



Journal Homepage: - [www.journalijar.com](http://www.journalijar.com)  
**INTERNATIONAL JOURNAL OF  
 ADVANCED RESEARCH (IJAR)**

Article DOI:10.21474/IJAR01/4641  
 DOI URL: <http://dx.doi.org/10.21474/IJAR01/4641>



### RESEARCH ARTICLE

#### IMPACT OF SPIRITUALITY ON AFFECTED WELL BEING AND COPING STRESS.

Varun Mittal<sup>1</sup> and Dr. Ashima Bhatnagar<sup>2</sup>.

1. Student MBA, Bharati Vidyapeeth University Institute of Management & Research, New Delhi.
2. Assistant Professor, Bharati Vidyapeeth University Institute of Management & Research, New Delhi.

#### Manuscript Info

##### Manuscript History

Received: 28 April 2017  
 Final Accepted: 30 May 2017  
 Published: June 2017

##### Key words:-

Spirituality, stress, Psychological well-being.

#### Abstract

**Purpose:** Intertwined relation between the three forces which have become essential and inevitable concept of understanding that contributes towards the growth of an individual as well as nation as a whole. This paper is devoted submissively to throw light on an unturned stone where it is the need of an hour to define the alliance between spirituality, stress and well-being. An attempt to understand the comprehensiveness of the same to define the “cause and effect” relationship between them. This write up will revolve around the three concepts of Quality of life, stress and Spirituality. Hence, this research paper seeks to extend the body of research on spirituality by directly examining its relationship to spirituality, stress and well being of the people.

**Research Methodology:** “on the ground” collection of data in the form of put up an open question involving age group ranging from 24 years to 64 years called on primarily basis and also data been referred from the journals and research papers already published across the Globe as Secondary basis. Data been analyzed with developing a relation of them with the verses of Gita to give reader a robust foundation.

**Findings & Conclusion:** There is a on going interest in the relationship between psychological wellbeing and religiosity. Based on the studies cited, this paper confirms the positive link between religious beliefs and psychological well-being. There is already some literature available on the positive relationship between religious beliefs and mental health, the evidences are not conclusive.

Copy Right, IJAR, 2017,. All rights reserved.

#### Introduction:-

In the ever fast pacing arena where the unstoppable effect of Globalization has touched every aspect of economy whether a human-being or an artificial person created by law, today majority of the worlds population is a participant of rat race where prestige, power and money has superseded the moral and ethical foundations of every culture and nation too. When things are seen from the wrong angle, cannot lead to a right direction. If the organizations, see their growth from the narrower kaleidoscopic view of just training and developing their employees and bring satisfaction with just mere work life balance which is much more job oriented but not their interest of growth of fostering a sense of belonging to the organization –can never dig a deep hole of success. Its been evidently surveyed that 62.14 percent employees are the victim of work stress (PPC World wide 2011-2012)

**Corresponding Author:-Varun Mittal.**

Address:-Student MBA, Bharati Vidyapeeth University Institute of Management & Research, New Delhi.

which is to be dealt with utmost care and in reality this share of stress costs an organization much more than an employee as a whole.

Over the last many years spirituality at workplace has graced up with enlightenment especially in pre-dominantly western countries like USA, ( e.g. Duchon & Plowman, 2005) and the United Kingdom(e.g., Ackers & Preston 1997 ). The differentiation has been seen in the point of view that spirituality is what religion is or else the difference as some authors emphasized that spirituality is a broader concept containing religion and some of the spiritual elements ( Fabricatore, Handal & Fenzel 2000; Paloutzian & Ellison 1982; Seidlitz, Abernethy, Duberstein, Evinger, Chang & Lewis 2002).

