

**OCCUPATIONAL SPIRITUALTY –
AN INNOVATIVE STRATEGY TO ENRICH SERVICE ZONE**

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ABSTRACT

With the buzz of globalization, stress has not only become a matter of critical concern but also is unbalancing personal and professional life of every individual. By this unbalance we are witnessing several tragedies and management crisis globally. To balance this, the area to be focused is occupational spirituality which plays a vital role in solving this issue and shall continue to do so for global peace and prosperity in future years. Off course, in this current scenario of true globalization, there is a great emphasis to overcome stress or to handle stress with care. Several theories and practices are being developed and implemented to resolve this authentic cause; the resolution is bridging only a mere small gap. Bridging this gap strongly with interest in occupational spirituality shall make the world strongly realize global peace and prosperity. The paper being focuses mainly on explaining

1. How spirituality can navigate successfully to balance stress and work life.
2. How to raise the level of interest in spirituality for employees in their occupation.
3. The need and importance of spirituality for managers.
4. Findings and conclusions.

Research Methodology

Research would be carried out with a sample of 60, from the MBA department, to explore on the above-mentioned objectives. The methodology would be drafting of a questionnaire based on the above-mentioned objectives of the paper and analyzing the data.

Key words: Spirituality, Globalization, Corporates, Management Crisis, Stress.

INTRODUCTION

In this vibrant world, the ambition of every organization or any individual is to grow globally and simultaneously it has also become inevitable for any common man to meet the nearest phase of globalization. Obviously, it's unavoidable to face the challenges and hindrances of work place. As time is marching ahead, human wants, needs & desires also are marching equally. In today's work environment we notice several vital improvements like change of technology, usage of technical aid, which has not only served the needs but also improved the working speed to its maximum. With this buzz of globalization even the common man or woman will not remain immune to new phenomenon that appeared to have transformed their lives in ways they could not have imagined before. Not only public intellectuals, politicians and tycoons but also the masses have appeared to change with almost every aspect of human existence by this alien force 'Globalization'.

With the buzz of globalization, stress has become a matter of critical concern which is unbalancing personal and professional life of every individual. By this unbalance we are witnessing several tragedies and management crisis globally. To balance this, the area to be focused is 'Occupational spirituality' which plays a vital role in solving this issue and shall continue to do so for global peace and prosperity in future years. Off course, in this current scenario of true globalization, there is a great emphasis to overcome stress or to handle stress with care. Several theories and practices are being developed and implemented to resolve this authentic cause; the resolution is bridging only a mere small gap. Bridging this gap strongly with interest in spirituality shall make the world strongly realize global peace and prosperity.

It's not the sole duty of an individual to contribute for the global peace but a social obligation of every citizen as their accountability for a better prosperous world. It's not a mere myth that spirituality is vital vitamin for global peace and prosperity but a reality that ensues to be the strongest manifest feature navigating successfully towards globalization. The interest in spirituality for youths shall subsidize to conquer humanity in all the angels and dimensions.

Basic Meaning of Spirituality

As the word spirituality can be split in the following pattern,

Spirit + Uality = Spirituality

The root word spirit means "Strength of Mind" and the suffix "-uality" qualifies the use of "spirit" in this instance. So, a basic definition of spirituality is the quality of one's sensitivity to

the things of the spirit. And what are these things of the spirit? These are those that cannot be directly perceived by our senses but whose effects can be deduced or inferred by our observations, like love, justice, peace, etc.

Basic to this understanding of spirituality is the premise that we regard the human being and/or the rest of creation as composed not only of matter, but of something immaterial, something invisible, and something beyond our present knowledge. There is always more to what we can perceive with our senses and know with our reason.

So, the basic meaning of spirituality is that it is a term which encompasses everything that we cannot see directly with our eyes, directly perceive by the other senses and know by our mere reason. That is spirituality in its basic meaning.

“Spirituality A Path”:

Several scholars, academicians, religious pontiffs have been defining the word spirituality with respect to their areas of interest coupled with traditions and customs. In reality every individual is under constant confusion to locate actual meaning of this superpower word Spirituality. But to a greater extent it is believed that spirituality is a path towards one or more of the following:

- i.** A higher state of awareness, perfection of one's own being, wisdom.
- ii.** Communion with God or with creation.
- iii.** The Vedas and Upanishads also describe spirituality as a path of transformation.

Spirituality as a path entails meditation, prayer, and the contemplation of sacred texts; ethical development and some sort of spiritual transmission, sometimes through a preceptor.

Spirituality as a path aims both at inner growth and outward manifestations of this growth. As a path, Love and/or compassion are often described as the mainstay of spiritual development.

Spirituality can be referred to an ultimate or immaterial reality; an inner path enabling a person to discover the essence of their being; or the “deepest values and meanings by which people live. The journey of spirituality practices exercises like meditation, prayer and contemplation, are intended to develop an individual's inner life; such practices often lead to an experience of connectedness with a larger reality, yielding a more comprehensive self; with other individuals or the human community; with nature or the cosmos; or with the divine realm.

Why Spirituality in Occupation?

Today the world is facing management crisis globally. There is constant shake-outs every now and then. The rising economic crises are witnessing many corporate scams and people who

were once reversed as business leaders are now getting cursed. This harmful crisis needs to be taken care at the very root level before the entire well established management paradigm stops working totally.

