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**SPIRITUALITY IN ORGANISATIONS****(A CASE STUDY OF BHAVAN'S VIVEKANANDA COLLEGE OF SCIENCE, HUMANITIES AND COMMERCE, SAINIKPURI)****Dr. D SANJEEVA RAO****ASST. PROFESSOR****BHAVAN'S VIVEKANANDA COLLEGE OF SCIENCE, HUMANITIES & COMMERCE****SAINIKPURI****RACHANA SHARMA****ASST. PROFESSOR****BHAVAN'S VIVEKANANDA COLLEGE OF SCIENCE, HUMANITIES & COMMERCE****SAINIKPURI****ABSTRACT**

*Spirituality in Organisations refer to holistic development of employees in an organisation. This can be achieved by establishing trust, confidence, morality, loyalty and competitive spirit amongst employees. In order to set up spirituality in organisations a value-based system shall be adopted. The boundaries of such set up would definitely increase the mutual trust among the employees and seek growth and development of an institution. Spirituality involves acknowledging employee's integral role with a purposeful evolution of life within the organisations. Exploring universal concepts like love, compassion, wisdom, and truth is central to spirituality. This exploration is accompanied by an awareness that certain individuals, like saints or enlightened beings, have attained and demonstrated heightened levels of development compared to the average person. Such organizations foster a cultural awareness that recognizes the dual aspects of individuals – their intellectual capacity and spiritual essence. The concept emphasizes by engaging in meaningful work which contributes to a sense of purpose and connection with fellow human beings and also cultivates a communal spirit within the organizational context. The present study is undertaken to establish an association between the practicing spirituality in organisation and overall personality growth and enhanced performance among peer group. In this context Bhavan's Vivekananda College is taken as a case study which provides an intellectual and spiritual practices on regular basis to the peer group through a spiritual organisation, Vivekananda Institute of Human excellence.*


**KEYWORDS**

spirituality, wisdom, personality growth, performance and spiritual practices.

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**INTRODUCTION**

pirituality in organisations among employees is endowed with an intellect, discriminate between right and wrong and can choose right path of life and make their best endeavours for attainment of their goals. In the ancient times scriptures and the learned sages stated that human beings should be wise and live a spiritual life. Spiritual life is importantly necessary and inseparable for human beings. Human beings need to achieve a balance between spiritual and modern life which is divine. It is generally felt that spirituality and religion are one and the same. But it is different with beliefs and prejudices. One can be spiritual without being religious. Spirituality involves the recognition of a feeling or belief that there is something greater than oneself, something more than sensory experience which is divine in nature. These distinguishing features include a profound sense of purpose, emphasis on individual growth, fostering trust and openness, empowering employees, and embracing the freedom of employee expression. These characteristics collectively contribute to enhancing employee performance and fostering a sense of community within the organization. Organizations with a focus on spirituality prioritize assisting individuals in their personal development and realizing their maximum potential. Likewise, those organizations that prioritize spirituality are more inclined to directly tackle issues arising from conflicts between work and personal life.

Workplace spirituality fosters a revival of traditional practices emphasizing interconnectedness and trust among individuals engaged in a specific work context. This cultivation of cooperation generates a workplace culture characterized by motivation, positive responsiveness, and unity, ultimately contributing to enhanced overall organizational performance. This collective synergy uplifts individual performances and, in turn, contributes to the overall excellence of the organization. The essence of meaningful work lies in the employees' interaction with their tasks, driven by motivation, realities, and a desire for engagement that adds significance to their lives and collaborations. Seeking a spiritual path in work becomes an opportunity to progress and contribute value to the community in a meaningful manner. This approach involves embodying qualities such as kindness, empathy, and support for others, along with a commitment to truth and trust, both in oneself and others. It is imperative for peers and the organization to appropriately leverage their values by integrating them into their work. The integration of vertical and horizontal spiritual values and dimensions facilitates the development of interconnected motivations and actions within organizations.