### **Literature Review:-**

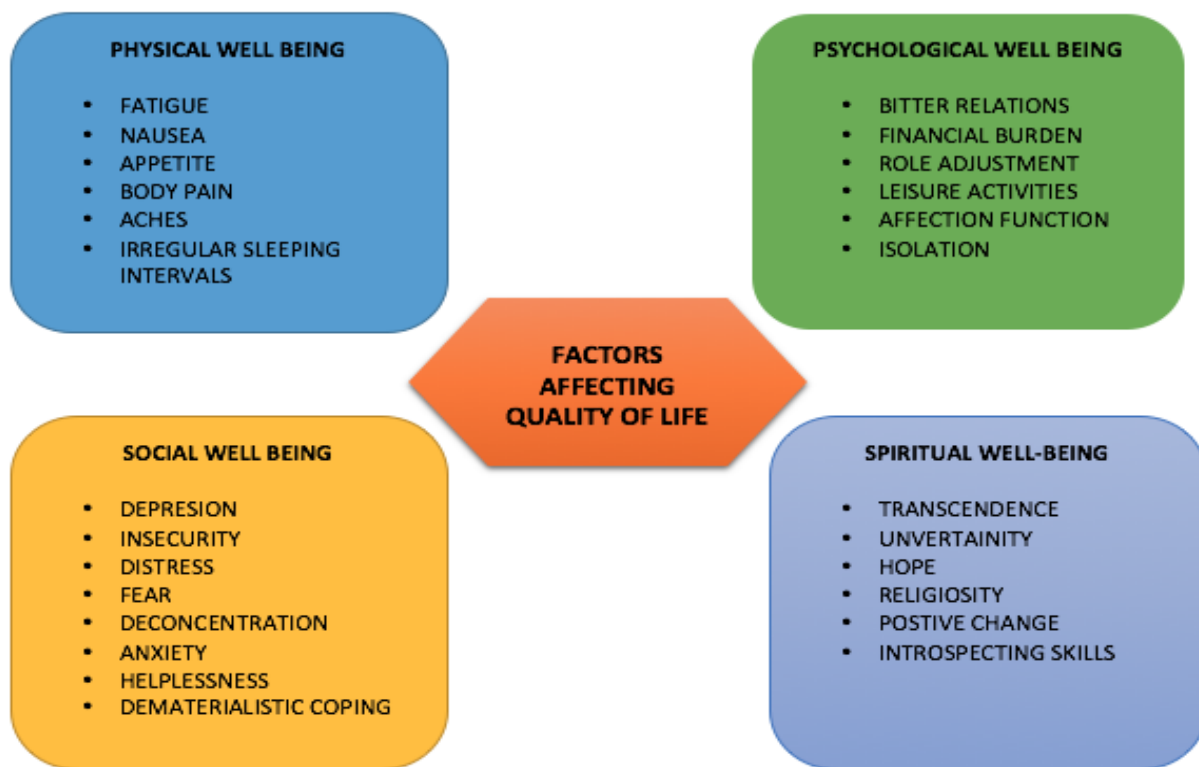
The same topic has been studied by many authors before and researchers from plethora of angles. N.R. Arvamudhan and R. Krishnaveni generated a statement that Inculcation of spirituality in the organizational practices to engage the employee eternally and emotionally. When employees are fostered with an essence of well being emotionally and physically can bring laurels for themselves as well as for the organization. The literature defines stress as a process in which environmental demands tax or exceeds a person's ability to adapt resulting in psychological and biological changes that place a person at risk for disease (Cohen, Kessler, & Gordan, 1997).

Spirituality is defined as man's relationship with his creator (Wong-McDonald, 2000). Moreover, spirituality has been viewed in previous research studies as "the developmental engine that propels the search for meaning, purpose, and contribution" (Rowling, 2008). Wigglesworth, Cindy (2012) defines spirituality as "the innate human need to be connected to something larger than ourselves, something we consider to be divine or of exceptional nobility. This innate desire for that connection transcends any particular faith or tradition. It does not require a belief in a divinity by any description, nor does it preclude belief in God or Spirit or the divine". Spirituality depends upon the personality of the individual and stress occurs due to personality traits like extraversion, agreeableness, conscientiousness, trait anger and neuroticism (Elise E. Labbe and Ashley Fobes, 2010).

Bowen-Reid and Smalls (2004) reported that spiritually emphasized in their research that black youth are more likely to engage in health promoting behaviors such as healthy eating, regular physical activity, responsible health practices, and social support and hence affects the well-being in a positive way.

Firstly, it is an important part of understanding whether the spirituality is something equivalent to religion. When dwelled deep into the papers by different authors , it was found that spirituality and religion are related (Fabricatore et al . 2000; Seidlitz et al. 2002). On the other hand, some authors claim that religion and spirituality are something totally different (Dent, Higgins & Wharff 2005;, Duchon & Plowman 2005; Duffy 2006; Marques et al. 2005)

As per the Chartered Institute of Personnel and Development as focusing on synchronizing the needs of the employees with organizational needs and define as: "creating and environment to promote a state of contentment which allows an employee to flourish and achieve their full potential for the benefit of themselves and their organization"



The relation between stress, spirituality and affected well being has been witnessed from decades done by (Tarakeshwar and Pargament , 2001, Peltzer, Cherian and Chaerian -1999). The positive impact of spiritual well being on negative moods in response to life stress. The following paper will focus will be throwing more light on concreting a relationship between spirituality, stress and affected well being. The concept of quality of life is detrimental to understand from broader panoramic view where it driven by majorly factors as shown in the diagram: The diagram given below depicts the application of Mitroff and Dentak Model for incorporating of spirituality and religion in organization.

