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## Spiritual health-importance & significance for individual and corporates in the modern times

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### Abstract

Spiritual health means to be able to integrate the purpose of life. It relates to the feeling to be connected to the world through our self, music, art, nature, etc. It also includes the connection between us and the environment.

Spiritual health is categorized into three dimensions- individualistic, religious, and materialistic. According to the study, there are four types of spiritual connection i.e. nature, human connection other people, and the person itself. According to the participants in the research, spirituality and spiritual health have different aspects. Religious spirituality is also a major aspect of spiritual health.

Spiritual Health affects social, spiritual, and mental health. It is also linked with other health aspects. Also, it is detectable in human behaviour and can be enhanced with time. Experts also evaluated that the connection with God is often related to the definition of spiritual health. Hence, the connection between the factors such as nature, humans is not the important components for spiritual health.

**Keywords:** Missing number, weak number, number of improvement, numerology

### Introduction

Many different spiritual and well-being approaches were found for spiritual health. Spiritual health covers various dimensions i.e. divided into Transcendental Dimension, Personal Dimension, Environment, and Social Dimension. As per various research and experiments, spiritual health is linked to a good and healthy life. It helps people experiencing less pain and have better mental health. Currently, many companies are facing several problems due to the lack of spirituality in the workplace. Factors such as organizational politics, stress, focus among employees is the result of the lack of spiritual health.

On the other hand, employees who felt connected to the workplace had a better performance. Also, they were dedicated to their work and company as well. Many organizations are implementing spirituality programmes<sup>[1]</sup>. But, due to the implementation at a broad level, the needs of individuals get dissolved. This can create dissatisfaction. As a result, they do not feel connected to the workplace.

These circumstances further lead to hostility and further damages the peace and job satisfaction among employees. If more powerful measures are taken at every level in the workplace, then maintain better spiritual health can be helpful.

### Hypothesis

- Spiritual health is important and it has a positive effect on the employees.
- Spiritual Health in the corporate sector enhances the sense of job satisfaction among the employees of the organization.
- Spiritual health also helps to build trust among the employees and the organization.

### Literature Review

#### What is Workplace Spiritual Health?

The workplace's spiritual health is directly related to the employee's spiritual health and the company's environment. Better spiritual health in the workplace means that the employees or workers are feeling connected with the organization. They have a positive approach and feel motivated to add value to the company. Workplace spiritual health focuses on patience, acceptance of the rules, interconnection, and tolerance.

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In 1994, Nick and Millan found out that people are spiritually connected with work along with their regular life. Also, the main objective of workplace spirituality is to have a positive approach to the happenings and attain maximum potential. It has been found that the companies that focus on spiritual well-being. Offer more opportunities for development and fuelling passion among the employees.

### **Significance of a Leader in Spiritual Health**

A leader plays a vital role in enhancing an individual's spiritual health at the workplace. They are the ones who influence the employees to give their best efforts to every project. If the leader feels connected with the organization, the other employees will feel that way. The leader makes sure that employees feel connected to the organization the same way they do. Thus, a team leader acts as an important bridge between the employees and the organization.

There are three main aspects of spiritual health in the workplace- community sense, work engagement, and connection with the inner self<sup>[2]</sup>. Feeling connected with the workplace is influenced by the involvement of an employee in different tasks, motivation to complete the work. All these factors add meaning to their purpose. Furthermore, it generates various positive traits in them such as compassion, happiness, accomplishment, etc.

The community sense is related to the interaction between an individual and their other co-workers. To ease this process, different organizations have a different set of rules, values, and norms that are accepted by every employee<sup>[3]</sup>. But, a sudden change in these policies can affect the values of the organization. Spiritual Health in Workplace in an organization will influence a positive environment. Also, the employees will be dedicated to their organization and fuel their potential with time.

These are the different characteristics of spiritual health-

- It is related to mental, physical, and social health
- It also has existential and religious approaches.
- Spiritual Health has a dynamic state.
- It has various definitions.
- It is related to other various aspects

### **Basic Signs of Spiritual Health**

We need to understand spiritual health and its signs among humans. The following are the signs of spiritual health.

#### **Connection of an Individual with Their Own**

A person having a strong connection with their inner-self is a sign of good spiritual health. It enhances the feeling of empowerment, calmness, self-worth, etc. the connection of a person with himself also influences its behaviours with others. It makes them feel responsible and self-worthiness that makes them positive and energetic.

#### **Connection of an Individual with Others**

Having a good connection with other influences the self-esteem of an individual positively. Along with that, it also influences other positive aspects such as honesty, generosity, helping nature, respect for others, compassion, etc<sup>[4]</sup>. Hence, productivity will increase if an organization is capable of providing an appropriate connection among the employees and hierarchy members.

#### **Connection of an Individual with God**

Another important aspect of spiritual health is the connection of a person with God. It is mainly connected with the religious spirituality. Research suggests that it is an important

part of a person's well-being. It influences the hopes, thankfulness, love, and affection in a person.

### **Connection of an Individual with Nature**

The connection of humans with nature is also a sign of spiritual health. Being aware of the duties and being responsible for nature is also linked to spiritual health<sup>[5]</sup>. Having respect and knowing the importance of nature shows the connection of humans with nature.

### **Importance of Spiritual Health for Job Satisfaction for Individuals**

Despite several types of research conducted in the past years, there is still not a single definition. Spiritual health in the workplace has a significant effect on employee's attitudes. It was found that job satisfaction among employees has a positive response<sup>[6]</sup>. Thus, spiritual health in the corporate field is important to achieve the needs of employees and gain positive responses from them.

