

Spirituality in Workplace: Comparison India and Indonesia

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Abstract: Spirituality is fundamental for every individual and as an understanding of the basic substance of the meaning of work is closely related to the values of spirituality that individuals have in their research. The individual's spirituality in research also refers to the frame research of organizational values. The spirituality of research is defined as the framework of organizational cultural values that encourages the transcendent experience of employees through the process of work. The type of research includes the type of literature study by finding theoretical references relevant to the case or problem found. Data collection method in this research is secondary data that is data obtained from book, journal and internet. Literature study is a method used to collect data or sources related to the topic raised in a study. Literary studies can be obtained from various sources, journals, books and the internet. The concept of spirituality differs from the concept of religion, although both have a very close relationship. Spirituality in business organizations based on studies and research provides a number of positive roles in improving employee and organizational performance when properly and appropriately implemented. The application of spirituality in business organizations can touch at individual level, work unit level, leadership level and overall organizational level.

Key words: Spirituality of work, organizational effectiveness, India, Indonesia, religion, Islam, Hindu

INTRODUCTION

Without effective human resources, it is impossible for an organization to achieve its objectives. Quality human resources are needed in the face of that condition. To face the increasingly heavy competition, companies in Indonesia began to develop spirituality in its management.

Today, leaders and owners of companies as well as employees are increasingly aware of the importance of spiritual needs. Associated with employees, it is realized that the satisfaction and fullness of life that the company continues to strive to meet its psychological and spiritual needs can create a conducive atmosphere for employees to work as well as possible.

Companies that want to succeed should do their best to meet their spiritual needs. Improving the quality of work can be done by improving the quality of human resources. Human resources in the company is an important aspect that determines the effectiveness and success of a company. Companies equipped with facilities and infrastructure will not be meaningless in the absence of humans as managers and ideas makers. According to Simamora, the most important organizational assets that must be owned by the company and become the company's priority is a human asset.

The spirituality of work is another construct that considered in this research because of the importance of the improving organizational performance (Giacalone and Jurkiewicz, 2010).

Although, it is difficult in defining the construct concretely because of its abstract nature, scholars and researchers have attempted to define it from multiple perspectives. For example, Ashmos and Duchon (2000) argue that the work place can be considered spiritual when it recognizes that employees have an inner life that nurtures and is nurtured by meaningful work that occurs within the context of society.

Pawar on the other hand has been called spirituality as an employee of research experience that includes some extraordinary aspects such as sense of meaning, community and transcendence. Furthermore, Giacalone and Jurkiewicz (2003) spirituality as a framework of organizational values which is evidenced in a culture that promotes employees see transcendence experience through research processes, facilitating a sense of being connected to others in a way that gives a feeling of completeness and joy. The definition establishes the fact that more or less work place.

Spirituality includes the culture and values of the organization. However, several synchronous studies have established research place spirituality with a positive

psychological perspective. For example, Sengupta defines spirituality as a psychological force that creates positive energy and positive attitudes toward others and himself. In another recent study, Tombaugh *et al.* has defined spirituality as the impact of personal spirituality on everyday beliefs, employee behavior and interactions. Apart from some definitions, other issues related to spirituality in the work place are the differences between spirituality and religion which some researchers have observed. For example, Krisnakumar and Nher argue that spirituality is a concept or principle derived from the unpredictable and extraordinary world of individual psychological reality and goes beyond the established rules of religion. Furthermore, it has also been seen that religion is a focused, observed, objective, orthodox society measured and organized while individualistic, subjective, immeasurable, orthodox and less systematic spirituality.

Research framework: Managerial effectiveness is always a major concern and the motto of business owners. Recognizing this fact, management researchers have always sought to investigate factors that play an important role in determining managerial effectiveness. Some of these factors are personality culture and human resource development practice.

Muniapan and Satpathy have shown the relevance of spirituality from the perspective of Indian epic Valmiki Ramayana in developing managerial effectiveness. This shows the potential importance of spirituality in the workplace as a key driver of managerial effectiveness, however, to the best of our knowledge, there is a dearth of empirical studies that examine the relationship between spirituality in the workplace and managerial effectiveness in particular in the Indian context. Spirituality in the workplace has also been observed as a key determinant of organizational and leadership performance. In an exploratory study of 6 research units in a large health system, Duchon and Plowman (2005) have found a positive and significant relationship between workplace spirituality and research unit performance. In another recent study, Abdullah *et al.* has examined the positive relationship between workplace spirituality and leadership effectiveness among high school principals in Malaysia. In addition, Kolodinsky *et al.* has examined the effects of spirituality on attitudinal outcomes and workplace attachments. They have found that positive spirituality is concerned with job involvement, organizational identification and job satisfaction. Researchers have also reported a positive relationship between spirituality in the workplace and organizational variables such as employee attitudes, self-esteem, organizational commitment, quality of life and employees well being and job satisfaction.