The visible problem is that true globalization based on unity is still eluding the world where a sense of connectedness, trust, inter-dependence, and healthy exchange and sharing of ideas, resources and knowledge can take place amongst the citizens of the world. Thus, it is strongly realized now by the world that leadership, organizations and various professional disciplines should have to come out of their self-interests and bring about the change in the world based on connectedness, love trust and harmony so that peace and prosperity across the world can be achieved. Accordingly, it can be strongly proved that spirituality is the vital vitamin for global peace and prosperity. Today we notice interest in spirituality has grown among scholars, practitioners and professionals and has become a subject of serious discussion. This interest shall surely surmount the management crisis globally by implementing the following innovative curriculum in management education system. Majority of the corporates have population below the age of 35 years. The young generation is playing a vital role in corporates, which is navigating to nation building, and shall continue to do so. Thus, nation development leads to globalization. The nation development is highly dependent on these youths. The youths are socially responsible and moreover dedicatedly to see themselves in developed status in fine flying colors.

As great scholars have stated that **“Time is not evaluated by what has been harvested, but what has been planted”**. Thus, young people are crucial segment of a nation’s development. Their contribution therefore is highly needed. Young people are social actors. Youth are not only the leaders of tomorrow, but also the partners of today. **Youth** can carry the whole country on the road of progress with their fast speed. Youth is that spark which needs no ignition. Youth is that clay which can be molded in either shape one wants. He can carry the country towards new lights of prosperity. He can do economic, social and spiritual development with his intellect. All above things are only possible when youths know their responsibility. But these days we see all thing inverses. We see old and child in any social function or social activities but we do not see young or youth. Reason is clear. We can see them in theater, clubs and drinks shops. All these shops are ending the power of our youths. We will not find them in benevolence activities. Rising of 1or 2 young can works as spark but for making the fire of revolution, it is very necessary all youth's contribution. If youths want to play a grateful role in nation, then they have to give the test for it.

Today, we deem USA, France, UK and Canada as the developed countries. Whereas in the poor and underdeveloped countries the youths have become lazy. We cannot develop a nation by this laziness. Yes, if the youth identify him, then there is no delay up to now. Once the passion of youth will awake, then we will see all the underdeveloped countries attaining the status of developed. As young people the youths must be ever ready and willing to take advantage of any opportunity that comes in their way. The young people are in a great position to make the dream of global peace and prosperity into reality.

Need and importance of spirituality in occupation to balance stress and work life.

As great scholars have stated "**If you do not change direction, you may end up where you are heading.**" It is important to note that the priceless resource of any country is its human resource. There is no other resource that matches human being, because mankind is the foundation or the corner stone of any development and civilization. Humanity is the only kind which navigates successfully to enlightenment path. Spirituality as a path happens to be the real backbone of humanity and uplifts life and inspires to kindness, patience, inner strength and a better life in general. Spirituality as a path covers the main world religions as all the religions are associated with special resources for humans.

Today there seems to be a universal agreement that the ultimate objective of globalization is to have superior quality of happy life and do not want any pain or suffering. We all have different needs and desires, which if unfulfilled, can lead to a stressful situation. As we try to achieve these goals, many a times we find ourselves frustrated and helpless. This hampers the accomplishment of happiness and creates anxiety and constant nervous tension. It is then, that the people invoke a higher intelligence or a higher force like spirituality to help them cope with their inabilities and accept reality.

All the Buddha's of all the ages have been telling a very simple fact: Be - don't try to become. Within these two words, be and becoming, the whole life is contained. Being is enlightenment, becoming is ignorance.

Becoming always makes it essential to go beyond the income-related factors such as prices, production, people, place, usage of technology and productivity to a range of non-income factors that pressurizes quality of life and hence influences a huge amount of stress to every common man. Spirituality accomplishes the need of any common man without undergoing stress by preaching the ethics and etiquettes of humanity. Spirituality brings greatness all

around us by what we have.

Role of Spirituality in the occupation to balance stress and work life:

Spirituality is often experienced as a source of inspiration or orientation in life. It can encompass belief in immaterial realities or experiences of the immanent or transcendent nature of the world.

1. Spirituality is working Smart not working Hard:

Spirituality is all about working smart, not working hard. With a spiritual approach one can attain everything that one ever wanted with minimum efforts. This is how universal intelligence works. Instead of toiling and struggling, one needs to flow effortlessly. It's like walking with the wind assisting you from behind. All one has to do, is to align oneself with spiritual laws and laws of nature and let these forces glide you to happiness.

2. Expanding your unlimited potential:

Spirituality helps to create new ideas, new visions, creativity, and intuitive abilities to reach our aspirations. It helps to build a magnetic aura around you that attracts the people towards you. It creates an energy that gives a sense of security, power and fearlessness.

3. Better emotional intelligence:

Handling emotions is perhaps the most difficult of all human abilities. We spend almost 75 per cent of our time trying to sort out the varied and complex emotions, while the other 25 per cent is spent in emotional reactions to the situation and the people around us. Negative emotions, literally drain our energy and affect the quality of our lives. Since it is difficult to manage these reactions with a logical mind, one need to resort to a process that helps us to rise above all that is depressing. This is where the spiritual approach helps us as it has the power to alter the negativity of the mind to a positive pattern.

