



Role of Spirituality in handling Stress in Modern Business Organisations

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Abstract

The role of spirituality is a comparatively new field of research that has emerged and its role in various business organizations has been progressively gaining recognition in recent years. It is a concept that is continually changing and developing. This study investigates the many facets of how spirituality contributes to the functioning of modern businesses. It will also throw light on the positive and negative aspects of spirituality on employees, organization and the society. It will also highlight various hurdles in implementation of spirituality program in business organizations and valuable suggestions to modern business organization leaders for effective implementation of spirituality in organizations. This study also examines the impact of spirituality on ethical decision-making, employee well-being, and organizational culture, both in India and around the world. In India, a country with rich spiritual traditions, businesses are increasingly integrating yoga, meditation, and mindfulness practices into their operations. Conscious capitalism, propelled by a purposeful ambition to benefit the greater good, is transforming the business environment. These developments highlight the potential of spirituality in constructing a comprehensive and sustainable way of managing a business. This abstract also highlights the growing importance of spirituality as a catalyst for positive change within business organizations, influencing decision-makers and employees alike towards a more ethical, compassionate, and purpose-driven future. In this study Qualitative method of research has been followed. It was concluded that implementation of spirituality programs have been proved very beneficial for all i.e. for employees, organizations and also to the working environment.

Keywords: Spirituality in Business, Employee Well-Being, Workplace Spirituality

1. Introduction

Human stress has become a serious issue in the world. World Economic Forum and Harvard School of Public Health published a report that highlights the cost incurred on stress and other mental diseases.¹ The report forecasts that expenditure incurred on stress and mental illnesses will be USD 6 trillion globally in the year 2030 in comparison to 2.5 trillion in the year 2010. It means account for mental diseases will be more than half of the expenditure incurred on other diseases over the next two decades even more than cancer, diabetes, and chronic respiratory diseases.² According to an estimate by the World Health Organization (WHO), Non Communicable Diseases account for 74 percent of deaths worldwide and 66 percent in India. NCDs, are chronic diseases that can be attributed to physiological, genetic, environmental, or behavioral factors. Stress is known to be a major contributing factor to

¹ <https://www.statista.com/topics/10075/stress-in-india/>

² India: share of deaths from non-communicable diseases 2022 | Statista

NCDs. ³According to the GOQii India Fit Report 22-23's Stress & Mental Health Study conducted among 10,000+ Indians, the current workplace environment and financial instability have become the top two major factors affecting stress levels among Indians. So there is an urgent requirement to handle this. That's why many organizations adopt various stress intervention methods and spirituality is becoming more popular in this field. Articles in digital media, newspapers, magazines, blogs are being published and seminar, conferences and workshops are being conducted on spirituality to combat stress (Harrington, Preziosi & Gooden, 2002; Biberman, 2003; Czaplewski & Ferguson, 2003). Many organizations are conducting spiritual lectures to help the employees. Big companies like IBM (International Business Machine), Google and Microsoft are some of them. These sessions not only uplift employees spiritually but alleviate stress and anxiety (Tredget, 2001).

Research Question 1. What are the benefits of spirituality for employees in an organisation?

Research Question 2. What are the benefits of spirituality for Organisations?

Research Question 3. What are the benefits of spirituality for society?

Research Question 4. How the spirituality can be implemented in an organization?

