

## **IMPACT OF WORKPLACE SPIRITUALITY ON EMPLOYEE'S MENTAL WELL BEING - NAVIGATING WELLNESS**

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### **Abstract**

#### **Purpose:**

The purpose of this research is to find out the impact of workplace spirituality on the employees' mental health. The study also checks the inclusion of values and beliefs.

#### **Design/Methodology/ Approach:**

This is a descriptive study having different variables. The study reviews various articles to find out the evolution of workplace spirituality and its future development.

#### **Findings:**

The impact of workplace spirituality is apparently seen on the mental wellbeing of the employees which will directly affect the employees' productivity.

#### **Practical Implications:**

The paper can inform workplace spirituality implementation efforts in the organization to foster the mental health of the employees.

#### **Research limitations/implications:**

Inputs from the present paper will help the future research to specify the comprehensive classification like typologies and taxonomies – of various approaches to workplace spirituality facilitation and new practices of workplace spirituality facilitation.

#### **Originality/value:**

Theory development in workplace spirituality is at a formative stage. Thus, various inputs outlined in the research implications are the part of the paper, the various variables contribute for the further research.

**Key words:** Workplace spirituality, mental well-being, supportive and holistic work environment.

### **Introduction**

The integration of an employee's personal beliefs, sense of purpose, and connection to a higher meaning inside the workplace is referred to as workplace spirituality. It places a strong emphasis on developing a work environment where people can find purpose and meaning that goes beyond monetary achievement and routine activities. This idea entails encouraging moral behavior, building a feeling of community, and coordinating corporate objectives with workers' ideals.

In Indian businesses, workplace spirituality focuses on fostering an atmosphere that supports employees' overall well-being, supports ethical principles, and develops their inner life. This trend is likely to continue as more businesses come to understand its significance, which will lead to more contented, engaged, and productive workforces.

### **Effect on the Mental Health of Employees**

1. **Decreased Stress and Anxiety:** Workers' stress levels can drop dramatically when they have purpose in their work and experience support from leaders and peers.
2. **Greater Job Satisfaction:** When workers feel they have a purpose and a sense of belonging, they are more likely to feel that their work is important and has an influence.
3. **Enhanced Resilience:** Spirituality at work can give workers a solid basis to deal with obstacles and failures more skillfully.
4. **greater Emotional Health:** A work atmosphere that is values-driven and supportive can promote greater emotional health, which lowers the risk of depression and burnout.
5. **Better Work-Life Balance:** Companies that support workplace spirituality frequently place a high importance on holistic well-being and encourage staff members to keep a positive work-life balance.

### **Realistic Application:**

1. **Promoting Open Communication:** Establish a setting where staff members are free to voice their opinions, concerns, and ideals.
2. **Encouraging Volunteerism:** Motivate staff members to take part in volunteer work and community service projects that reflect their ideals.
3. **Creating Ethical Guidelines:** Clearly define ethical norms and procedures that represent the organization's dedication to morality and humanity.
4. **Providing Development Programs:** Provide instruction and training courses on emotional intelligence, mindfulness, and personal development.
5. **Establishing Spaces for Reflection:** Set aside places where staff members can take pauses, practice meditation, or just sit quietly to promote clarity and inner serenity.

Employers may foster a more resilient, rewarding, and supportive work environment that improves employees' mental health and productivity by incorporating workplace spirituality.

### **Workplace Spirituality in Indian Scenario**

An emerging idea in Indian businesses, workplace spirituality stresses bringing moral, emotional, and spiritual qualities into the job. The statement acknowledges the necessity of adopting a more comprehensive approach to work, wherein workers' personal convictions and inner lives are respected and included into their work life. The following are significant elements and patterns pertaining to workplace spirituality in India:

## Key Aspects

1. **Integration of Ethics and Values:** Ethical behavior and values-based leadership are becoming more and more important in Indian organizations. Promoting honesty, integrity, kindness, and respect within the company culture is part of this wellness program.
2. **Holistic Development:** Employers are realizing the value of their workers' holistic growth, which encompasses their mental, emotional, physical, and spiritual health. The goal of this strategy is to establish a happy and balanced work life.
3. **Mindfulness and Meditation:** To help workers manage stress, sharpen their focus, and generally improve their well-being, practices like mindfulness and meditation are being introduced into the workplace. As part of their wellness initiatives, numerous Indian businesses provide mindfulness training and meditation sessions.
4. **Community and Belonging:** Establishing a feeling of community and belonging is an important part of spirituality in the workplace. Organizations are offering meditation sessions and mindfulness training sessions as a part of employee wellness session.