The integration of spirituality into the workplace empowers employees to connect with their tasks and engage with others, fostering prosperity for both individuals and the organization. In the education sector, there is a call for the introduction of workplace spirituality, emphasizing the generation of meaningful work by aligning organizational values with individual values and taking on greater responsibility for the community. This approach cultivates a trustworthy environment, where mutual dependence and reliance on the organisation become prevalent. A spiritually infused workplace, characterized by meaningful work, encourages a consideration of the well-being of colleagues, recognizing that an employee's life extends beyond the confines of organisation responsibilities.

**REVIEW OF LITERATURE**

Suraj Jesudhan (2021) suggested that there is a positive correlation between spirituality at work place and organisational commitment among IT employees.

Rabindra Kumar Pradhan (2016) validated a comprehensive tool for measuring workplace spirituality, on the basis of literature, feedback from academic and industry professionals, a heuristic framework along with a scale on workplace spirituality.

Kunte, Monica (2015) in this paper suggests that religion and spirituality significantly influence individuals' values, attitudes, and behaviour in the workplace. Comprehending these concepts enables managers to recognize the importance of accommodations in order to prevent conflicts.

Gotsis and Kortezi (2007) studied that the origin of the concept of spirituality at workplace began in developed nations. But from Indian context, the spirituality is as old as civilization. They examined existing methods for addressing workplace spirituality, categorizing them into exploratory and contextual approaches as well as consequential and acontextual approaches.

Garcia-Zamor (2003) Proposed that incorporating spirituality into the workplace could cultivate a distinct organizational culture, leading to increased employee satisfaction and enhanced performance.

**RESEARCH GAP**

From the above review of literature, it is found that several authors studied and investigated various institutions such as corporates, pharmaceuticals and IT industry. It is drawn that there is a research gap which was not attempted to study an educational institution covering spirituality in organisation to obtained the overall performance.

**OBJECTIVES OF THE STUDY**

1. To study spirituality in Bhavan's Vivekananda College of Science, Humanities and Commerce, Sainikpuri
2. To study the association between perception of faculty towards spirituality.

**RESEARCH METHODOLOGY**

The present study is an attempt to find an association between the spirituality in organization and organizational effectiveness through primary source of data. Chi-square test is used to study the present paper. Other statistical tools such as descriptive statistics are used to presenting the data. The primary data is collected through a well-structured questionnaire and the responses are analysed and interpreted to arrive at the conclusion that there is strong association between variables selected spirituality in organization.

**CONCEPT OF SPIRITUALITY IN ORGANIZATIONS**

Spirituality in organizations improves employee's performance and organizational effectiveness. Spirituality brings up the quality of life and employees well-being. It also provides a sense of interconnectedness through share and care concept. This paper introduces potential caveats brining spirituality among peer groups in organizations and provide suggestions for incorporating spirituality positively in an organisation. Over few decades spirituality in organisations has tremendously increased and has added new dimensions of management for a significant improvement in the performance among employees. Vivekananda Institute of Human Excellence has been a leader in directing the spiritual practices among the peer group for personal and organisational performance. In this manner, several organisations evidently showed that they have incorporated spirituality in their organisations in respect of maintaining balance in quality of work life, spirituality and social responsibility.

There is no widely accepted definition on spirituality in organizations but there are many possible ways to share opinion such as inner consciousness, work feeling, process of enlightenment, offering meditation exercises, search for inner view and fullest personal development. Spirituality as defined by Mitroff and Denton (1999), is the basic feeling of being connected with one's complete self, others and the entire universe" (p.83). Spirituality practices in organisations promotes increase in abilities solves controversial problems. Spirituality in organisations help to conduct various programmes internally to raise the higher positive thinking which leads to work life balance, employee well-being and interpersonal relations. This paper intends to cover the spiritual aspect in Bhavan's Vivekananda College and attempts to explain how employees understand the importance of 'vasudaivakutumbakam' at work place.

