IMPACT OF SPIRITUAL PRACTICES ON BEHAVIORAL ASPECTS OF CORPORATE
MANAGEMENT A STUDY ON IT EMPLOYEES OF COIMBATORE CITY

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## Research Article

# IMPACT OF SPIRITUAL PRACTICES ON BEHAVIORAL ASPECTS OF CORPORATE MANAGEMENT A STUDY ON IT EMPLOYEES OF COIMBATORE CITY

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## ABSTRACT

Today's workplace environment is contaminated with pessimistic tendencies such as distrust, jealous, hatred, greed, unhealthy competition, and so on. This situation has lead to erosion of values in corporate. The time is now ripe to think of those spiritual attributes as a tailor made instrument to improve the qualitative output of an individual and corporates. A spiritual input enhances the understanding and improves the quality of an individual in terms of behaviour, attitude, character, understanding and so on. Here the behavioural aspects of human resource development have to be transformed through spiritual approach.

Keeping this in mind a study was framed to measure the impact of workplace spirituality and the detailed theoretical and analytical discussion has made it clear that spiritual aspects should be integrated with human resource development strategies. There are various methods of executing it and they can be broadly categorized into direct and indirect methods. Though the corporates can use both direct and indirect methods for embedding spirituality in their human resource development strategies it is not free from problems and difficulties. They are posing challenges which are multiple, multidimensional and interrelated.

To examine the objectives of the study primary data and relevant secondary data have been collected. Respondents were drawn from the employees of information technology companies around Coimbatore city.

## INTRODUCTION

### Workplace spirituality is not about religion

Spirituality at workplace is about employees understood themselves as spiritual beings who have a sense of calling that provides meaning and purpose for their lives. It is also about membership where people experience a sense of belonging, connectedness to one another and their workplace community. It begins with the acknowledgement that people have both an inner and an outer life and that the nourishment of the inner life can produce a more meaningful and productive outer life that can have beneficial consequences for employee well-being, corporate responsibility and sustainability, as well as financial performance.

In today's knowledge based economy, human resource development is considered to be a contributing factor to the success of corporate sector. More and more organizations are trying to enhance the capabilities of human capital for gaining a competitive advantage. The human resource development enhancement has invaded equally into the corporate sectors.

For any meaningful outcome, influence of spiritual initiatives will have to be aligned with the corporate objectives and strategic planning of the organization. Human resource development has a key role to play in strengthening the spiritual qualities of an individual which influences the performance of the system.

Moreover, as dynamism is creeping in the human resource development field, spirituality is becoming an indispensable component of the modern organizations. The time is now ripe to think of those spiritual attributes as an instrument tailor made to improve the qualitative output of an individual in service and manufacturing sectors.

### Why Information Technology

In the world economy focus is on service sector and within this sector the information technology sector has witnessed explosive growth. And this is supported by skilled personnel, technically trained professionals and people friendly technology. It implies that the performance and sustainable growth of information technology sector in particular and

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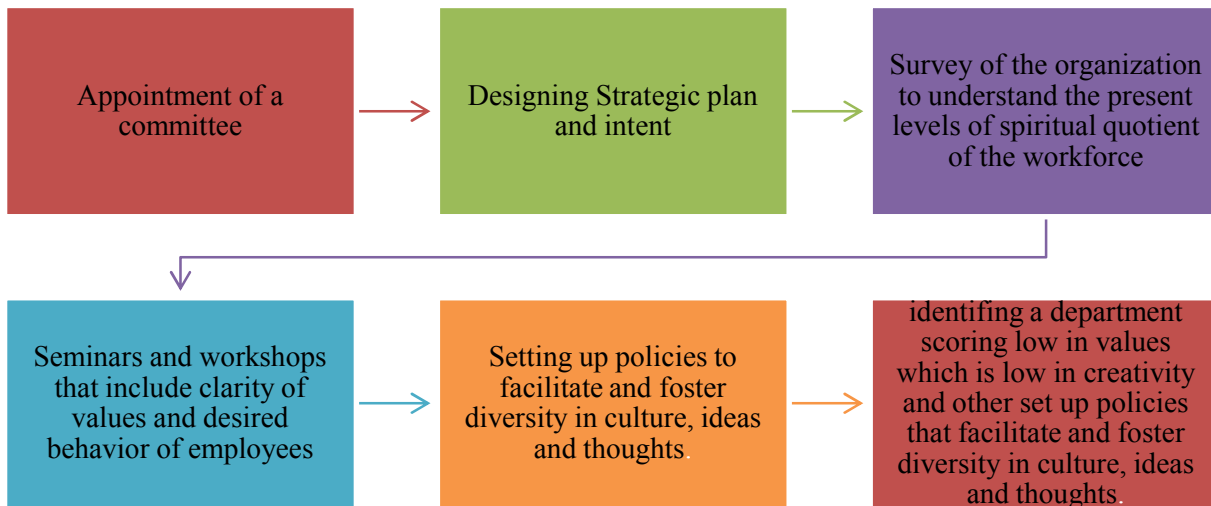service sector in general depends on abundant and empowered human resources.