4. Improve your life:

Many spiritual traditions encourage participation in a community. Spiritual fellowship, such as attending meditation group can be sources of *social support* which may provide a sense of belonging, security, and community. Strong relationships have been proven to increase wellbeing and bolster life expectancy, which is perhaps why one study found a strong

association between church attendance and improved health, mood, and wellbeing.

5. Spiritual strength can help you overcome hardships:

Having a strong spiritual outlook may help you find meaning in life's difficult circumstances. The spiritual practice of recognizing the interconnectedness of all life can also help buffer the pain that comes with difficult experiences. Researcher Kristin Neff says that "if we can compassionately remind ourselves in moments of falling down that failure is part of the shared human experience, then that moment becomes one of togetherness rather than isolation. When our troubled, painful experiences are framed by the recognition that countless others have undergone similar hardships, the blow is softened."

6. Spiritual people make healthier choices:

Adhering to a particular spiritual tradition may bring an indirect health benefit because many traditions have rules about treating the body with kindness and avoiding unhealthy behaviors. Research shows that perhaps because of these tenets, people who practice a religion or faith tradition are less likely to smoke or drink, commit a crime, or become involved in violent activity, and they are more likely to engage in preventative habits like avoiding fast food and junk food.

7. Spirituality may help you live longer:

An exhaustive review that compared spirituality and religiousness to other health interventions found that people with a strong spiritual life had an 18% reduction in mortality. Giancarlo Lucchetti, lead author of the study, calculates that the life-lengthening benefits of spirituality can be compared to eating a high number of fruits and vegetables or taking blood pressure medication. Although some researchers have suggested that the extent of spirituality's benefit on health is exaggerated, most researchers agree **there is a positive relationship between religious and spiritual practices and better health outcomes.**Personal Stability:

By implementing spirituality in the corporates to balance work life, employees can survive comfortably by adapting to the chaotically changing workplace. This implies personal stability of the employees.

8. Balancing Work/Personal Life:

By implementing spirituality in the corporates to balance work life, the employees not only

revisit what's important to them but also reprioritize their personal and professional life activities (based upon spirituality sourced values).

9. Greater performance:

Based upon the research, through applying spirituality in the corporates, the employees will be in need for continuous learning driven from an inner passion. This shall prove greater performance of the team.

10. Work as Meaning:

The employees shall not only get the answers to several questions but also can understand the meaning given for the answers. In today's workplace pressures, employees are asking, "What's meaningful work for me?" Such questions are answered with logical reasoning.

11. Work Force Reduction:

Spirituality incorporates can demonstrate an increasing need to do more in less time.

12. Humanistic Organizational Cultures:

Spirituality incorporates connects between an individual's personal values and the organization's practiced values.

13. Self-Management:

Through spiritual quotient the employees in corporate shall solve their own problems through greater empowerment and creativity. **Ways of raising the level of interest in spirituality in occupation:**

Stressed, depressed while well-dressed is the profile of every second corporate employee. With growing stress employers are giving attention to comprehensive competency development and personal development for their employees to increase productivity. Tapping the presence of both corporate, especially IT employees and IT companies, the stress management courses are gaining more popularity in the area with the escalating number of corporate tie-ups.

With lack of interaction and interpersonal communication, stress level among employees goes up. The mid-level senior executives are the ones who are most stressed. Effective stress management classes are for the clients who are not just seeking help but also for employers who strictly believe that a happy employee is a more productive employee.

Just as we increase our levels of fitness by steadily increasing our exercise regime, the same is true in spiritual practice. If we do the same spiritual practice year in and year out it would lead to stagnation.

There are many ways of raising level of interest in spirituality in the corporates. They are all activities of the spirit. Some of these are stated as follows,

- a. Meditation Programmes.
- b. Exercises on mind controlling.
- c. Corporate Yoga.
- d. Workshops on stress busting workshops.
- e. Counseling.
- f. Listening to music.
- g. Laughing and sharing jokes with others.
- h. Spending time in nature on weekends. Walking through the woods.
- i. Forgiving our enemies.
- j. Doing works of charity.
- k. Visiting blind schools and orphanage.
- l. Outbound programmes.

Occupational Spirituality: an instrument to balance work life.

Spirituality is heightened sense of self awareness. It is about “YOU”. How well you know yourself, your weaknesses & your strengths. How you channelize your thoughts and your energies both positive as well as negative. We all follow some form of religion; a following by birth, or as parental guidance; and, for some a personal choice. Spirituality is not the same as religion. Spiritually liberates you, Religion binds. Religion professes supernatural power; while spirituality is enlightening the power of self. Spiritually urges you to rediscover yourself; religion lets you lose yourself in cult.

The corporate world is tarnished with battles of superiority, control and power. Least do we

know that we do not have control over our own self fully. Science has proven that we as humans have only evolved so far to expedite 5% or less of our true potential. We have control over ourselves only to that extend. Occupational Spirituality principles combine the heightened sense of self, about our surroundings, about our latent fears to find meaning, solace and success in corporate world. There are three things to these principles,

1. It is about understanding ourselves.
2. It is about understanding our environment.
3. It is about still excelling in a corporate framework.

Final Conclusion on “Occupational Spirituality – An innovative strategy to enrich service zone.”

