Workplace Spirituality: Perception of Employees in Selected B-Schools at Kolkata

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Abstract

Now- a – days workplace spirituality is a renowned topic which is gaining gratitude and value among the academicians and industrial people. Workplace Spirituality aims at meaningful work, sense of community and value of organization. It speaks about experiencing and sharing common attachments of people, which attracts and`bond them in togetherness within the workplace and the organization as a whole. The present study is a modest attempt to explore the individual perception about spirituality among the employees (Faculties) in selected B-Schools in Kolkata. The methodology adopted involves a field study using a structured questionnaire as a research instrument which would be circulated among 80 faculties in selected 10 B- Schools in the city of Kolkata. The collected data would be analyzed through Likert 5 Point Scale ranging from strongly agree, agree, neutral, disagree, and strongly disagree. The analysis would be carried out using S.P.S.S. The objective of this study comprises the following:

1. To have an insight about spirituality amongst the faculty members of selected B-Schools.

2. To know the benefits of integrating spirituality in the institutes of higher learning.

Keywords*: Workplace, Spirituality, B-Schools, Organization, Perception.*

Introduction

By spirituality we mean the development of our inner well-being for achieving happiness, peace and fulfillment. It helps to find meaning in work, a meaning that extents further than economic gain. Spirituality is all about people who perceive themselves as spirited beings, whose spirit needs energizing at work. In today's business world, there are many managers and entrepreneurs who are of the opinion that their success is due to their spiritual attitude and practices.

There are several definitions, and many of them are extensively not accepted as the definition of spirituality. The term 'Spirituality' originated from the Latin word *"spiritus"* or *"spiritualis"* which means breathing wind or breathe air. *Spiritus* is defined as "an animating or vital principle held to give life to physical organisms". This involves spirit which is the life force, makes us conscious that we are alive and breathing. Spirituality encloses the path of an individual lives out their sense of inner-connectedness with the living world through the ability of the inner consciousness. It also encircles the truth, completeness and service about known self-awareness and the unity among the world (Howard). The root sensation of being connected with some ones' self – completeness with others compare to the entire universe, (Ian and Elizabeth). 'Michael' stated that spirituality more or less involves the following given below:

- Wisdom of love and connectedness with the universe.

- Perception of complete bonding of all living being, through the ultimate consciousness of the world and the divinity of the spiritual being on the planet.

- Divine feelings that nature is neither neutral nor negative but inclination in relation to love and goodness.

- An ecstatic and sympathetic mindset towards individuality and others.

- An inner faith that there is completeness for all and sense of awareness for righteousness toward the equality among all.

- A sensibility of universe with complete spiritual consciousness which transcends the concepts of divine reality and tilts the universe towards the independence, kindness, creativity, love and generosity.

- A wide inner sense experience that our life has special meaning through our inner being as manifestations of ultimate goodness of the world.

Workplace Spirituality

Workplace Spirituality speaks about holding an angle with its exquisite and delightful spiritual essence, which is of course complicated. Spirituality in workplace shows our aspiration to find certain essence and desire or purpose in our life, which enlightens a set of genuine values in workplace. There is no meaning and purpose of work, if the spiritual soul doesn't exist within it. Workplace Spirituality means a spiritual culture that which recognizes that employees have both mind and spirit. They try to find meaning and purpose in their work and also they have a desire to connect with other employees and thus be a part of

a community.

Afsar and Rehman (2015), suggests that "Workplace Spirituality inculcates past practices of inter-connectivity and a feeling of trust between individuals, who are a part of a particular work process, which subsequently instigate cooperative feelings and lead to an overall organizational culture that is driven by motivation, exemplified by a positive response, and unanimity and harmony among the individuals, consequently uplifting the cumulative performance of the individuals, and in turn aiding to the organizational excellence as a whole.

Neck and Milliman (1994) observed that now a day's people are more spiritually oriented not only in their regular life but also in their work. The objective of workplace spirituality is to reach the highest potential and to have positive behaviour and interactions with the universe.

It is said the organizations whose objectives are based on the spiritual values provide more opportunities for personal growth and development which will further help in increasing employees' passion and enthusiasm.

Workplace Spirituality contains many benefits for the organization some of which are enhances trust among people, increases inter-connectedness, and assists to create more motivated organizational culture which would lead the organizational performance completely. It is also said that workplace spirituality eventually leads and organization towards excellence.

Workplace Spirituality is not all about structured exercise neither it is not a dogma of a spiritual leader. Rather than spirituality in workplace is all about identifying the background of organizational society. Individuals are always in the mode to find the self-completeness not only in their personal life as well as workplace, which expresses their dreams, values and mind-full creativity. Organizational Culture in step to future focuses in

making spiritual phase, which appears in many forms, beneficial result in form generating better communication with the organization to new product design process.