2. Literature Review

2.1 Concept of Spirituality

Spirituality is the process of focusing on basic human values and make a relationship with a universal source. It means searching one's own self and its relation with the outer world. Many researchers defined spirituality in their own ways. Dillard (1982) defined spirituality as inner experiences of a person. According to Westgate (1996) and Fry (2003) Spirituality is associated with the values and beliefs that help a person to understand and direct one's life. Another researcher Delbecq (1999) defines spirituality as the unique inner search by an individual for the highest development through experiencing otherworldly secrets. According to Guillory (2000) guiding ideology of internal awareness is called spirituality. Barnett et al. (2000) defined spirituality as a process of self-enlightenment. Nash and McLennan (2001) opines spirituality as an access to the holy power that moves life. Cavanagh and Bandsuch (2002) considered spirituality a world-view and a path to enlightenment. Miller (2004) and Wilber (2006) defined spirituality as an attitude of honesty, kindhearted or solicitous attitude which can be practiced and developed. According to Koldinsky et al. (2010) Spirituality is an intrapersonal and metaphysical relationship with supreme force or transcendent force that provides motivation, purpose and a sense of connectedness with others. To achieve these things spiritual activities are being practiced. Normally spiritual activities that are in practice are social work, charity work for community and dealing people with compassion, using ethics in doing all works, non-stealing, non-violence, non-greediness and many other activities that are beneficial to society. These spiritual activities give more meaning to our life (MacKinlay, 2006; Mitchell et al., 2010).

Many authors worked in the field of spirituality. A review of some relevant authors and their works related to spirituality are given in table as below :

³ <https://www.deccanherald.com/business/24-of-indians-are-struggling-with-stress-report-1197723.html>

Table :1

Author (s)	Year	Results
Bromet et al.	1990	Spirituality positively affects performance of employees
Elam	2000	Connection between Spirituality and mental health of undergraduate psychology students.
Ellison et al.	2001	Connection between spirituality , mental distress and wellbeing
Nur	2003	Organisations focussing on spiritual practices perform better
Jurkiewicz & Giacalone	2004	Spirituality positively affects performance of employees. It increases motivation , fidelity towards organisation and flexibility.
Dent et al.	2005	Positive association of spirituality with productivity
Marques et al.	2005	Spirituality brings extraordinary result and Focus on community.
Gall et al.	2005	Spiritual appraisal model of health and stress
Colvin	2006	Organisations following spiritual practices classified as Best Places to work in the USA in Fortune magazine
Calicchia & Graham	2006	Individual spirituality indicates good health and reduced level of stress
Rego & Cunha	2008	Building trust between employers and employees is a dynamic aspect that is influenced by spirituality and has an overall impact on the functioning of the organisation.
Hong	2008	Spirituality has medium effect on connection between stress and wellbeing .
Usman & Danish	2010	Spirituality is like a material possession and ways to disseminate universal principles of morality, conventions, laws, and direction and it plays important role in prolonged survival of organisation.
Alas & Mousa	2016	Spirituality is very important at workplace and never be neglected.

2.2 Workplace Spirituality

Nowadays workplace spirituality has been given importance in many organizations. Considering its benefits many organizations are following workplace spirituality. Many researchers defined workplace spirituality. Ashmos & Duchon,(2000) defined spiritual workplace as place where an individual can express an inner feeling by doing a social work. Another researchers Milliman et al.,2003 also expressed similar opinion. Duchon and Plowman (2005) defined workplace spirituality in terms of three parts. First it should be considered that employee have an inner life. Second it should be assumed that employees want to do meaningful work. Thirdly organization should do a commitment to serve as a community for spiritual growth. Petschawang & Duchon (2009) interpreted workplace spirituality as a place where work is carried out for other people with feeling of compassion and focusing on present moment. (Hayden,Barbuto, & Goertzen,2008). Giacalone & Jurkiewicz, 2003, p.13; Giacalone & Jurkiewicz,2010 p.13) defined workplace spirituality as those aspects of the workplace, either in the individual, the group, or the organization, that promote individual feelings of satisfaction through transcendence. Gotsis & Kortezi (2008 p.579) defined “workplace spirituality as an experience of transcendence, interconnectedness, personal wholeness and delight, examined in diverse theoretical frameworks”.

Workplace spirituality is gaining popularity nowadays. Due to insecure workplace and environments, organizational and societal changes employees feel stressed and spirituality has turned out to be a focal method to alleviate stress. Spirituality has derived several good results which include self-satisfaction, job-satisfaction, job commitment, elevated creativity and organizational effectiveness. Individual spirituality is directly related not only with greater job involvement but greater organizational commitment. Spiritual individual are less likely to cease work (Milliman et al. (2003; Kolodinsky et al. 2008). Ashmos et al. (2000) divided workplace spirituality into three main spheres. These are inner life, meaningful work and community. In inner life spheres spiritual life or spiritual needs are taken into account.