RESEARCH METHODOLOGY

The research methodology used here was exploratory research method with technique of quota sampling. The sample size being 60 of only MBA professionals and survey was on the basis of the following issues.

- a. Interest in spirituality.
- b. Spiritual exercises.
- c. Spirituality in occupation.

All the respondents were briefed about occupational spirituality (Need, Importance and its role). Finally, they were asked to answer a questionnaire.

- | | | |
|----------------------------------|---|---|
| Sample size | : | 60. |
| Sampling Technique | : | Quota Sampling. |
| Data collection Procedure | : | Questionnaire technique. |
| Objective of the study | : | a. To explore interest of spirituality. |
| | | b. Implementation of Spiritual exercises. |
| | | c. Spirituality in occupation. |

After the survey some of the valid conclusions are as follows,

1. 95% of the respondents strongly agree that occupational spirituality will balance work life

pressure

2. 90% of the respondent's state that Interest in spirituality strongly depends on their personal interest.
3. 85% of the respondents agree that occupational spirituality will wipe off negative thoughts and powers of employees in corporates.85% of the respondents strongly agree that occupational spirituality makes employees to accept the things around them in a pragmatic way.
4. 90% of the respondents strongly agree that spiritual exercises help in managing stress of the employees in their occupation.
5. 100% of the respondents strongly agree that spiritual exercises are best balm in uncertain times for employees in their occupation.
6. 75% of the respondents agree that spiritual exercises realize "Being happy with myself is more important to me than having others approve of me"
7. 70% of the respondents agree that spirituality in school education can pave way to handle stress for future employees in their occupation.
8. 90% of the respondents agree that the consciousness of the spirituality in occupation in establishment makes the employees more accountable and makes the organization perform well.
9. 80% of the respondents strongly agree that occupational spirituality re-establishes the concepts of solidarity common responsibility and sustainable development.
10. 100% of the respondents strongly agree that spirituality in occupation is not to be interpreted in a narrow sense indicating a personal spiritual vision that focuses on God. It has to be focused on forces operating in the local and global context.
11. Finally, there exists a strong perfect positive correlation between interest in spirituality and work-life balance.

Challenges in Integrating Spirituality in occupation:

1. Integrating spirituality in the corporates happens to be really challenging and intriguing
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process. It will be a constant turmoil to understand whether the employees are keenly interested in pursuing spirituality for them. To a greater extent employees believe that Spirituality concept is based on religions and religiousness. Even among 'believers' there is a confusion and conflict of values of spirituality. One notices an insufficient knowledge of faith, careerism, self-centeredness and erosion of genuine traditional values by a transnational culture created by the media.

2. Spirituality is not static; it is not a destiny but a journey (Neiman, 2000).
3. Creating a safe environment for spiritual learning allows to further explore own spirituality and to find a means of expressing that in the classroom. This requires the cultivation of self-knowledge, of coming to know intimately the unfolding of own story. For a new employee this is the first step in developing a spiritually based practice.
4. Implementing of spiritual exercises requires highly skilled and trained mentors. It's really difficult to recruit such personalities to mould future managers.
5. Even though spiritual exercises are very much valuable for employees, they are costly in terms of man & location.
6. The spiritual exercises should not rely on accretion of content, special areas of knowledge or profound research. It should depend on the faith experience of the learner however tentative it may be.
7. It is really challenging for the facilitator to provide a framework of reflective and prayerful enquiry for the purpose of wrestling with significant issues and complex values of life provided some people are capable and willing to guide that enquiry, respecting the freedom of the participants.
8. The facilitator needs to be resourceful and capable of drawing on the learner experience and stimulate reflection on experience through skillful questioning. Besides his/her personal example should challenge the learner.

Tentative Solutions:

1. There is need for deeper understanding and commitment to the unifying vision spirituality in occupation. The praxis proposed here is to be enriched by insights gained from contemporary educational psychology and deeper theological reflection.

2. There is need to develop a core group of people committed to this vision and trained in the praxis.
3. As in the case of ethics, the positive aspects of the integration of spirituality and management are to be emphasized.
4. There is need for greater exchange of expertise and experience among people who are working in this area.

5. Work life has become so demanding, fast paced, stressful, ambiguous, and chaotic that we are forced to seek values-based answers and ways of achieving personal stability from within. We have come to realize that our inner wisdom is the only source that will sustain our adaptation and stability in the long run. Tabulation of the data collected:

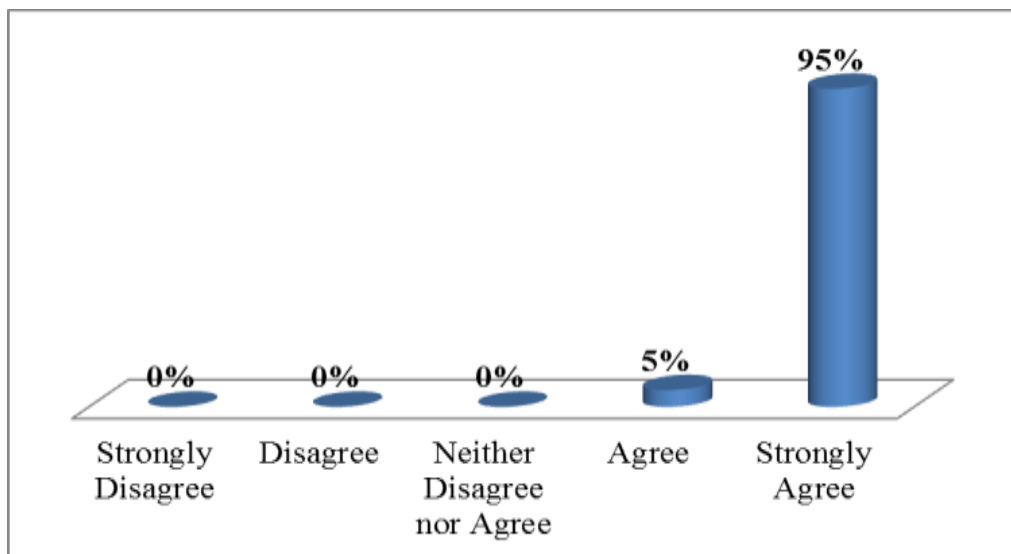
Sl No	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
1				5%	95%
3			15%	85%	
4				15%	85%
5				10%	90%
6					100%
7			25%	75%	
8			20%	70%	10%
9			10%	90%	
10				20%	80%
11					100%

SI No	Personal Interest	Family back ground	Other Factors
2	90%	-	10%

SI No	Perfect Positive	Perfect Negative	No Relation
12	100%	-	-

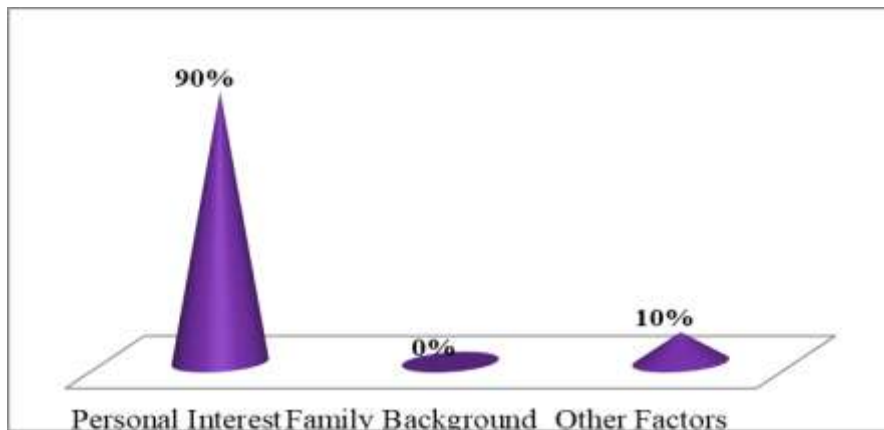
Drawings:

- The following is the bar chart displaying the respondent's view about whether spirituality in occupation will balance work life pressure.



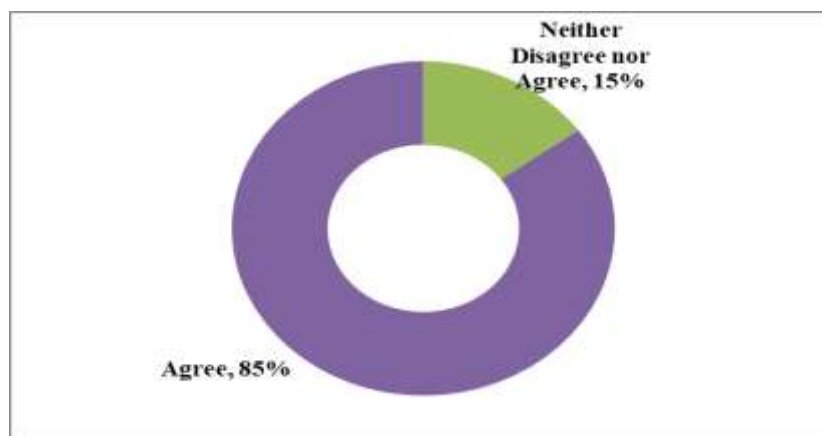
We clearly witness that 95% respondents strongly agree for the cause mentioned.

- The following is the chart displaying the respondent's view of interest in spirituality.



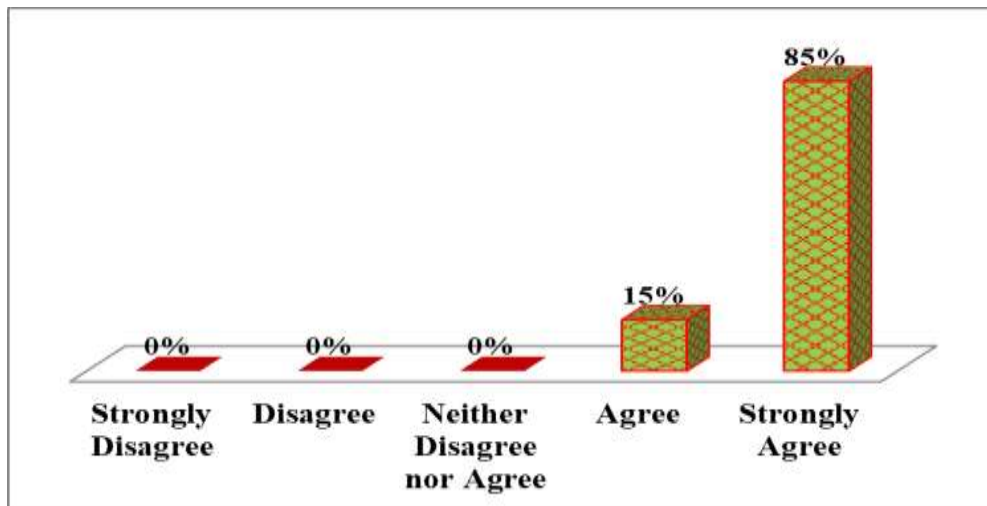
We clearly witness that majority (90%) of the respondent's state that interest in spirituality mainly depends upon their personal interest and 10% of the respondent's state that interest in spirituality will be because of other factors.