Mitroff and Denton (1999a) has given spirituality an adjective of non-denominational and non-prejudiced. It is an inclusive storage pack containing all faiths, races, genders, sexual orientations and abilities or disabilities. on the other hand religion can be observed as a structured doctrine based on particular faith and principles having rigidity that cannot be compromised. It has been also contended that incorporating religion in workplace which is not acceptable or pacing accommodation for religious diversity (Cash and Gray 2000) and it does not interfere in the normal functioning of the organization (Laabs 1995). Spirituality is something indelible part for every organization that to be incorporated with organizational behavior. (Kinjerski & Skrypnek 2004; Milliman et al. 2003; Mitroff and Denton 199b).

Mitroff and Denton (1999b) gives a very beautiful definition of spirituality as a feeling of sacredness in ordinary lines of behavioral imposition in an organizational work, when human being feels connected with every moment having soothing and inner peace with a power pack of willingness and faith. Spirituality at work place can be defined as to which extent individual expression is reflection of behaviors, policies and values of any organization. Spirituality at workplace has been seen at three levels by Ashmos and Duchon (2000) as like individual, work unit and organization wide. At individual level a satisfaction from external and internal life by giving a meaning to himself and through their work. At work dimension it can be ,easured by an extent that how much employees are engaged at work with positive and sound relation of their employees and at organizational level it can be seen that employees feels a good connect with the organizational and how well they synchronize their own values and principles aligning with organization.

## Organizational Models of Spirituality and Religion

		Spirituality	
		Positive	Negative
Religion	Positive	Religious-Based Organization	
	Negative	Evolutionary Organization Recovering Organization Socially Responsible Organization	Values-Based Organization

(Mitroff and Denton 1999-A study of spirituality in the work place)

1. **Religion based model** incorporates religion in work place to implement in the organization
2. **Evolutionary model** commences its life with identification or integration of prevalent religion and over the period of time leads into ecumenical position
3. **Recovering** –creates an essence of alcoholic anonymous as a means of running an organization.
4. **Socially responsible**-Top management are inspired by the principles of spirituality at the most and bring that to the organization
5. **Value based** – it generates from the values either inherited or general to incorporate into the organization.

As like a thread in the garland these models helps to sow a seed of spiritual sense and foster the spirit to transform the wrong structured mindsets.

### Anaysis And Findings:-

Cause and effect relationship between the spirituality, stress and well-being can be defined by saying that causes of hampered well being is work stress which can be diluted or can be fully curbed by having spiritual quotient. By spirituality an individual needs to introspect the right source of energies that are required to perform the duties at workplace. It is something which has to be seen very eternal but practically mostly seen from external issues.

One human being is having a bungalow to reside 1,000 people at the same time but on the other hand one is sleeping on the footpath or a flyover. The idea behind giving this instance to give justice to the saying of Swami Vivekananda “ALL POWER IS WITH IN US”.

Being an inevitable part of God, we aligned and synchronized with the Almighty through our purest form of soul which only last for lives and lives. This gives a piece of information to an employee who is driven by the work stress. running in a rat race for money, power and prestige and not realizing the reason for being human is the reason of stress. He is the generator of energy which has to be awoken up through right channel.

**Karmanyevadhikaraste Maa Phaleshu Kadaachana;  
Maa Karmaphalahetur Bhoor Maa Te Sango'stwakarmani. (Gita 2/47)**

**The verse emphasizes on the following aspects that Lord Krishna made is:**

1. Human being has a right to work (free in doing karma)
2. Human being has no choice but has to do the duties (performance of karma is compulsion)
3. Human being has no control over the fruits of the action

This verse holds large implication by an employee work perception as today's work culture is being played on targets and results set in advance which is totally contradictory to the concept of Gita. The above mentioned verse of Gita put more focus for doing the work since that is doing in present and result is in the future that means an employee by thinking in the future actually waste the time and energy to something which is not in real. The effectiveness and efficiency in the work can be increased to many folds by having an attitude of "being in a moment". That actually improves every element that affects the four concerned factor of well being.