Further the aggressive competition and rapid globalization has gradually weakened the ethical and moral bases. This has lead to non humanistic approach by corporate in their human resource management. Rediscovering and consolidating the ethical basis is the need of hour. This calls for spiritual input in corporate management.

### *Implementation of Workplace Spirituality in an Organization*

Spirituality is more of a process than an end. It is about how things are performed instead of just achieving goals. The development of an individual and building on creativity will naturally require spiritual practices in the process of achieving an organizational goal. The rate at which an individual grows is mostly self determined. For example, an organizational goal to deliver a product on time within budget may force or inspire an employee to learn new skills and take on greater responsibility to achieve that goal.

The following things may be considered to establish workplace spirituality and reap the benefits of increased employee productivity leading to a flourishing organizational culture.

- Examine the significance of behavioral aspects of human resource development
- Highlight the role and significance of spirituality in human resource development at individual and organizational level
- To explore the ways and methods of embedding spiritual aspects into the strategies for human resource development
- To examine the impact of spiritual input on corporate management.

## RESEARCH METHODOLOGY

The study area was confined to Coimbatore City and the sample has been chosen there from. Convenience sampling has been resorted to. The focus was on the workplace spirituality among the IT employees.

With respect to the sampling of IT employees we have collected cross sectional data from both practitioners and non practitioners.

Out of 150 samples number of practitioners is 80 and number of non practitioners is 70. Separate questionnaire was administered for the groups.

### *Steps to implement Spirituality in Workplace*



### *Spiritual and human resource frame work*

| Spirituality | Human Resource | Results (aim to ) |
|---|---|---|
| Love | Human relation | The ability of an employee to develop congenial interpersonal relationship |
| Faith | Mutual trust | Creating an environment in which easy to develop belief and trust |
| Balanced existence | Perfection in work | Role played by employees with understanding and self Dependence |
| Courage and Confidence | Risk taking ability | Quality that can support employees in the normal and vulnerable situation |
| Will Power | Enforcement of work | Talent and skill enforcement ability in the process of development of required ability |
| Positivity | Motivation | Enables the high self esteem and cheers up the environment with better performance |
| Sincerity | Commitment | Fare play at corporate management with mutual support to enhance right work at the right time |
| Patience | Right decision | Mechanism that helps in implementing perfect decisions according to the situation |

### *Objectives of the study*

- To examine the new dimensions of human resource development in the context of new challenges.

### *Hypothesis of the study*

In order to realize the objectives of the study, the investigator formulated the following hypotheses for testing

***Null Hypothesis- Ho:*** Being spiritual practitioner employability in corporate is significantly lower than others.

***Alternate Hypothesis:*** Being spiritual practitioner employability in corporate is significantly higher than others. To test this hypothesis Chi-Square test is conducted. The result of the Chi square tool is presented in table below.

In the following section the above mentioned hypothesis is statistically tested and results are presented

**Table 1** Need for Spiritual Practices in Corporate

| Opinion on need for spiritual practices | Yes | No | Total |
|---|---|---|---|
| Need for Spiritual Practices in Corporate | 120 | 30 | 150 |

Out of 150 sample respondents 120 of them have expressed positive opinion about the need of spirituality at workplace.

### Impact of Spiritual Practices on Behavioral Aspects of Corporate Management

In this part of analysis under the programmes for behavioural changes has been examined. From practitioners and non practitioners data have been collected. Parameters selected are hypothesis Personality Development, Communication, Motivation, Decision Making and leadership.

**Table 2** Impact of spirituality on Personality Development

| | Value | df | Asymp. Sig. (2-sided) | Exact Sig. (2-sided) | Exact Sig. (1-sided) |
|---|---|---|---|---|---|
| Pearson Chi-Square | 13.656 | 1 | .000 | | |
| Continuity Correction[b] | 12.289 | 1 | .000 | | |
| Likelihood Ratio | 13.959 | 1 | .000 | | |
| Fisher's Exact Test | | | | .000 | .000 |
| Linear-by-Linear Association | 13.565 | 1 | .000 | | |
| N of Valid Cases[b] | 150 | | | | |

The above table 2 shows that the percentage of practitioners expressing positive opinion is significantly higher than the non practitioners at 1% level.

Hence the opinion of practitioners about the impact of workplace spirituality on personality development is significantly higher than non-practitioners.

