4. Managing oneself done through thoughts, words, feelings, and actions.
5. Give what one expects from other people.
6. Work in the present and not in past or future as we have no control on them.
7. Never lose your cool and stability of mind over targets and work pressure .Managing the mind is the greatest challenge and if one is successful then one can meet the goals Speak Your Mind. Don't give incompatible signals to people by thinking something and speaking something else.
8. Co-operate and not compete
9. Accept don't expect.
10. Adjust, accept and accommodate are the three A's to achieve work success.
11. Focus on your own journey and not just others
12. Keep the mind unoccupied and check your thoughts. If there is a negative or worrying arrangement inside then change to something positive.
13. Arguments, criticism controlling others and being hypercritical towards others saps a lot of positive.
14. Meditation can be introduced as a part of our daily routine to manage self and the circumstances, stress related to work .
15. Counter unconstructiveness with positivity.

Conclusion:

The existing research has shown how spiritual values helps to stimulate the ethical thoughts of individuals, make them better performers and help them discover self and can provide in-depth understanding of the many ethical issues at workplace. A more spiritual workplace leads to self -motivated people who would deliver better job performance and higher level of job satisfaction in their overall dealings. Sprituality leads to listening of a clear inner voice that is a step ahead of religion where we hear voice of Institutes created by others. Sprituality leads happier more satisfied individuals and can lead to organizations that are more evolved. Having a judicious mix of values is a difficult proposition but as every drop makes the ocean likewise every positive action will lead to a positive reaction. If everyone in the organization can give their value oriented contribution to others in the organization ,then organizations will become a better place to serve in.

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