2.3 Concept of Stress:

Job Stress has become a common human mental issue nowadays. Job stress is defined as the harmful physical and emotional responses that occur when the requirements of the job do not match their capabilities, resources or needs of the employee. McEwen (2000) defined stress as a real or interpreted threat to physiological and psychological existence of an employee. Lazarus & Folkman (1984) defined stress as relationship when a person feels danger and challenged for his wellbeing or life due to the surrounding environment. Stress is defined as a situation or event in which a person feels threatened or challenged (Kashmira & Pridmore, 2005). As high stress is source of many illnesses if it is not handled properly (Hardie et al. 2005, Lazarus & Folkman 1984). Many researches supported this view (Elfering, Grebner, Semmer, Kaiser-Freiburghaus, Ponte & Witschi 2005; Jamal 2005; Shields 2006). It is also proved that it affects all occupations like dentists (Palliser, Firth, Feyer & Paulin 2005), University students (Calicchia & Graham 2006; Elam 2000, Hong 2008; Youngmee & Seidlitz 2002), nurses (Siyang, Wei, Zhiming, Mianzhen & Yajia 2007), teachers (Goddard et al. 2006; Schwarzer & Hallum 2008) counselling agency staff (Elfering et al. 2005), managers (Hayes 2007; Wong 2007), general population (Shields 2006). It affects males (Jick and Mitz, 1985) and females (Pines and Kafry, 1981) both (French and Kaplan, 1973).

In various organizations /companies due to increasing number of incidents of mergers, acquisitions, restructuring of business, technological changes and economic dependency of organizations lead to higher level of stress (Giga and Hoel, 2003). Due to globalization and local situations there is cut throat competition among companies so companies set higher standards for their employees resulting higher level of stress and anxiety (Gupta et al. 2014). Stress has many detrimental effects on all human being (Elfering, Grebner, Semmer, Kaiser-Freiburghaus, Ponte & Witschi, 2005; Jamal 2005; Shields 2006). It affects employees' health and conversation among social circle. Higher stress level result in many organizational issues like reduced productivity, more number of absenteeism among employees and turnover and many other mental and physical issues among employees (Jamal 2005, Mosert, Rothmann, Mosert & Nell 2008).

2.4. Effects of Spirituality on Stress

In intense competition in business environment competitive advantage can be gained through human resource development. That's why human Resource department has become an integral part of management. As employees are main constituents of human resource development so focus is given on stress issue of employees. Stress has become a major issue in employees. To overcome stress many methods are being adopted but nowadays people's interest is growing towards spirituality. Articles in digital media, newspapers, magazines, blogs are being published and seminar, conferences and workshops are being conducted on spirituality to combat stress (Harrington, Preziosi & Gooden, 2002; Biberman, 2003; Czaplewski & Ferguson, 2003). Many organizations are conducting spiritual lectures to help the employees. Big companies like IBM (International Business Machine), Google and Microsoft are some of them. These sessions not only uplift employees spiritually but alleviate stress and anxiety (Tredget, 2001).

Spirituality are most important part of an organization. Spirituality reduces the feeling of stress at workplace in employees and thus improving health and wellbeing of employees (Csiernik & Adams,2005). According to Yun et.al. (2019) spirituality makes person capable to handle the stress effectively. Spirituality affects human mind, body and spirit (Clarke,2010). He asserted that spirituality brings positive transformation in human mind, body and spirit. This view was also supported that spiritual practices like meditation, prayer, affirmation and other related practices transform a person due to better coordination of mind, body and spirit (Luskin,2004).

2.5 Positive contributions of Spirituality:

Many studies have highlighted the benefits of spirituality. It positively benefits all including individual , society and organization(Moore & Casper,2006).