Spirituality in Management

There are various perspectives about spirituality in management. According to some, it is embodying personal values of honesty, integrity and good quality work; while others say that it is nothing but treating their co-workers and employees in a responsible caring way. Again some say that spirituality in management is participating in spiritual study groups or using prayer, meditation or intuitive guidance at work. Last but not the least in the opinion of others, it is making their business socially responsible in how it impacts the environment; serve the community of helps to create a better world. However, in general the spiritual values which are embraced in a business context include integrate, honesty, accountability, quality, cooperation, service, intuition, trustworthiness, respect, justice and service.

Benefits of Spirituality

The key benefits of spirituality in management that can be experienced by everyone are as follows:-

·   *Upgrade Self-Confidence:* Involving in exercise which supports our soul in the workplace and can exhilarate the spirit of all individual involved in it.

·   *Impact on Satisfaction:* Soul within the workplace influences each and every individual in uplifting their self in complete consciousness both within the home as well as in workplace and it also enhances the level of satisfaction in both the areas.

·   *Step-up Commitment:* It aligned the spirituality with the organizational commitment, which boosts up the feelings

and display of awesome sense of loyalty.

·   *Enhances Productivity:* When there is a feelings immense inner-connectedness with the work that means you are highly motivated individual to produce quality product, which in turn enhances the overall productivity.

·   *Develops the base-line:* Organizations which incorporates spirituality, actually enhances the financial base-line. These organizations admit that spirituality can be the eventual competitive advantage for them.

Review of Literature

For the present study the following literatures were reviewed:

Garcia-Zamor (2003)in his research article entitled "*Workplace Spirituality and Organizational Performance* "has reviewed the literature on workplace spirituality, by pointing out emergent theories and examining the links between this phenomenon and organizational dynamics. He also examined that workplace spirituality in a historical context and compares it to religious beliefs and to established ethical theories and moral principles. His article also looks at organizations in which an emphasis on spiritual values has had an impact on work productivity. Finally, the article suggested the ways that managers and administrators in both the public and the private sector can use workplace spirituality to increase performance and develop ethical organizations.

Paul and Saha (2015) in their research article entitled "*Workplace Spirituality–The Essence of Modern Business Organizations*" has explained that, the spirituality has now become an effective tool to handle stress related issues and for overcoming business problems. It also has become more oriented on subjective experience and psychological growth. The objective of their study

is to discuss about the effect of spirituality in workplace with various spiritual approaches shaping the modern organizations that will help the employees with personal disorders and other work-related problems.

Rust and Gabriels (2011) in their research article titled "*Spirituality in the workplace: Awareness of the human resources function*" had explored whether any link exists between employees' personal/spiritual values and the values of the company where the research was undertaken. It also determines whether employees view themselves as spiritual and whether they integrate their personal/spiritual values at work. At time of the research the total respondent sample was 139 employees from the total population of 1388 by using structured questionnaire. The main results indicated that there is a link exists between employees' personal/spiritual values and the company values. Further, the results also indicated that employees viewed themselves as spiritual and strive to integrate their spiritual values at work.

Sheng and Chen (2012) in their research article entitled "*Workplace Spirituality Scale Design-The View of Oriental Culture*" has constructed a holistic framework to allow leaders to recognize complicated spiritual developments in the workplace and they also came to realize that there is an in-depth spiritual consciousness and internal existence of spirituality. The study takes the view of the Oriental culture and designs measurement tools for workplace spirituality, through a cause-and-effect relation model, that concerns factors of workplace spirituality as the criterion for future researches.

Marques(2010) in his research article entitled "*Toward Greater Consciousness in the 21st Century Workplace: How Buddhist Practices Fit In*" has determined the applicability of Buddhist practices in today's workplaces. The findings of the study were supported by interviews with Buddhist masters and Buddhist business practitioners, as well as literature was reviewed, through phenomenological analysis.

Corner (2009)in her article entitled "*Workplace Spirituality and Business Ethics: Insights from an Eastern Spiritual Tradition*" has extended theory on the relationship between workplace spirituality and business ethics by integrating the "yamas" from yoga, a venerable Eastern spiritual tradition, with existing literature. The yamas are five practices for harmonizing and deepening social connections that can be applied in the workplace. In this article a theoretical framework was developed and two sets of propositions, one set emanates from the yamas and another one conjectures relationships between spirituality and business ethics surfaced by the application of these spiritual practices like 'yoga'.