**APPLICATION OF SPIRITUALITY IN ORGANISATION**

Bhavan's Vivekananda College of Science, Humanities and Commerce organizes an annual orientation programme to all the teaching fraternity to promote spirituality and sense of oneness while discharging their duties to the level of satisfaction to meet the vision and mission of the institution, at Vivekananda Institute of Human Excellence, Hyderabad. The programmes commence with meditation exercise, yoga and temple visit. Audio and visual teachings are made with a focus on role of teacher, Values and morals to the modern generation, Group Discussions, Interactions, resolutions passed for being spiritual in the wholistic environment. Additionally, the teaching fraternity takes the responsibility of conducting various spiritual activities in the campus such as quiz on mythology, poster presentation in national interest on freedom fighters, video making on Guru on the eve of Guru Purnima. The management and staff organize several programmes for the societal benefits such as visiting orphanages serving food under food drive programme, providing blankets to the poor and needy on the road side during winter under blanket drive programme and helping the poor children by supplying note books and stationery items under Stationery drive programme. All these programmes connect the individuals with the outside world and establish a kind of humanistic approach in times of need.

In the present work environment, employees in several organisations feel that they are not appreciated, have insecurity in their employment and maintain distance by bringing undesirable changes in organisations. It is found that the spiritual empowerment in organisation will certainly increase the work culture and reduces stress and insecurity in employment by means of meditation, spiritual practices, fitness exercises and wellness programmes. Bhavan's Vivekananda College makes sure that Students also attend the orientation programme at the beginning of the academic year and in the mid semester, since 2015 till date except during covid period. The following schedules are presented for the periods of 2019-20, 2021-22 and 2022-23.

**TABLE 1: SCHEDULE FOR ORIENTATION PROGRAMME AT VIVEKANANDA INSTITUTE OF HUMAN EXCELLENCE B.Sc., BBA, BA, B. Com., BCA II YEAR STUDENTS 2023-24**

Date/Day	Class	Number of Students	Total
13/09/23 Wednesday	B Com (H1 + H2)	60+58	118
15/09/23 Friday	BSc (BTGC+BTMiC)	48+45	93
18/09/23 Monday	B Com (A2+C)	59+55	114
20/09/23 Wednesday	B Com HBA + MNDC+ BSC MiGC	59+25+37	121
22/09/23 Friday	M.P.CS (A + B) MECS	60+30	90
25/09/23 Monday	BCA & HDS	50+48	98
29/09/23 Friday	M.S. Cs (A+B)	49+50	99
06/10/23 Friday	BBA (A+B)	59+59	118
09/10/23 Monday	BCOM COM (A1+B)	60+60	120
11/10/23 Wednesday	BA 2 MCEPS/MCEPY	58+47	105
	Total Nol of Students		1076

**TABLE 2: SCHEDULE FOR ORIENTATION PROGRAMME AT VIVEKANANDA INSTITUTE OF HUMAN EXCELLENCE B.Sc., BBA, BA, B. Com., BCA II YEAR STUDENTS 2022-23**

Date	Class	No. of students	Total students
28-3-2022	B.Sc (MSCs)-A & B	50+48	98
29-3-2022	B.Sc (MECs)-A & B	48+44	92
30-3-2022	B.Sc (HDS) & B.Sc (BTGC)	50+42	92
31-3-2022	B.Sc (MPCs) & BCA	47+49	96
1-4-2022	BBA-A & BBA-B	59+60	119
4-4-2022	B.Sc (MGC) B.Sc (MNDC) & B.Sc (MBiC)	44+37+26	107
6-4-2022	BA & B.COM HBA	56+57	113
7-4-2022	B. Com Gen B & C	59+59	118
8-4-2022	B. Comp A1 & A2	57+59	116
11-4-2022	B.COM H1 & H2	58+58	116
	Total No of Students	1067	

