Chapter 1

Impact of Spirituality in Management:
A Review

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ABSTRACT

In today's times, we live in the changeover period between the ancient meaning of work as subsistence and the new meaning of work as a livelihood. Novel management methods and new organizational systems are necessary to keep up with this emergent context. Spirituality in the workplace states that personnel seek nourishment for both the extents, i.e. their vertical and horizontal, extents of their spirituality at work. It is about people and organizations perceiving work as a spiritual pathway, as a chance to cultivate and to do something for humanity. It is all about care, empathy, and sustenance of others, about truthfulness and persons being truthful to themselves and others, endeavoring to live their values more effusively while performing their work. The present chapter stresses the impact of spirituality in management. The study concludes that for any organization to run efficiently, spirituality is the core to attain happiness, contentment, and success at the same time.

INTRODUCTION

The influence of spirituality lies in the presence of human beings always since the early civilizations. It has noteworthy influence on day-to-day life

of people. Innovation has carried in newest technology and methods into human life; however, it is vital to discern that in the middle of all these expansions and revolution, spirituality has its specific part to play. Wants of human beings are satisfied one after the other; however, the need for harmony, serenity, peacefulness and composed existence is snowballing. The enlarged broadcasting of the idea of 'spirituality' in the world of management and at work place takes numerous forms, and is commonly mentioned as the 'spirituality at work' phenomenon.

Efforts are made to achieve this, but when it comes peace, serenity, and other related facets, it is the stimulus from inside which results in all these makeovers and transformations. In this regard, systematic approach is necessary in spirituality to accomplish these ends. A speedy opinion of the foremost approaches in management at dissimilar points of time offers that it is an approach of identifying unlike sides of the 'complete person' such as a mechanical man, social man, emotional man and now spiritual man.

Certainly, the major challenge in every person's life is not just to attain incentive, promotion or triumphs; instead, the significant concern is how to form an equilibrium amongst personal, work and spiritual life effectively. Forming such equilibrium is observed as a main task for some workforces (Atashpour, Aghaei, & Kazemi, 2006). Nowadays, companies need employees who would fight for the profit of the company outside their deputized responsibilities that in turn would be so significant particularly in sensitive and critical jobs.

To create such type of commitment, reliance and psychological dependence amongst the employees of the company would lead to upsurge plenty expenses in forming correct and intricate supervision and control systems. Thus, it becomes essential for companies to recognize effective values on employees' organizational commitment and effort to uphold and increase their employees' commitment by implementing such values.

Moreover, nowadays' workplace is becoming demanding because the fast rate of the growth and vitality in the global level. The human touch amongst the employees have begun to diminish in its place the mechanical relationship or robotic approach began.

Workplace spirituality movement started in the 1990 is in which persons seek to live their spiritual values in the workplace. Personnel seek tranquil and contentment to some extent with this approach.

This novel spiritual aspect represents employees' quest for plainness, sense, expressiveness, and interconnectedness to something higher (Marques, Dhiman, & King, 2007).

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