Tonder and Ramdass (2009)in their article entitled "*A Spirited Workplace: Employee Perspectives on the Meaning of Workplace Spirituality*" has viewed on the nature of workplace spirituality abound, the meaning of the concept and its relatedness to other organizational constructs are everything but clear. By using a qualitative approach, their current study set out to explore the meaning of workplace spirituality among a group comprising 31 employees of a South African manufacturing concern. Their findings had derived through content analysis align well with literature perspectives on the phenomenon. However it also revealed that employee awareness and understanding of workplace spirituality are limited.

Sadaghiani et al. (2012)in their research article entitled "*Spirituality at the workplace and its role on organizational justice*" has stated that the spirituality and ethics played an important role in bringing justice for many business units. During the past few years, there had been growing concern on thinking about profitability without considering other aspects such as spirituality. The infamous Enron incident had been a crystal clear of a case of thinking just on short-term profitability without considering other ethical issues. Spirituality has

helped the organizations to create ethical values, responsibility and job satisfaction among workers and these issues could increase business competitive advantages. In this paper, they studied the impact of spirituality on different levels of individual, workspace and organizational for a real-world case study. They also highlighted the surveyed results of this study which indicated that the spirituality could significantly impact the organization in different levels.

Singh (2011) in his article entitled *"Spirituality and the Role of Ego: Insights for Management"* has explained in numerous ways since ages. In his study, the ego has been related to 'I Consciousness' and in this context; the role of ego in spirituality has been discussed. It was strongly emphasized that it was the ego process which was the biggest barrier to spirituality and the spiritual state was basically the state where one gets rid of ego and achieves an orderly state of mind thereby showing morality naturally and not in the forced manner. Ego in the human consciousness can do lot of damage and there has been lot of historical evidences where this ego process has led to unwanted results in the long term to the organizations and individuals. This study aims at explaining the spirituality from the ego perspective and then connecting it with the management for better understanding of role of ego in the human behaviour and decision making.

Mukherjee et al. (2016) in their article entitled "*Workplace Spirituality: A Paradigm Shift to Ethics from Business* "has stated that in today's business context, working spirituality has become most remarkable aspects of the organizational culture. The frequent conversation about spirituality at the workplace has uplifted the consciousness of the ethical responsibility among the corporate citizens. The sense of responsibility within the employees has been widely upgraded by the spiritual values, which directly made an impact on the overall development of the productivity as well as the organizational growth. However, the advancement of spirituality at workplace is extensively based on an individual responsibility towards the framework of a monastic work environment to enhance the spiritual consciousness and intellectual growth. In addition, to develop the ethical leaders in the workplace and the practice of spirituality is very much essential in daily organizational routine.

Objective of the Study

The objective of this study comprises the following:

1. To have an insight about spirituality amongst the faculty members of selected B-Schools in Kolkata.

2. To know the benefits of integrating spirituality in the institutes of higher learning.

Methodology

The methodology adopted here is field study based on survey research. This study depends mainly on primary data collected through the research tool which is a well-framed and structured questionnaire to elicit the perception about spirituality by the faculty members of selected B-Schools at Kolkata. Apart from the primary data, journals, books etc. would act as a potential source of secondary data. A total of 80 questionnaires were distributed amongst the sample respondents and results were obtained. After scrutiny, 10 questionnaires were rejected due to incomplete responses. Finally, 70 completed questionnaires were used for the study.

The collected data were analyzed and interpreted through Likert 5 Point Scale by using SPSS.

Table 1: Demographic Representation

	Descriptions	Participants	Percentage (%)
Age (Year Wise)	30-35	1	1.4
	35-40	7	10.0
	40-45	27	38.6
	45-50	24	34.3
	50 & Above	11	15.7
Gender	Male	25	35.7
	Female	45	64.3
Education Level	Post-Graduate	54	77.1
	Doctorate	16	22.9
	Post- Doctorate	00	00.0
Status	Senior Level	13	18.6
	Middle Level	21	30.0
	Junior Level	36	51.4

Note: Junior Level indicates 'Assistant Professor', Middle Level indicates 'Associate Professor', and Senior Level indicates 'Professor'

Analysis, Results and Discussions

A set of structured questionnaire were circulated amongst 80 respondents out of which 10 were rejected due to incomplete information. The said questionnaire focused on the objective of the study.

The collected data has been measured using 5 point Likert scale and the results obtained were analyzed by using T-test, Percentages, Standard Deviation, Mean and Standard Error. The confidence level considered for this study is 90%.