The following is the chart displaying respondent's view about whether spirituality in occupation will wipe off negative thoughts and powers of employees.



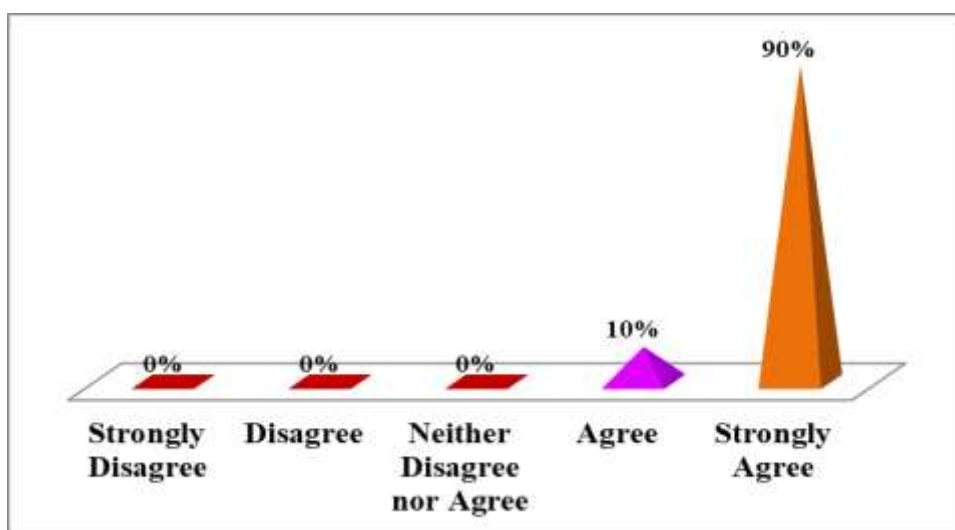
We clearly witness that 85% respondents strongly agree for the cause mentioned.

3. The following is the chart displaying respondent's view about whether spirituality in occupation makes employees to accept the things around them in a pragmatic way.



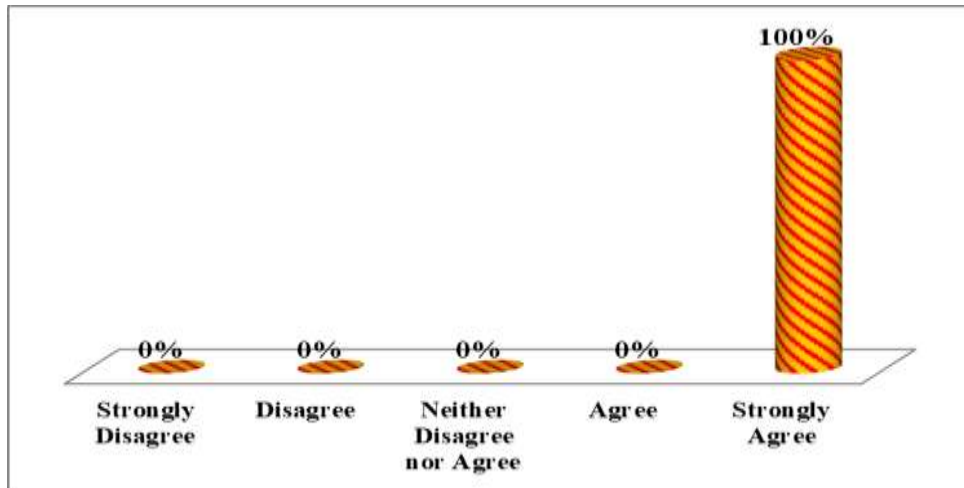
We clearly witness that majority (85%) of the respondents' state that spirituality in occupation makes employees to accept the things around them in a pragmatic way.

- The following is the chart displaying respondent's view about whether spiritual exercises help in managing stress of employees.