## Literature Review:

The literature on workplace spirituality demonstrates a growing interest in its role in addressing contemporary human resources challenges. Garg (2017) explores the correlation between workplace spirituality and employee commitment, job satisfaction, and work–life balance satisfaction. Similarly, Pawar (2016) empirically validates the positive relationship between workplace spirituality and various forms of employee well-being, including emotional, psychological, social, and spiritual well-being. Salem et al. (2023) highlight the mediating effect of employee engagement in linking workplace and individual spirituality with innovative work behavior and employee well-being. Walia (2018) examines the connection between employee well-being and workplace spirituality, focusing on dimensions such as compassion, mindfulness, meaningful work, and transcendence. Khatri and Gupta (2017) find workplace spirituality to be a significant predictor of overall employee wellness. Jnaneswar and Sulphey (2021) reveal significant relationships and predictive capabilities between mindfulness, workplace spirituality, and employees' mental well-being. Mhatre and Mehta (2023) provide a review of current developments and future research directions in workplace spirituality, including cross-cultural studies and potential negative aspects. Yadav and Maheshwari (2019) focus on the perception of spirituality among Indian managers and its role in fostering a positive and ethical workplace environment. Gupta, Bishnoi, and Mathews (2011) discuss the integration of spirituality into workplace culture within the Indian ethos, emphasizing a holistic view that encompasses both spiritual and physical dimensions. Lastly, Pandey (2019) constructs the concept of workplace spirituality in the Indian context, underscoring the close link between religiosity and spirituality as perceived by working professionals.

## Research Methodology:

This is an empirical research. The collected data is analyzed with the help of different statistical tools like percentage analysis, correlation and ANOVA using SPSS is used for the analysis of collected data.

A simple comparison of the coefficient of determination of two equations highlights the relative importance of workplace spirituality with employees mental wellbeing which directly correlated with their work performance. Also, correlation coefficients explain which dimensions of workplace spirituality suits to a particular working environment and will enhance the employees' productivity. The sample size of the current study was 120, out of which 102 responded. The respondents were from different age group and most of them were full-time employees. The present study is quantitative in nature and uses cross sectional descriptive survey design to measure the proposed hypotheses. Stratified simple random sampling method has been used to collect data from respondents. The respondents are employees working in various sectors including banks, educational institutions and manufacturing companies in Karnataka. They include employees at different levels of management from top level to supervisors. Data was collected using a questionnaire comprising of 14 items representing the independent and dependent variables.

**Objectives:**

1. To understand the employees' mental state of mind when spirituality in workplace is introduced.
2. To analyze the effect of workplace spirituality and mental wellbeing on increased productivity.
3. To explore the impact of workplace spirituality on the employees' wellbeing.

**Hypothesis:**

**H<sub>0</sub>:** There is no significant relationship between workplace spirituality and employees' mental wellbeing.

**H<sub>1</sub>:** There is a significant relationship between workplace spirituality and employees' mental wellbeing.

**Scope of the study:**

Workplace spirituality encompasses the integration of personal values, beliefs, and a sense of purpose with the work environment, focusing on meaningful work, a sense of community, and alignment with organizational values. This holistic approach positively impacts employees' mental wellbeing by fostering an environment that supports emotional, psychological, and social health. When employees find purpose in their work, feel connected to their colleagues, and experience alignment between their personal and organizational values, it enhances job satisfaction, engagement, and overall productivity while reducing stress and absenteeism. However, implementing this requires careful consideration of diverse beliefs, authentic leadership, and supportive policies and practices.

**Data Analysis and Discussion:**

**Table 1: Workplace Spirituality**

Variables	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
No.of Respondents(108)	No.of Respondents	No.of Respondents	No.of Respondents	No.of Respondents	No.of Respondents
Percentage(%)	22.2222 222	52.777 78	11.11 111	8.33333 3	5.555556
Personal Values	24	57	12	9	6
Percentage(%)	25	47.222 22	22.22 222	5.55555 6	0
Supports personal Growth	27	51	24	6	0
Percentage(%)	19.4444 444	33.333 33	30.55 556	11.1111 1	5.555556
Access to Mental Health Resources	21	36	33	12	6

**Table1 explains** the workplace spirituality: It sheds light on the workplace spirituality with the variables like employees' personal values, their personal growth and the access to mental health resources. The table shows that maximum respondents (52.7%) agrees that the employees' personal values align with their organization which means that the organization keeps the ethical values alive. 47 % employees agree that their organization support their personal growth and 33% respondents agree that they have access to the mental health resources. We can assume that maximum employees agree that their workplace provides good support for their mental health and helps to manage stress and anxiety.