2.5.1 Positive contributions for employees:

Spirituality has become the need of employees due to decreasing role of families, neighbours and social circle (Jurkiewicz & Giacalone,2004). It improves the work performance of employees (Bromet et al.1990; Jurkiewicz & Giacalone 2004). Due to high performance it also increases motivation, commitment and adaptability. It uplifts an individual holistically. It not only develops employees spiritually but increases leadership potential of employees (Wakhlu,2000). Spirituality at work has included wellbeing of employee in which one feels a goal and direction (Paloutzian, Emmons, & Keortge,2003). Enhancing the impact of spirituality on employee stress in a corporate setting necessitates a comprehensive strategy that incorporates a range of tactics and factors. Stress among employees is a widespread problem in today's workplace, and it can have a number of detrimental effects, such as burnout, a decline in job satisfaction, and deterioration of mental and physical health. Employees who comprehend the ways in which spirituality can reduce stress may be more equipped to improve their well-being and handle the demands of their are more likely to be satisfied with their jobs when they feel less stressed as a result of their spiritual professions. Employees activities or a feeling of purpose. Better performance is the result of engaged, productive, and devoted individuals, all of whom are more likely to be satisfied with their jobs. Spirituality may help lower stress levels, which may lead to increased productivity. Less stressed workers typically exhibit higher levels of motivation, creativity, and focus, all of which lead to enhanced output. Employee turnover can be caused by high levels of stress at work. Organizations may increase employee retention rates by addressing stress through spirituality, which would ultimately lower the costs related to hiring and onboarding new employees. Stress plays a big role in raising healthcare expenses for both companies and employees. Bring mindfulness exercises like yoga and meditation into the office. These exercises can help workers better focus, manage stress, and feel better overall.Spirituality-induced lower stress levels may result in lower medical costs and absence. Companies that taken into account their workers' spiritual health may be seen as being more morally upright and accountable. Spirituality promotes exercise, a healthy diet, and relaxing techniques to enhance spiritual well-being of employees. Spirituality develops affinity groups or support networks. Peer support and a sense of community may result from this. It builds employees' overall growth—rather than just their professional skills.

2.5.2 Positive contributions for Society:

Spirituality helps to change the behavior of employees and they behave responsibly towards people in social circle. Spirituality results in better interpersonal relations among employees and can change the workplace into an extraordinary place (Krishnan,2008) and thus better knowledge sharing atmosphere is developed due to mutual confidence among employees in organization. Spirituality has many positive effects on society including both individual and group well-being. These benefits aid in the growth of a society that is more caring and peaceful. Spirituality frequently gives people a moral and ethical basis, which promotes a more upright and conscientious society. This may lead to decreased crime rates, a rise in community trust, and a more robust sense of social duty. Engaging in spiritual activities fosters traits like empathy and compassion. These characteristics foster a more understanding and compassionate society where people are more eager to lend a hand and show compassion to one another. A lot of spiritual doctrines stress the value of contributing to society and being accountable for the welfare of others. This may encourage businesses to take part in charitable and socially conscious endeavors. : A number of

spiritual doctrines place a strong emphasis on the interdependence of all living things and the necessity of protecting the environment. This may persuade businesses to embrace more ecologically friendly and sustainable procedures.

Spiritual exercises like mindfulness and meditation can lessen anxiety, depression, and stress. A community with fewer mental health problems has better connections, less social difficulties, and more general well-being. A common theme in spirituality is the interdependence of all life. This results in more uplifting communities and a feeling of belonging by fostering a better sense of community and social cohesion. Spiritual principles frequently permeate family life, encouraging better communication, closer ties between family members, and a caring atmosphere for kids. Future generations will grow up healthier and more responsible as a result of this. People are frequently motivated to perform deeds of compassion, charitable giving, and volunteer labor by spiritual ideologies. As a result, society becomes more charitable and puts more of an emphasis on aiding the poor. Knowledge and education are highly valued in many spiritual traditions. Education-focused societies are typically more advanced and economically advanced. Spirituality frequently contributes to the maintenance of cultural heritage, traditions, and practices, all of which can support a society's feeling of identity and pride. Spiritual concepts place a strong emphasis on traits like understanding and forgiveness, which are useful in settling disputes within a community and fostering harmony. Taking care of the environment is emphasized in several spiritual traditions. A society that prioritizes sustainability and seeks to preserve the environment may result from this. By encouraging both physical and mental well-being, spiritual practices like yoga and meditation help to create a healthier society. This may result in lower healthcare expenses and a more effective labor force.