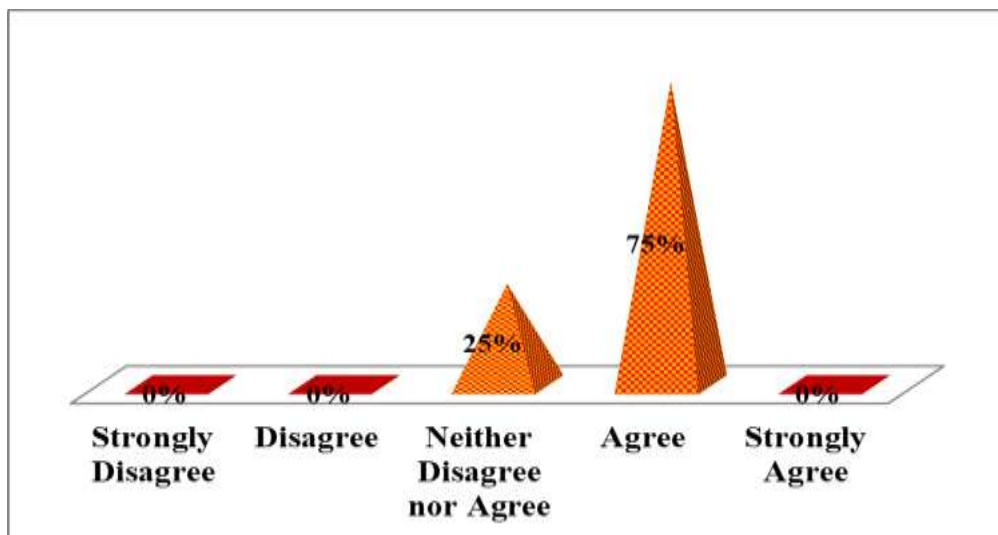


It is clearly observed that 90% of the respondents strongly agree that spiritual exercises help the employees to manage the stress.

- The following is the chart displaying respondent's view about whether spiritual exercises are best balm in uncertain times of the employees.

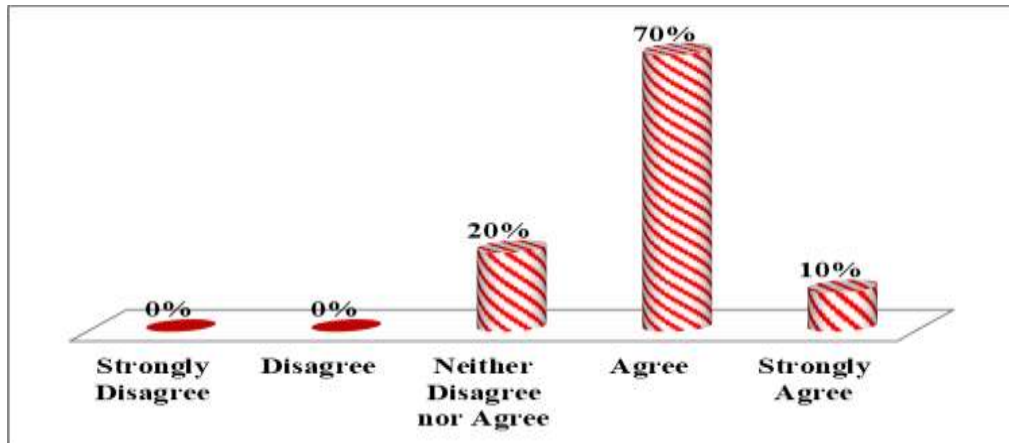


It is clearly observed that 100% respondents strongly agree for the cause mentioned. The following is the chart displaying respondent's view about whether spiritual exercises realize "Being happy with myself is more important to me than having others approve of me"

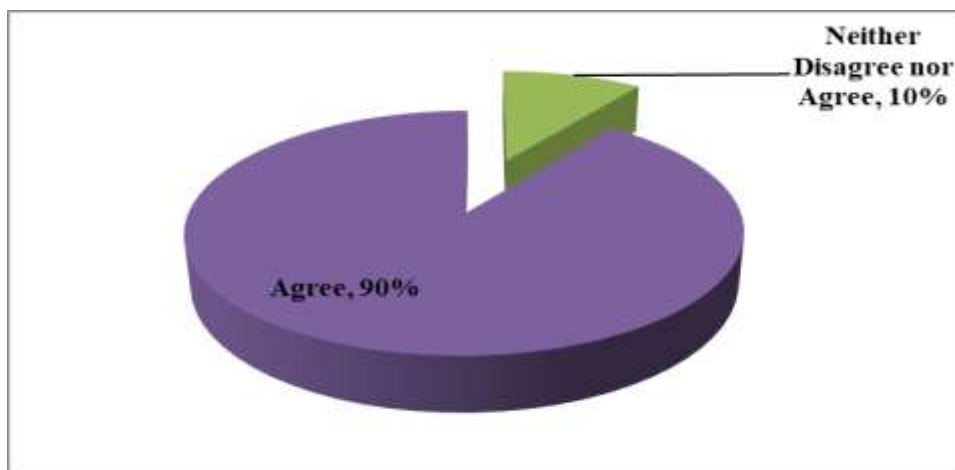


We evidently notice that 75% of the respondents agree that spiritual exercises make them to realize "Being happy with myself is more important to me than having others approve of me"

6. The following is the chart displaying respondent's view about whether Spirituality in occupation can pave way to handle stress for future managers.