To give this theory a practical image, it is important to identify the source of energy of which every human being holds a generator. To give reader a more clarity of the root of the results the following verse will explain the same:

**Adhishthaanam tathaa kartaa karanam cha prithagvidham;  
Vividhaashcha prithakcheshtaa daivam chaivaatra panchamam.**

The doer himself, mind, ego, brain and previous karmas actually decide the results of any action done. It is evident that the the biggest restraining force is the wrong notion which has allowed the termite of "stress" to make hollow the well being of an employee. Since all the energies are channelized towards the results which is not in our hand but acts as a hindrance to do the WORK WITH FULL PUT IN.

**Conclusion:-**

As the corporate World is so dynamic and unpredictable, it is essential to strengthen the pillars for fostering spirituality in an organization so that every employee can identify the source of power and energy and inculcating them through meditation and self awareness sessions as a part of corporate social responsibility. Fortunately, with out running in a rat race as that is purely future oriented, adopting a transformed structure of blending spirituality in workplace will be more beneficial. Spiritual quotient building will acts as a power punch for developing innovation motivational theories and loyal towards organization.

Although corporate world is filtering the workforce on the basis of Emotional and Intelligence Quotient. Today a concept of "Spiritual Quotient" has been taken up forefront by the Transformational leaders to channelize the energies of an individual for the organization as a whole. Quality of life (well being) of an employee is having a direct relation with Spiritual Quotient or intelligence.

Three elements of the said theme of the paper is well defined as the stress shoot the pillars for creating a well-being personality and third element i.e. spirituality gives shadow to both the elements by curbing and enhancing them respectively in each sense.

Faith in the Higher Reality is a great strength. A man is what his faith is. As the faith so will be our desires, thoughts and action (chapter 17-Gita)

**References:-**

1. Bhagwad Gita (Sadhak Sanjeevni) -Gita Press. Reprint 2014
2. N. R. Aravamudhan & R. Krishnaveni (2014), Spirituality at Work place – An emerging template for organization capacity building. SMS , Vol 7, No 1. Pg 63-78
3. Cohen, S, Kessler, RC, Underwood-Gordon, L, eds. Measuring Stress: A Guide for Health and Social Scientists, Oxford University Press, 1997.
4. Wong-Mcdonald, A. & Gorsuch, R.L. (2000). Surrender to God: An Additional Coping Style?. Journal of Psychology & Theology, 28(2), 149.
5. Rowling, L. (2008). Linking spirituality, school communities, grief and wellbeing. International Journal of Children's Spirituality, 13(3), 241-251

6. Bowen-Reid, T. L., & Smalls, C. (2004). Stress, spirituality and health promoting behaviors among African American college students. *The Western Journal of Black Studies*, Vol. 28(1), 283-291.
7. Tarakeshwar, N., & Pargament, K. I. (2001). Religious coping in families of children with autism. *Focus on Autism & Other Developmental Disabilities*, 16, 247-261.
8. B MAHADEVAN (2008). Management Lesson~ from the Bhagavad Gita. *The V a d a n t a K e s a r i*. pg 558-561.
9. Ackers, P & Preston, D 1997, "Born again? The ethics and efficacy of the conversion experience in contemporary management development , ' *Journal of management studies*, vol . 34, no. 5 , pp. 677-701.
10. Duchon, D & Plowman, DA 2005, 'Nurturing the spirit at work: Impact on work unit performance, ' *Leadership Quarterly*, vol 16, no. 5 , pp .807-833.
11. Fabricator, AN, Handal, PJ & Fenzel, LM 2000, ' Personal spirituality as a moderator of the relationship between stressors and subjective well being, ' *Journal of psychology & Theology*, vol 28, no.3, pp.221-228.
12. Seidlitz, L , Abernethy, AD, Duberstein, PR, Evinger, JS, Chang, TH & Lewis, BL 2002, ' Development of the Spiritual transcendence Index, ' *Journal for the scientific study of religion* , vol. 41, no. 3 , pp 439-453.
13. Dent, EB, Higgins, ME & Wharff , DM 2005, ' Spirituality and leadership; An empirical review of definitions , distinctions and embedded assumptions , ' *Leadership Quarterly*, vol. 16, no.5, pp.807-833.