WHICH SPIRITUALITY AT THE WORKPLACE? IS CORPORATE SPIRITUALITY THE ANSWER

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Abstract

Growing curiosity in the workplace and corporate spirituality has headed towards the expansion of a novel paradigm in organizational behavior. The phenomenon of workplace spirituality is gaining attention day by day. However, the exact definition of “workplace spirituality” is still under question. This study endeavors provision of a literature with a critical review on spirituality at the workplace by investigating the fundamental justification of the main developments concerning spirit at work. In this study, different perspectives and dimensions of workplace spirituality are discussed along with their significance describing the sense, importance and special effects of spirituality from the perspective of work setting. Though workplace spirituality is reflected as an extremely subjective and logical paradigm, practically all of the theoretical definitions recognize that spirituality comprises a sense of completeness, connectedness at work, and profound principles. Workplace spirituality has been deliberated as one of the unique ways of enhancing the performance of employees. Spirituality at the workplace is not about spiritual or religious beliefs. Rather, spirituality is about individuals, who recognize their beings as spirited creatures. Corporate spirituality is categorically about people involved in shared affection, fascination intimacy and belongingness with each other at the workplace. Consequently, corporate spirituality can be well-thought-out as the cherishing of workers spirit and inner life. In particular, this research focuses on perceptions of spirituality with regard to individual level, group level, and organization level. Furthermore, future research directions are proposed in the light of given analysis.

Keywords: Spirituality, values, workplace spirituality, engagement, deviant workplace behavior, spirit at work, meaningfulness, community.