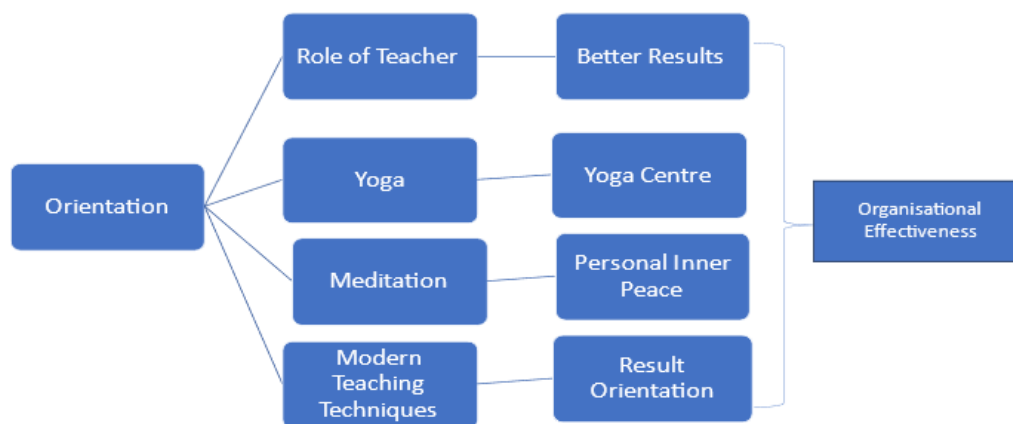
TABLE 3: SCHEDULE FOR ORIENTATION PROGRAMME AT VIVEKANANDA INSTITUTE OF HUMAN EXCELLENCE B.Sc, BBA, BA Mass comm., B.Com., BCA II YEAR

STUDENTS 2019-20			
Date/Day	Class	Number of Students	Total
27/11/19 Wednesday	B Com (D + H2 +A2)	58+59+59	176
29/11/19 Friday	B Com ( C+A1+H1)	54+59+60	173
2/12/19 Monday	BSc (BTGC+MGC+ M.BIC)	43+47+44	134
4/12/19 Wednesday	BBA (A + B) + BA	60+62+53	175
06/12/19 Friday	M.P.CS (A + B) + B Com B	66+31+56	153
09/12/19 Monday	M.E.Cs (A +B) + BCA	60+28+48	136
11/12/19 Wednesday	M.S.Cs (A+B)	52+47	99
	Total No. of students		1046

TABLE 4: SUMMARY OF TEACHING FRATERNITY ATTENDING ORIENTATION PROGRAMME AT VIVEKANANDA INSTITUTE OF HUMAN EXCELLENCE

Year	Permanent Staff	Adhoc Staff	Total Staff
2018-19	113	63	176
2019-20	121	54	175
2020-21	119	44	163
2021-22	126	42	168
2022-23	118	75	193

FIGURE 1: ORGANISATIONAL EFFECTIVENESS THROUGH ORIENTATION



The above figure establishes that the organisational effectiveness can be achieved through the orientation to the teaching fraternity by arranging a Faculty Development Programme annually. This enhances the role of teacher by the teachings of swami Vivekananda to improve the quality of education which is the vision of the institution.

**ANALYSIS AND INTERPRETATION OF OBJECTIVE 2 OF THE STUDY**

2. To study the association between perception of faculty towards spirituality.

The objective of the study is tested by using Factor analysis technique to reduce a large number of variables into fewer numbers of factors.

The **Kaiser-Meyer-Olkin** Measure of Sampling Adequacy is a statistic that indicates the proportion of variance in your variables that might be caused by underlying factors. High values (close to 1.0) generally indicate that a factor analysis may be useful with your data.

TABLE 5: KMO and Bartlett's Test<sup>a</sup>

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	0.858	
Bartlett's Test of Sphericity	Approx. Chi-Square	673.846
	df	66
	Sig.	0.000
a. Based on correlations		

From the KMO and Bartlett's test we can say that the **adequacy value is 0.858 which is more than 0.5**, hence we conclude that it is acceptable to apply factor analysis for the data the **significant value is less than 0.05 hence it is significant to apply**. Our data is adequate and fit for factor Analysis test by using KMO and Bartlett's Test.

TABLE 6: COMMUNALITIES

Spirituality in organization	Raw	Rescaled
	Component	Component
	1	1
Sense Of Responsibility	0.326	0.517
Improves Spirituality In Bvc	0.539	0.766
Commitment Towards Work	0.587	0.749
Organisational vision connects	0.799	0.878
Improves work performance	0.729	0.857
Vasudaiva Kutumbakam is proposed at work place	0.489	0.659
Togetherness and belonging	0.746	0.862
Positive spirits among the peer groups	0.591	0.828
Aligns between organizational and individual values	0.767	0.896
Quality of life	0.640	0.848
Intensity of faith on organisation	0.714	0.836
Communalities	0.813	0.882

Initial communalities are, for correlation analyses, the proportion of variance accounted for in each variable by the rest of the variables. Extraction communalities are estimates of the variance in each variable accounted for by the factors in the factor solution. Small values indicate variables that do not fit well with the factor solution, and should possibly be dropped from the analysis from the above table. We say that the factor Ambience & Taste do not fit well as others.