2.5.3 Positive contribution for Organization:

The effect of spirituality on business organizations has been a topic of study for many researchers and it was found out that organisations that follow spiritual values earn more profit on parameters of growth, efficiency and return on investment (Nur, 2003). Spirituality has been very useful for all business organizations (Rego and Cunha, 2008; Alas & Mousa, 2016). It helps to increase productivity of an organization (Dent et al. 2005). It also increases profitability of an organization. Employee life satisfaction also increased due to contented feeling developed through spirituality. Employees remain motivated and feeling of job commitment develops among them. Workplace spirituality helps the people to develop high enthusiasm and a feeling of social responsibility (Fry & Matherly, 2006, 2007). It helps employees to coordinate their mind, body and soul which is necessary for individual and organization's success. High stress level on job result many personal health issues and result in less productivity, more absentees of employees and turnover (Jamal, 2005; Mosert, Rothmann, Mosert & Nell, 2008) so organizations are adopting various intervention program to cope with stress. Nowadays to alleviate stress, spirituality is being followed at work place.

Spirituality is very important part in management. It is necessary for the organization for long time existence (Usman and Danish, 2010). Spirituality at workplace is helpful for both employees and organisation (Collins and Porras 1994, Heskett et al. 1997, Grant 1998, Komala and Ganesh 2007, Pawar 2009; Javanmard 2012). In an organization managers behavior is substantially affected by both religion and spirituality. Gallup Report (1999) published in Business Week reported that 48 percent Americans opines that religion has solution to majority of the issues faced by people and ninety five percent people have faith in God or a Universal Spirit. Most of the religion believe in moral teachings and emphasized moral values and discard immoral and unethical practices. It is also believed that God knows everything and observes all actions of human being and make everyone responsible for all actions. So it is assumed that more religious person do less unethical actions. Many studies revealed that there is a direct relationship between religion and ethical behavior. Terpstra, Rozell and Robinson (1993) mentioned in study that religion may be a significant factor of ethical practices in personal life. Many researchers Smith and Oakley (1996), Kennedy and Lawton (1998), Conroy and Emerson (2004), also supported this view and find out that religious people practice more ethical behavior. Dent et al. (2005) mentioned that benefit of practicing spirituality in the workplace is seen in increased performance of employees. The organization where spirituality is practiced employees are more loyal, more satisfied,

more committed and impart high production with low rate of absenteeism (Komala & Ganesh,2007; Rego & Cunah,2007; Pawar,2009; Chawla & Guda,2010). If decisions are taken keeping spirituality in mind i.e. in ethical way then welfare of employees can be looked after in a better way. In many studies it is highlighted that there is direct relation between spirituality and ethical behavior(Terpestra, Rozell and Robinson,1993; Smith & Oakley,1996; Kennedy & Lawton,1998; Conroy & Emerson, 2004; Bloodgood et al.2007). Spiritual ideas can provide workers a feeling of direction and significance at work, which raises engagement levels. Employee commitment and motivation are higher among engaged workers, which boosts output and lowers turnover. Spirituality can help create an environment in the workplace that is more sympathetic, inclusive, and caring. This may result in more solid connections, improved productivity. Spirituality promotes creativity and an open mind. Encouragement of employees to investigate different viewpoints and look for purpose in their work might result in a rise in creativity and innovation. When faced with change, workers and organizations with a strong spiritual foundation frequently demonstrate greater levels of resilience. They see obstacles and disturbances as chances for individual and group development. Businesses that follow spiritual values frequently put their clients' happiness and well-being first. Stronger ties and increased client loyalty may result from this. Businesses with a good reputation for moral behavior, social responsibility, and spirituality tend to draw clients, staff members, and investors that value these things as well. Religious institutions frequently establish greater levels of trust with a range of stakeholders, such as staff members, clients, investors, and the local community. In difficult times, this trust may prove to be a very useful resource. Spirituality can contribute to a less demanding and more encouraging work atmosphere, which lowers absenteeism and employee burnout. Businesses that place a high priority on spirituality and values-based hiring frequently draw in like-minded workers who share their commitment to the organization's goals and core values. Better hiring and greater retention rates may result from this. While there isn't a clear financial gain, spirituality's favorable effects on employee wellbeing, ethics, and company culture can eventually lead to better financial performance.