Table 2: Results of Perception about Spirituality within Workplace

S.N.	Description of Spiritual Workplace	Strongly Agree	Agree	Neutral	Disagree	Strongly disagree
1	Spirituality is different from Religion.	77.1	17.1	1.4	2.9	1.4
2	Spirituality and Management can Co – exist.	45.7	47.1	7.1	-	-
3	Spirituality enhances Quality of Life.	61.4	34.3	4.3	-	-
4	Spirituality provides Purpose and Meaning at Work.	47.1	48.6	4.3	-	-
5	Spirituality provides inter connectedness.	42.9	57.1	-	-	-
6	Spirituality boosts Morale and Productivity.	44.3	52.9	2.9	-	-
7	Spirituality develops Leadership Skills.	50.0	47.1	2.9	-	-
8	Spirituality drives success in decision – making.	41.4	52.9	5.7	-	-
9	Spirituality can help overcoming crisis situation.	35.7	60.0	4.3	-	-
10	Spiritual environment provides mutual faith and co – operation in job team.	40.0	52.9	7.1	-	-
11	Spirituality provides spirit, enjoyment and inspiration in the work place.	31.4	67.1	1.4	-	-
12	Spirituality has direct relation with job satisfaction.	35.7	58.6	5.7	-	-

Analysis has been made through statistical application for standard deviation, mean, standard error mean, and the t-test application by comparing the values and the results are given below:

Table 3: Statistical Analysis of Spiritual-Workplace

S.N.	Description of Spiritual Workplace	Mean	Standard Deviation	Standard Error Mean	t-test	Sig
1	Spirituality is different from Religion.	1.3429	.77806	.09300	14.440	0.000
2	Spirituality and Management can Co – exist.	1.6143	.62073	.07419	21.759	0.000
3	Spirituality enhances Quality of Life.	1.4286	.57914	.06922	20.638	0.000
4	Spirituality provides Purpose and Meaning at Work.	1.5714	.57914	.06922	22.702	0.000
5	Spirituality provides inter connectedness.	1.5714	.49844	.05958	26.377	0.000
6	Spirituality boosts Morale and Productivity.	1.5857	.55149	.06592	24.057	0.000
7	Spirituality develops Leadership Skills.	1.5286	.55746	.06663	22.941	0.000
8	Spirituality drives success in decision – making.	1.6429	.59064	.07060	23.271	0.000
9	Spirituality can help overcoming crisis situation.	1.6857	.55280	.06607	25.513	0.000
10	Spiritual environment provides mutual faith and co – operation in job team.	1.6714	.60724	.07258	23.029	0.000
11	Spirituality provides spirit, enjoyment andinspiration in the work place.	1.7000	.49196	.05880	28.911	0.000
12	Spirituality has direct relation with job satisfaction.	1.7000	.57357	.06856	24.798	0.000

Findings

From the analysis some of the important findings based on the higher value of Higher of t-test are highlighted below:

· The t-test value of 28.911 shows that spirituality provides spirit, enjoyment and inspiration within the workplace.

· The t-test value of 26.377 indicates that spirituality provides interconnectedness among the employees with in the workplace.

· The t-test value of 25.513 speaks about the fact the spirituality can help to overcome the crisis situation in the working environment of the B- Schools.

· The t-test value of 24.798 emphasizes the fact that there exists a direct relation between spirituality and job satisfaction.

It is found that the values of mean, the respective standard deviations (S.D) and the Standard Error Mean values show consistency in its nature. Also, the t-values are positive (+) and statistically significant at 5% level.

Based on the findings, it is interpreted that most of the respondents have adequate perception about

spirituality.Though the earlier view among the people was that religion and spirituality were same, this study however speaks just the reverse. Findings also speak that positive affirmation about spirituality can lead to harmonization into management. The study also justifiesthat spirituality and management can co-exist. It also proved that spirituality has a direct relation with job satisfaction and also acknowledged the fact that quality of life can be enhanced through spirituality. It cannot be denied that spirituality can improve productivity, decision making skills, leadership skills and act as a solution to the present turbulent economic situations in the world.

Conclusion

Spirituality empowers the inner-transformation emerging in a new paradigm for management and should be an intrinsic part of business. Several organizations and institutions hadacknowledged and modified their style of working with constructive awareness of spirituality and the priority is expected to grow more in future. Objective of the study was to determine an insight about spirituality amongst the faculty members of selected B-Schools in Kolkata and also to understand the benefits of integrating spirituality in the institutes of higher learning. The results have shown most of the faculty members have adequate perception about spirituality and it also highlighted several benefits by availing the essence of spirituality with the business management context. The core finding of the study also provides that spirituality provides spirit, enjoyment and inspiration within the workplace. It has indicated that spirituality provides interconnectedness and also emphasizes the fact that there exists a direct relation between spirituality and job satisfaction. It is also considered that the results can be imitated across the B- Schools of Kolkata; bring in the various opportunities and benefits of workplace spirituality.

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