**Table 2: Employees' Mental Wellbeing**

<b>Variables</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
Total No.of Respondents(108)	No.of Respondents	No.of Respondents	No.of Respondents	No.of Respondents	No.of Respondents
Percentage(%)	47.22 2222 2	33.3 3333	16.6 6667	2.77 7778	0
Sense of Belongin gness	51	36	18	3	0
Percentage(%)	25	61.1 1111	8.33 3333	2.77 7778	2.7777 78
Fulfillme nt of Purpose in life	27	66	9	3	3
Percentage(%)	36.11 1111 1	50	11.1 1111	2.77 7778	0
My work contribute s to greater good	39	54	12	3	0
Percentage(%)	16.66 6666 7	36.1 1111	30.5 5556	16.6 6667	0
Feeling of Home away from Home	18	39	33	18	0
Percentage	27.77	52.7	13.8	5.55	0

e(%)	7777 8	7778	8889	5556	
Mental and emotional stability	30	57	15	6	0
Percentage e(%)	30.55 5555 6	33.3 3333	27.7 7778	8.33 3333	0
Emotional support	33	36	30	9	0
Percentage e(%)	19.44 4444 4	33.3 3333	33.3 3333	11.1 1111	2.7777 78
Feels free to talk to superiors and mentors	21	36	36	12	3

**Table 2 explains** about the employees’ mental wellbeing with various variables like employees’ degree of fulfillment of purpose in life, how their work contributed to the greater good, their feeling of home away from home, their emotional and mental stability, the emotional support and how freely they talk about their mental issues with their superiors and mentors. When analyzed, maximum respondents agreed that they have a strong feeling of home away from home (36.1%), 57 respondents agree that they are very stable at work (52.7%), 33.33% of the respondents strongly agree that they can freely talk about their mental health issues with their superiors and mentors and get good emotional security. The tables show that their emotional support from the organization leads to fulfillment of life purpose and they are able to contribute to the greater good in their performance.

**Descriptive Statistics**

	Mean	Std. Deviation	N
Employee Wellbeing	21.40	17.855	5
Workplace Spirituality	21.60	17.126	5

**Descriptive Statistics**

- **Employee Wellbeing:** Mean = 21.40, Std. Deviation = 17.855, N = 5

- **Workplace Spirituality:** Mean = 21.60, Std. Deviation = 17.126, N = 5

These descriptive statistics indicate that the average scores for both Employee Wellbeing and Workplace Spirituality are around 21.4 and 21.6, respectively. Both variables have high standard deviations (17.855 and 17.126), suggesting a considerable variation in responses among the 5 participants.

**Correlations**

		Employee Wellbeing	Workplace Spirituality
Pearson Correlation	Employee Wellbeing	1.000	.980
	Workplace Spirituality	.980	1.000
Sig. (1-tailed)	Employee Wellbeing	.	.002
	Workplace Spirituality	.002	.
N	Employee Wellbeing	5	5
	Workplace Spirituality	5	5

**Correlations**

- **Pearson Correlation between Employee Wellbeing and Workplace Spirituality:** 0.980
- **Significance (1-tailed):** 0.002
- **N (Number of observations):** 5

The Pearson correlation coefficient of 0.980 indicates a very strong positive correlation between Employee Wellbeing and Workplace Spirituality. The significance value of 0.002 (less than 0.05) indicates that this correlation is statistically significant. Therefore, we can infer that as Workplace Spirituality increases, Employee Wellbeing tends to increase as well.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.980(a)	.961	.947	4.092	.961	73.144	1	3	.003

a Predictors: (Constant), Workplace Spirituality



### Model Summary

- **R:** 0.980
- **R Square:** 0.961
- **Adjusted R Square:** 0.947
- **Std. Error of the Estimate:** 4.092
- **R Square Change:** 0.961
- **F Change:** 73.144
- **df1:** 1
- **df2:** 3
- **Sig. F Change:** 0.003

In the model summary, the R value of 0.980 signifies a strong correlation between the predictor (Workplace Spirituality) and the dependent variable (Employee Wellbeing). The R Square value of 0.961 indicates that approximately 96.1% of the variance in Employee Wellbeing can be explained by Workplace Spirituality. The Adjusted R Square of 0.947 adjusts this value slightly downwards to account for the small sample size. The F Change value of 73.144, with a significance level of 0.003, confirms that the model is statistically significant.

### ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1224.959	1	1224.959	73.144	.003(a)
	Residual	50.241	3	16.747		
	Total	1275.200	4			

a. Predictors: (Constant), Workplace Spirituality

b. Dependent Variable: Employee Wellbeing

### ANOVA (Analysis of Variance)

- **Regression:** Sum of Squares = 1224.959, df = 1, Mean Square = 1224.959, F = 73.144, Sig. = 0.003
- **Residual:** Sum of Squares = 50.241, df = 3, Mean Square = 16.747
- **Total:** Sum of Squares = 1275.200, df = 4

The ANOVA table tests the overall significance of the regression model. The F-statistic of 73.144, with a significance value of 0.003, indicates that the model is highly significant. This means that

Workplace Spirituality is a significant predictor of Employee Wellbeing.

### **Interpretation**

The data provided shows a strong and statistically significant positive relationship between Workplace Spirituality and Employee Wellbeing. The high Pearson correlation coefficient and significant regression model indicate that increases in Workplace Spirituality are associated with increases in Employee Wellbeing. The model explains a large proportion of the variance in Employee Wellbeing (96.1%), suggesting that Workplace Spirituality is a crucial factor in understanding Employee Wellbeing in this sample.

Given the small sample size (N=5), these results should be interpreted with caution, and further research with a larger sample would be beneficial to confirm these findings.

### **Findings and Conclusions:**

#### **Positive Correlation Between Workplace Spirituality and Employee Wellbeing:**

The study found a very strong positive correlation (Pearson Correlation coefficient of 0.980) between workplace spirituality and employee wellbeing. This indicates that as workplace spirituality increases, employee wellbeing tends to increase significantly.

#### **Significance of Workplace Spirituality:**

The correlation between workplace spirituality and employee wellbeing was statistically significant, with a significance value of 0.002. This implies that the relationship observed is not due to random chance and is a reliable finding.

#### **Impact on Employee Wellbeing:**

Descriptive statistics showed that both workplace spirituality and employee wellbeing had mean scores of around 21.5, with high standard deviations indicating considerable variation in responses. However, the high correlation suggests that variations in workplace spirituality are strongly associated with variations in employee wellbeing.

#### **Model Explanation Power:**

The regression model summary showed an R Square value of 0.961, indicating that 96.1% of the variance in employee wellbeing can be explained by workplace spirituality. This is a very high explanatory power, suggesting that workplace spirituality is a crucial factor in determining employee wellbeing.

#### **Significant Regression Model:**

The ANOVA results confirmed the overall significance of the regression model, with an F-statistic of 73.144 and a significance level of 0.003. This further reinforces that workplace spirituality is a significant predictor of employee wellbeing.

#### **Employees' Perception of Workplace Spirituality:**

The data analysis showed that a majority of employees agree that their personal values align with their organization's values, with 52.7% agreeing to this alignment. Additionally, 47% of employees felt that their organization supports their personal growth, and 33% agreed that they have access to mental

health resources.

### **Mental Wellbeing Indicators:**

The analysis revealed that employees experience a strong sense of belongingness (36.1%), fulfillment of purpose (57%), and emotional stability (52.7%) due to workplace spirituality. Moreover, 33.33% of respondents strongly agreed that they can freely talk about their mental health issues with their superiors and mentors, indicating strong emotional support.

### **Descriptive Statistics:**

The mean scores for both employee wellbeing and workplace spirituality were approximately 21.4 and 21.6 respectively, with standard deviations indicating variability in responses. This highlights that while there is general agreement on the positive impact, individual experiences can vary.

### **Research Limitations and Future Directions**

#### **Small Sample Size:**

The study's findings are based on a small sample size (N=5), which limits the generalizability of the results. Future research with a larger sample size is necessary to confirm these findings.

#### **Need for Comprehensive Classification:**

Future research should focus on specifying comprehensive classifications like typologies and taxonomies of various approaches to workplace spirituality facilitation.

### **Conclusion**

The study highlights the significant positive impact of workplace spirituality on employee mental wellbeing. By integrating personal values, fostering a sense of community, and providing emotional support, organizations can create a more engaged and productive workforce. However, further research with larger sample sizes is essential to strengthen these findings and explore the nuanced effects of workplace spirituality in different organizational contexts.

### **Suggestions:**

The outcome of an open – ended question in the questionnaire is as follows:

- Open Door Policy to discuss their mental health
- Proper communication channel
- Rejuvenating practices like simple outdoor games, 10k steps challenge, workplace chair yoga, mindfulness workshops
- Instilling work ethics, flexible work schedule, supportive work environment, proper workload distribution.

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