### **Spiritual Health in Individuals and Corporates Builds Trust**

Spiritual health can be divided into two perspectives- an individual's inner feelings and experiences based on the external environment. Trust is the foundation of any organization. It helps to maintain coordination and increase productivity. Hence, it plays an important role in spiritual well-being in the corporate sector<sup>[7]</sup>. The previous researches signify that trust enhances workplace spiritual health along with job satisfaction.

Trust among the peers and the organization is also beneficial for the organization it also increases the effectiveness of the team and further enhances other feelings such as empathy, respect, and innovation.

### **Spiritual Health on Personal Life**

Studies show that spiritual health has a great positive effect on mental and physical health. Some of the positive effects include management skills, problem-solving skills, enhanced quality of life, etc<sup>[8]</sup>. But, we must not forget that spirituality is a complicated topic and it is measured through various aspects. It has positive effects on a person such as forgiving, compassion, and control of their emotions.

It is important to make a balance in personal and professional life. Mismanagement in any of them can affect the spiritual health of the person. An interactive environment at the workplace will enhance the overall performance of an individual.

### **Positive effects of Spiritual Health on Individuals and Corporates**

These are the following effects of the spiritual health of spiritual health for individuals and corporates-

#### **Optimism**

Firstly, the main positive effect of good spiritual health in the corporate field is the positivity among workers. A positive environment in the workplace builds a strong connection with the employees. It further enhances their professional and personal life as well<sup>[9]</sup>. Thus, spiritual health makes a person optimistic and they can take up challenges that fuel their career.

#### **Happiness**

Happiness is one of the significant factors for a spiritual place at the workplace as well as individuals. Those individuals who have a strong connection with their workplace are happier as compared to others. A poor workplace

environment affects the person's professional and personal well-being too <sup>[10]</sup>. Hence, the happiness factor largely depends upon the workplace environment and the organization's approach to its employees.

### Self Esteem

Good spiritual health also helps to build strong self-esteem in a person. A person can't grow in a negative environment at their workplace. Eventually, it affects an individual's self-esteem. Reports show that people who have a better connection with their workplace have higher self-esteem.

### Self-Control

Self-control is also a significant part of spiritual health. Various external factors affect a person's focus. It was examined that individuals have greater personal control and have a high ability to deal with complicated situations <sup>[11]</sup>. Spiritual health gives a better sense of inner control rather than depending on others.

### Maintaining Spiritual Health in Workplace

These are the following tips to improve the spiritual health of employees at the workplace.

- Programmes for Employee Assistances
- Positive practices for leadership to support the wellbeing and growth of employees. It is also known as "stewardship."
- Diversity programs so that employees with different cultures and traditions feel connected with the organization <sup>[12]</sup>.
- De-stress Programmes
- Dissemination of positive and core values of business practices and discussions for more engagement.
- Meditation before starting any meeting
- Getting feedback from the employees to understand if the methods are effective or not. It also helps to improve the sections which lack in the organization.
- Separate time for spiritual training for employees.

### Summary

The literature review indicates that a balance of spiritual health helps to unite the employees and the organization. It enhances the physical and mental health of the employees at the workplace. It also enhances social connectivity among people and improves their overall well-being. The result shows that there are five main aspects of spiritual health. They are components, definitions, indicators, and characteristics.

### Discussion

To maintain the better spiritual health of individuals and corporates, it is important to create a positive atmosphere. If there is no sense of connectivity with the organization then many problems can arise in the future. Spirituality among employees will make them feel connected with the organization. Thus, the organizations need to learn and establish special programs for them. As a result, the individuals will automatically develop honesty and dedicated towards the company.

Also, it will influence the values, balance in the personal and work life, and ethics among the co-workers. Furthermore, the employees will be able to offer their best services and achieve high potential. Along with that, spirituality helps to reduce any workplace conflicts among co-workers.

### Negligence of Spiritual Health and Spiritual Life at Workplace

The feeling of connectivity of employees working in an organization is very important. It benefits the growth of the company as well as the employees. But still, talking about spirituality at the workplace is very minimal. Organizations also need to provide a safe environment for the employees to talk about spirituality.

Just like important discussions upon innovations, profits, and others, it is important to talk about spirituality. To make a supportive environment for the employees, it is important to bridge the communication gap. This will help the employees to express their feelings without hesitation. It is also important for the leaders to address the problems of the workers and solve them. However, spirituality is still not being talked about in most organizations till now. All these factors are neglected and that further creates a negative image of the organization.

### Conclusion

In Conclusion, spiritual health has a great significance on an individual's personal and work life. Spiritual health at work means feeling connected with the organization. There are various positive effects of spiritual health such as community sense, work engagement, and connection with the inner self. Thus, it is a multi-dimensional construct. There are various signs of spiritual health such as the connection of an individual with their own self, connection with nature, connection with God and other people. There are various positive solutions to maintain good spiritual health at the workplace such as de-stress programmes, employee assistance, interactive sessions, meditation, and others. The research also highlights the positive effects of spiritual health such as optimism, hope, self-esteem, self-control, and others. All the above research highlights about enhancing spiritual connection at the workplace and the employees. But still, the spiritual health of an individual is neglected at many organizations across the world. However, if companies emphasize the spiritual health of individuals, it will be beneficial for both the company and the employees. It will boost their productivity and their dedication.

### Conflict of Interests

None

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