

Spirituality Management in the Workplace

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Spirituality Management in the Workplace: New Strategies and Approaches

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INVESTOR IN PEOPLE

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Preface

Spirituality in the workplace positively affects the psychological well-being of employees at work. It reduces the stress, depression, and anxiety of the employees; contributes to the increase in performance, job satisfaction, job commitment, and dedication to the workplace. Spirituality has an important regulatory effect on human psychology. This effect has a multifunctional structure on the behavior of the individual. Thus, individuals shape their perceptions along with their spiritual values and direct their behaviors. This situation triggers the psychological well-being and motivation factors of the employees. In addition, the development of psychological resilience and empathy has an important function in revealing the current position of the individual in working life. The differentiation of spirituality elements due to different demographic characteristics of individuals may cause each to reveal different behaviors in work life.

In recent years, especially as a result of the development of technology, moral values have begun to be integrated into information systems, robots, and machine learning processes. For this reason, revealing the factors affecting spirituality in the workplace is essential not only for individuals but also for the interaction of robots with employees, which are the elements of technology used in the workplace.

Influencing the employees by the leaders, guiding the employees in the processes in which the employees continue their activities, the interactions with the employees, the commitment of the employees to the organization, their performance, productivity, work culture, and their relations with their colleagues and managers are also affected by spiritual issues. This effect can be either positive or negative. The dark aspects of spirituality are called positive transcendence. It is essential to reveal what elements such as positive transcendence are, rather than the positive aspects of spirituality in the workplace.

The effect of psychology and spiritual processes, which are one of the most critical needs of today, on business life causes the formation of spirituality to come to the fore. In circumstances where power based on material elements is not enough, the issue of spirituality comes to the fore. In this book, based on current issues, the effect of spirituality in the workplace on employees is discussed, and what these effects are, how, and what situations they can cause.

In February 2023, during the preparation of this book, an earthquake occurred in Turkey that affected the lives of thousands of people. Due to the earthquake that has been faced, experience has been gained in many subjects, and the importance of the subject of spirituality has been experienced not theoretically but

practically. The devastating effects of the earthquake on individuals were felt not only economically but also psychologically and spiritually. Employers faced complete economic bankruptcy and workers became unemployed. One of the first and most important steps to overcome such great destruction has been the cooperation of the public, private sector, and voluntary organizations. On the other hand, there have been countries that have not spared their moral support to these organizations, first of all, our Turkish people, and then around the world. Many people had to bury their loved ones first and then their property under the ground. Earthquake survivors currently survive, thanks to their moral values, and continue their work processes by trying to adapt to the rest of their loved ones. For this reason, we dedicate this book to tens of thousands of people who lost their lives in the earthquake and those who are left behind trying to hold on to life. Everyone knows that any society may face such adverse conditions one day. We have written this book with a high moral value, both by experiencing and considering all these negative situations. Therefore, we have seen once again how important the issue of spirituality is for us.

Finally, we hope that this book will be useful to all audiences and a crucial guide for all stakeholders in work life. We wish readers to feel this book and review it by noticing that there are scientifically different experiences and feelings in each word.

Stay on Spirituality