While acknowledging variety and personal views, integrating spirituality into an organization can foster a more moral, peaceful, and purpose-driven work environment that will ultimately help the success and longevity of the enterprise as a whole.

2.6. Spirituality in Business Management:

Many business experts emphasize on spirituality in business management. In Fortune magazine the organizations having good spiritual values are called “Best Places to Work” in the USA and praised stating that these were the places where people found a purpose other than their pay (Colvin2006). Nichols(1994) mentioned that companies must search some methods to focus on spirituality on the job. Humanistic (Positive psychology and integral psychology both focus on spirituality in finding out methods to develop strength and flexibility to withstand mental issues. So, the field of spirituality in business management goes beyond traditional purposes. Spirituality develops extraordinary qualities among employees in an organization. According to Ian Mitroff (1999) of the University of Southern California, spirituality is necessary in business management. For this quality of ethics is to be generated among managers. To develop the Ethicality Quotient (Et.Q.) in managers spirituality among managers should be inculcated. By this they will be transitioned from self-conception to pro-employee attitude. As decisions of management affect employees, organization, environment and families and children of employees. So ethical decisions taken by managers will be beneficial to employees and organization. In addition to that a good work culture is developed and interpersonal relations among employees are developed. Spirituality has advantages for an enterprise that go beyond personal health and can benefit the business as a whole. Moral and ethical principles are frequently emphasized in spirituality. The likelihood of unethical behavior or business scandals can be decreased when these ideals are incorporated into the organization's culture, which can result in more principled and responsible decision-

making. Spiritually oriented leaders frequently display traits like integrity, humility, and empathy. These qualities of a leader can inspire workers and encourage moral leadership throughout the entire organization.

3. Implementation of Spirituality in Business Organisations:

Incorporating spirituality into contemporary Indian business organizations requires adopting values that extend beyond the conventional emphasis on efficiency and profit. It's about cultivating a culture at work that prioritizes moral behavior, overall wellbeing, and a sense of direction. These steps are required to implement spirituality in business organisations. Promoting a spiritual workplace should be a top priority for leaders. Their choices, behaviors, and communications ought to demonstrate this dedication. Business leaders should clearly state and incorporate spiritual values into the mission and core values of the organization. Values like compassion, honesty, empathy, and social responsibility may fall under this category.

They should provide training courses and workshops with a personal development, emotional intelligence, and self-awareness focus. In addition to this they should promote remote employment, flexible work hours, and paid time off to foster a positive work-life balance. This aids workers in striking a balance in their personal and professional lives. Business leaders should stress the importance of values-driven decision-making and ethical business practices. Top leaders should make business decisions based on values that benefit the environment and society. Also effort should be made to encourage a welcoming environment where diversity is honored and all workers are treated with respect and encourage a sense of community. They should also motivate staff members to take part in volunteer work or altruistic endeavors. This is consistent with spiritual principles and cultivates a sense of purpose and social responsibility. Business leaders should promote candid and open dialogue. Authentic and sincere communication fosters a sense of trust and camaraderie among team members.

Top ,middle and lower management should give workers credit for their efforts. Acknowledgment not only raises spirits but also reaffirms that people's contributions are important.

Training plays an important role to play in development of employees. Make an investment in courses that emphasize interpersonal skills, emotional intelligence, and personal development. This may help create a more spiritually conscious work environment.

To avoid conflict management should put in place conflict resolution techniques that are grounded in mutual growth, empathy, and understanding and promote candid communication to settle disputes in a positive way.