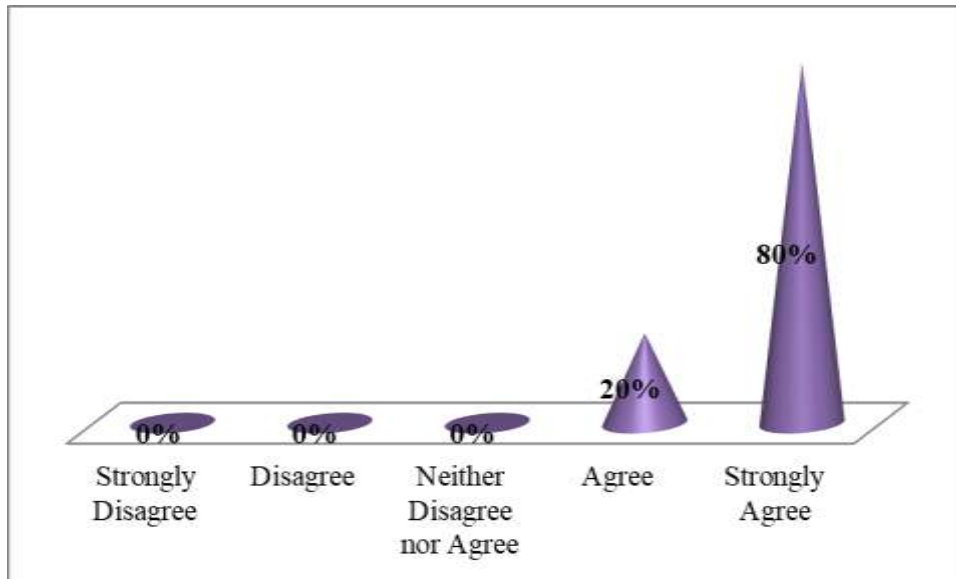


We evidently notice that 70% of the respondents agree that spirituality in occupation can pave way to handle stress for future managers. The following is the chart displaying respondent's view about whether "The consciousness of the spirituality in occupation in establishment makes the future managers more accountable."



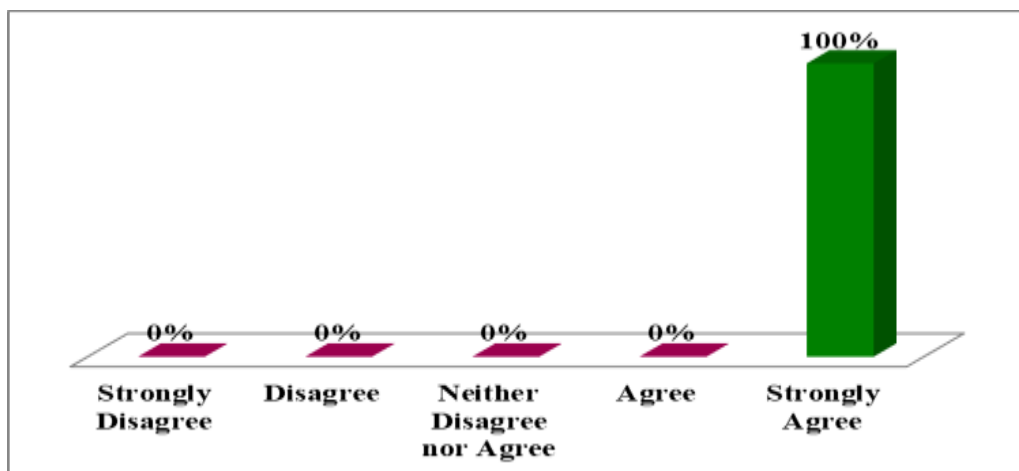
We clearly witness that 90% respondents agree for the cause mentioned and 10% neither disagree nor agree.

- The following is the chart displaying respondent's view about whether "Spirituality in occupation reestablishes the concepts of solidarity common responsibility and sustainable development."



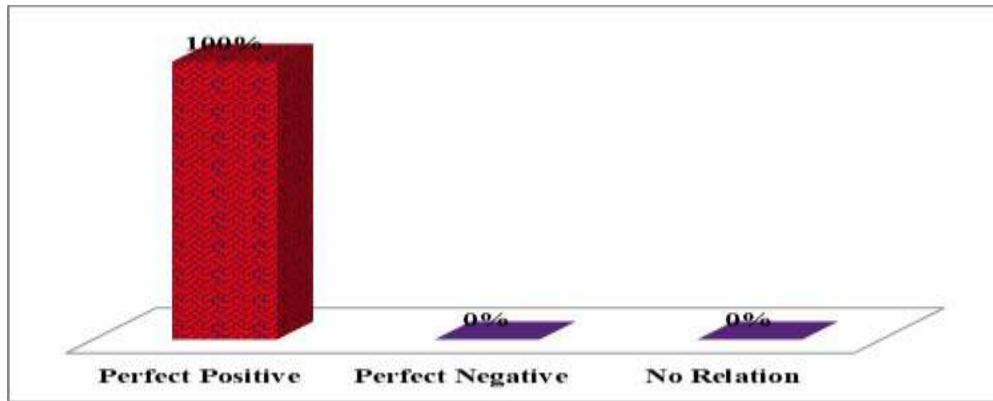
We visibly observe that 80% respondents agree for the cause mentioned.

8. The following is the chart displaying respondent's view about whether "Spirituality in occupation is not to be interpreted in a narrow sense indicating a personal spiritual vision that focuses on God. It has to be focused on forces operating in the local and global context."



From the above display it is noticeably remarked that 100% respondents strongly agree the cause.

9. The following is the chart displaying respondent's view about correlation between interest in spirituality and work life balance.



100% respondents clearly state that there will be perfect positive correlation between spirituality and work life balance.

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