**Table 3** Impact of spirituality on Communication

| | Value | df | Asymp. Sig. (2-sided) | Exact Sig. (2-sided) | Exact Sig. (1-sided) |
|---|---|---|---|---|---|
| Pearson Chi-Square | 12.616[a] | 1 | .000 | | |
| Continuity Correction | 11.394 | 1 | .001 | | |
| Likelihood Ratio | 12.784 | 1 | .000 | | |
| Fisher's Exact Test | | | | .000 | .000 |
| Linear-by-Linear Association | 12.532 | 1 | .000 | | |
| N of Valid Cases[b] | 150 | | | | |

The above table 3 shows that the percentage of practitioners expressing positive opinion is significantly higher than the non practitioners at 1% level.

Hence the opinion of practitioners about the impact of

spirituality on communication is significantly higher than non-practitioners. Therefore it is accepted that that workplace spirituality has got positive impact on communication.

**Table 4** Impact of spirituality on Motivation

| | Value | df | Asymp. Sig. (2-sided) | Exact Sig. (2-sided) | Exact Sig. (1-sided) |
|---|---|---|---|---|---|
| Pearson Chi-Square | 9.001[a] | 1 | .003 | | |
| Continuity Correction[b] | 8.014 | 1 | .005 | | |
| Likelihood Ratio | 9.066 | 1 | .003 | | |
| Fisher's Exact Test | | | | .004 | .002 |
| Linear-by-Linear Association | 8.941 | 1 | .003 | | |
| N of Valid Cases[b] | 150 | | | | |

The above table 4 shows that the percentage of practitioners expressing positive opinion is significantly higher than the non practitioners at 1 % level.

Hence the opinion of practitioners about the impact of workplace spirituality on motivation is significantly higher than non-practitioners. Therefore it is accepted that workplace spirituality got positive impact on motivation.

**Table 5** Impact of spirituality on Decision making

| | Value | Df | Asymp. Sig. (2-sided) | Exact Sig. (2-sided) | Exact Sig. (1-sided) |
|---|---|---|---|---|---|
| Pearson Chi-Square | 9.134[a] | 1 | .003 | | |
| Continuity Correction[b] | 8.161 | 1 | .004 | | |
| Likelihood Ratio | 9.208 | 1 | .002 | | |
| Fisher's Exact Test | | | | .003 | .002 |
| Linear-by-Linear Association | 9.073 | 1 | .003 | | |
| N of Valid Cases[b] | 150 | | | | |

The above table 5 shows that the percentage of practitioners expressing positive opinion is significantly higher than the non practitioners at 1% level.

Hence the opinion of practitioners about the impact of spirituality on decision making is significantly higher than non-practitioners.

Therefore it is accepted that workplace spirituality has got positive impact on decision making.

**Table 6** Impact of spirituality on Leadership

| | Value | df | Asymp. Sig. (2-sided) | Exact Sig. (2-sided) | Exact Sig. (1-sided) |
|---|---|---|---|---|---|
| Pearson Chi-Square | 9.482[a] | 1 | .002 | | |
| Continuity Correction[b] | 8.500 | 1 | .004 | | |
| Likelihood Ratio | 9.578 | 1 | .002 | | |
| Fisher's Exact Test | | | | .003 | .002 |
| Linear-by-Linear Association | 9.419 | 1 | .002 | | |
| N of Valid Cases[b] | 150 | | | | |

The above table 6 shows that the percentage of practitioners expressing positive opinion is significantly higher than the non practitioners at 1% level.

Hence the opinion of practitioners about the impact of spirituality on leadership is significantly higher than non-practitioners.

Therefore it is accepted that workplace spirituality has got positive impact on leadership.

### Suggestions

The researcher has put forth certain recommendations to implement workplace spirituality at various levels of the organization

At Individual Level Employees should be made comfortable at workplace by taking care of their spiritual requirements.

At the department level certain norms to be planned to introduce spiritual practice at workplace. Employees of the department can come together once in a day for a common Prayer, Yoga, Sermon, Pranayama and so on. This collective effort makes the people to feel empowered and it can benefit the whole.

At Organizational Level they should formulate policies according to the spiritual principles. Mission statements, vision of the organization could be framed with ethical values. Encourage employees to participate in Prayer groups, Yoga classes, Meditation during leisure hours. Implementing these will tune the Workplace into friendly, peaceful and co-operative environment.

## CONCLUSION

Companies have understood that engaging the employees through pay, intellect and mind would not work anymore. The companies understand the need to inculcate spiritual values in the organization to engage the souls of employees to be able to stay relevant. An organization that treats it employees as a part of its community and emotionally engage them to company's purpose, it will lead to motivation and loyalty and lastly, a better organization performance. When employees are empowered, they usher in certain strength, vigor, movement and renewed competitive energy. If only employees are impressed upon to become more conscious of their 'highest' selves and the fact that the purpose of life and work is both material and spiritual, organizational capacity is substantially enhanced.

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