Management should remember that each employee's journey towards spirituality at work is unique. A more comprehensive and satisfying work experience can be achieved by fostering a culture of support that values differences in viewpoints and promotes individual development.

4. Hurdles in implementing Spirituality in Organization

Imposition of spirituality and religion may be counterproductive if it is not planned properly (Krishnakumar and Neck 2002). Sole purpose of implementing it for increasing productivity would not serve purpose. For implementation in an organization a favorable atmosphere should be created and for this consensus among employees is necessary. Although spirituality can benefit people and organizations in many ways, it's important to understand that bringing spirituality into different contexts may have drawbacks or difficulties. Here are some things to think about:

The definition of spirituality is quite varied and personal. Not everyone will find spiritual practices in the workplace appealing, and accommodating different belief systems might be difficult. Businesses should exercise caution when it comes to any ethical or legal ramifications of encouraging spirituality in the workplace. Fostering a helpful environment and unintentionally forcing particular religious views are two very different things. The introduction of spiritual activities in the workplace may encounter resistance from certain individuals who perceive it as unnecessary or invasive in their working lives. Tension or even a lack of participation within the organization can result from resistance. There is a chance that the spiritual ideas presented will be misconstrued or misread, which could cause confusion or unexpected effects. To avoid misunderstandings, it is essential to communicate clearly and educate people. Some contend that emphasizing spirituality could take time and attention away from work-related goals and

duties, which could have an effect on output. It's critical to strike a balance between one's professional obligations and spiritual habits. People who do not identify with or follow any particular spirituality run the risk of being excluded in varied and multicultural environments. Keeping a welcoming and secular atmosphere is crucial. Organizations or leaders may occasionally take advantage of the idea of spirituality for their own gain or to control staff members. Ethical questions and a loss of confidence may result from this. It may be difficult to quantify the effect of spirituality on corporate success, in contrast to standard business measurements. The efficiency of spiritual activities may be difficult to evaluate due to this lack of precise assessment. There may be resistance and tension when introducing spirituality because of a conflict with the current organizational culture. It's critical to incorporate spiritual elements in a way that is consistent with the organization's core beliefs. In certain situations, placing too much emphasis on a person's spiritual practices and overall well-being may overshadow the significance of group objectives and organizational performance. Investing in spiritual projects could take cash and attention away from other important areas, which could have an effect on the organization's overall effectiveness.

Organizations should approach the integration of spirituality with sensitivity to handle these possible drawbacks. They should make sure that the integration respects individual views, is inclusive, and is consistent with the organization's overall goal and values. In order to overcome these obstacles, open communication, adaptability, and a well-thought-out execution plan are essential.

5. Methodology:

In this study qualitative method of research has been adopted and a systematic review was conducted on the scientific papers published related to spirituality and stress from various sources like Scopus, Web of Science, Science Direct, Virtual Health Library and PubMed. Some articles were removed from consideration as they were not fulfilling criteria like being unsuitable for the present study.

6. Recommendations

Spirituality promotes harmony, holistic development, and employee self-realization. Organizations should prioritize employee development and self-realization over profit, considering employee opinions. Business practices can damage ecological balance and cultural diversity, so spirituality can help repair these damages. Incorporating spirituality in management and other subjects can help young people develop holistically, promoting better coordination of body, mind, and soul. This will lead to better leaders and rational, responsible, and moral decisions.

7. Result / Conclusion:

Spirituality is increasingly important in modern business organizations, as it can foster ethical practices, a shared sense of purpose, and holistic well-being. However, incorporating spirituality requires careful handling, considering the diverse values and beliefs within the organization. Establishing core values, implementing mindful practices, and demonstrating leadership commitment are necessary steps towards a spiritually aligned workplace. This culture can positively impact individual fulfillment and collective success by valuing ethical decision-making, work-life balance, and employee development. However, it's crucial to strike a balance between spiritual principles and the demands of the business world to ensure inclusivity, productivity, and employee wellbeing. Integrating spirituality can guide businesses in navigating the complexity of today's business environment, encouraging a stronger sense of purpose and camaraderie among staff.

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