TABLE 7: TOTAL VARIANCE EXPLAINED

Component		Initial Eigenvalues <sup>a</sup>			Extraction Sums of Squared Loadings		
		Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
Raw	1	5.226	67.403	67.403	5.226	67.403	67.403
	2	0.557	7.184	74.587			
	3	0.517	6.674	81.260			
	4	0.339	4.366	85.627			
	5	0.286	3.687	89.314			
	6	0.233	3.008	92.322			
	7	0.148	1.909	94.231			
	8	0.130	1.681	95.912			
	9	0.115	1.489	97.402			
	10	0.097	1.248	98.650			
	11	0.060	0.773	99.422			
	12	0.045	0.578	100.000			
Rescaled	1	5.226	67.403	67.403	7.780	64.831	64.831
	2	0.557	7.184	74.587			
	3	0.517	6.674	81.260			
	4	0.339	4.366	85.627			
	5	0.286	3.687	89.314			
	6	0.233	3.008	92.322			
	7	0.148	1.909	94.231			
	8	0.130	1.681	95.912			
	9	0.115	1.489	97.402			
	10	0.097	1.248	98.650			
	11	0.060	0.773	99.422			
	12	0.045	0.578	100.000			

TABLE 8: COMPONENT MATRIX<sup>a</sup>

	Raw	Rescaled
	Component	Component
	1	1
Spirituality in organization	0.326	0.517
Sense of Responsibility	0.539	0.766
Improves Spirituality In Bvc	0.587	0.749
Commitment towards work	0.799	0.878
Organisational vision connect	0.729	0.857
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Positive spirits among the peer groups	0.767	0.896
Aligns between organizational and individual values	0.640	0.848
Quality of life	0.714	0.836
Intensity of faith on org	0.813	0.882

a. 1 components extracted.

**Interpretation:** From the above component matrix, we conclude that the factors Positive spirits among the peer group values holding the values 0.896 and commitment towards work 0.878 are considered more preference spiritual variable when compared to the other factors.

In the above analysis Positive spirits among peer group holds the highest value. Association between the Gender, status, Age, Marital status, Duration of service is measured with Positive spirits among peer group and the following result is obtained:

TABLE 9

Attribute	p-Value	
Gender * positive spirits among the peer groups Crosstabulation	0.218	Not associated
Status * positive spirits among the peer groups Crosstabulation	0.323	Not associated
Age (in Years) * positive spirits among the peer groups Crosstabulation	0.000	Associated
marital status and positive spirit among the peer groups	0.006	Associated
Duration of Service (In Years) * positive spirits among the peer groups	0.458	Not associated

From the above variables it is found that there is no association between Gender, Status, duration of service with positive spirits among the peer groups, but there is an association observed between Age (in Years), Marital status with positive spirits among the peer groups in the organisation.

**FINDINGS AND CONCLUSION**

From the above study it is found that the spirituality in organisations has a positive impact and influence on the qualitative performance of individuals in particular and teams in general. The orientation programmes introduced in the premises in association with Vivekananda Institute of Human Excellence has a positive and vibrant influence on the staff and peer group for their overall personality development. Best practices in the institution have been commended by the national agencies like NAAC team and Autonomy team. This encouraged to adapt these practices continuously for holistic growth of the institution and apply morals and ethics for wellbeing of the individuals. The study also focused on various parameters which resulted in commitment towards work. These results were tested through factor analysis and chi-square. It was found that factors exhibited Positive spirits among the peer group values with significant values of 0.896 and commitment towards work have shown an impressive value to the extent of 0.878 which are considerable for enhancing qualitative performance.

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