The spreading of spirituality in work in Indonesia is also affirmed as a result of its development in the West. There are five reasons for the growing interest of American companies in developing spirituality in the workplace: increasing pressure on global competition requires the leaders of an organization to be aware of the importance of growing the creativity of its employees, the occurrence of downsizing, reengineering and dismissal of employees the fact that the workplace develops into a major community for human beings, increased access and curiosity to eastern philosophy and the development of an interest in the meaning of contemplative life (Marques, 2006). Spirituality is a state or experience that can give direction or meaning to the individual or give the feeling of understanding, the spirit, the inner self or the connected feeling. This connected feeling can be with oneself, others, nature, universe, God or other supernatural powers (International Center for Spirit at work).

Spirituality according to Judith A Neal in her journal on spiritual perspectives on individual, organizational and societal transformation says that “spirit is not at the core of any change theory and none of their case studies are related to spirituality per se” (Neal *et al.*, 1999) as well as Dunde Ashmos and Dennis Dunchon in his journal spirituality at research, conceptual and measurement, said in a journal entitled “spirituality at work, conceptual and measurable” that “after recognizing a spiritual element in employees, the expression of spirituality at research that requires meaning to their lives” (Dunchon and Plowman, 2005).

The above study clearly demonstrates the potential importance of workplace spirituality among management researchers and has still received limited empirical, attention. Therefore, this study is an attempt to fill the void and absence which lies somewhere in previous work by exploring the relationship between spirituality in the workplace and managerial effectiveness in a sample of Indian managers with the following aims and hypotheses.

MATERIALS AND METHODS

The type of research includes the type of literature study research by finding theoretical references relevant to the case or problem found. Data collection method in this work is secondary data that is data obtained from book, journal and internet. Literature study is a method used to collect data or sources related to the topic raised in a study. Literary studies can be obtained from various sources, journals, books and the internet.

RESULTS AND DISCUSSION

Spirituality in work is defined as a framework of organizational cultural values that encourages the transcendent experience of employees through the process of working, facilitating their connected feelings with others while giving them complete and happy feelings (Giacalone and Jurkiewicz, 2003).

Neck and Milliman (Litzsey, 2006) argue that spirituality in work is about expressing the desire to search for meaning and purpose in life and is a process of enlivening a set of personal values that a person holds.

Based on the definitions of Giacalone and Jurkiewicz (Paloutzian and Park, 2005) above, there are four components in spirituality in the research. First, individual values, including virtue, generativity, humanity, integrity, justice, mutuality, acceptance, respect, responsibility and trust. Second, the transcendent experience of how an individual feels to change through ministry to others and by doing so the individual feels the meaning and purpose of his life. Third, sense of being connected, encompasses the feelings of being understood and appreciated gained through social interaction as well as through membership. Fourth, feeling complete and happy, the individual feels that his research can make him feel connected to something bigger and something that is important to his personal life and also bring happiness for him.

Generally, managerial effectiveness is considered a core problem in the field of management. This study aims to address this problem by exploring the relationship between spirituality in the workplace and managerial effectiveness in a sample of Indian managers.

These results reveal the fact that spirituality in the workplace can be recognized as a predictor of managerial effectiveness in a sample of Indian managers. In addition, the study also highlights the role of meaningful work, a sense of togetherness and the alignment of values as an important factor for determining managerial effectiveness.

Therefore, it is suggested that organizational leaders should try to inject spirituality in the vision of the organization, mission and policy in such a way that managers can manifest the true meaning in their work, the experience of the community of feelings and harmonize their personal values with organizational values which in turn will lead to better managerial performance. Furthermore, regardless of the unique findings, this study has certain limitations to be acknowledged (Table 1).

Table 1: The comparison between spirituality in organizations in India and Indonesia

India	Indonesia
Have strong cultural roots	Strong culture
Have strong value	Strong values and principles

Spirituality in research is to express the desire to seek meaning and purpose in life and is a process of enlivening a set of personal values that are highly held by an employee. Spirituality in the work is not about bringing religion to work but about the ability to bring the entire employee to work.

Spirituality in work is an important aspect for companies to be competitive in the present. Spirituality can make employees more effective at work because employees who see their work as a tool for improving spirituality will show greater effort than employees who see their work as a tool for earning money.

The usefulness of spirituality can be seen in the influence of positive ethics, so as to create effectiveness and efficiency in the organization, so as to increase the competitiveness of companies in the global level.

CONCLUSION

The concept of spirituality differs from the concept of religion, although, both have a very close relationship. The concept of spirituality is more personal and universal, so, it can be widely adopted in business organizations that have a diversity of employee background, even has a close relationship with various concepts of modern organizational management and leadership.

Spirituality in business organizations based on studies and research provides a number of positive roles in improving employee and organizational performance when properly and appropriately implemented. The application of spirituality in business organizations can touch at individual level, work unit level, leadership level, and overall organizational level. Suggested application of spirituality is done in the level of the organization to form an organizational culture that supports spirituality and produce organizational change and development to a better direction.

SUGGESTIONS

Suggestions from this study are:

- There is no research on the spirituality that exists in European and American countries
- How to compare spirituality in Asia, America and Europe

- Does Spirituality have a significant effect on organizational effectiveness in the west

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