

Dose spirituality have  
a place in the  
organisation when a  
manager is tackling  
iss...

[Business](#)



xxxxxx xxxxxxx : Does the spirituality have a place in the organization when the manager is tackling issues such as sustainability?

Institution : xxxxxxx

@2012

### Spirituality in Organizations

The paper focuses on establishing the ways that the managers in an organization are dealing with the issues of sustainability through the spirituality in the organization. According to Foundation for workplace spirituality (2006), the spirituality in the work place is a framework that focuses on the organizational values that are evident through the efforts of promoting the employee. This incorporates the experience of transcendence through the work process and the sense of connectivity to others in order to create a feeling of joy and competence.

This also involves the psychological contract that exists between the employee and the organization for acknowledging the connectivity to the humanity, ecology, community, selfless work, integrity, and care. Fornaciari and Dean (2001) argue that, it has facilitated the linkage to ethics and values in order to allow for the alignment of the organization values in accordance to their philosophical or religious roots. Through this, the managers are able to understand spiritual yearnings of the employees in order to help them in establishing ways for addressing the work of the organization.

Mohamed, Wisnieski, Askar and Syed (2004) explains that, it also provides with a deeper allegiance that increases the discretionally effort that in turn fosters the organization sustainability. In the instances of the employee

<https://assignbuster.com/dose-spirituality-have-a-place-in-the-organisation-when-a-manager-is-tackling-issue-such-as-sustainability/>

motivation being low, the engagement of the employee to the flourishing of the organizational leads to the profits that are targeted also for the sustainability of the organization. The spirituality in the organization encourages employees to flourish thus leading to a good organizational performance improvement, thus the spiritual initiatives tend to have the influence on the financial return.

#### References

Foundation for workplace spirituality. (2006). Resources: Organizational spirituality – away with the fairies. Retrieved on 9 march 2012 from <  
<http://www.workplacespirituality.org.uk/sites/workplacespirituality.org.uk/files/attachments/organisationalspirituality-awaywiththefairies.pdf>>

Fornaciari, C. J., & Dean, K. L. (2001). Making the quantum leap: Lessons from physics on studying spirituality and religion in organizations. *Journal of Organizational Change Management*, 14(4), 335.

Mohamed, A. A., Wisnieski, J., Askar, M., & Syed, I. (2004). Towards a theory of spirituality in the workplace. *Competitiveness Review*, 14(1/2), 102.