

THE ROLE OF SPIRITUALITY TO MOTIVATE THE EMPLOYEE'S FOR THE BETTERMENT OF THE SUCCESSFUL ORGANIZATION.

P. BALAJI KUMAR AND K. K. SABARIRAJAN

Ph.D Research Scholar. Department of Business Administration, Annamalai University, T.N.
Assistant Professor. Department of Business Administration, Annamalai University, T.N

Abstract:

During the last decade, some incidents shook the corporate world, thereby causing organizations to struggle for their survival and individuals to secure their interests. For creating spirituality in the workplace, establishing spiritual reduce the work stress is necessary to strengthen the commitment of staff and to improve their activities. To achieve this goal, a conceptual model was used. In response to the growing needs in this sphere, this article aims to provide a new dimension to the organizational responsibilities. The role of spirituality to motivate the employee's for the betterment of the successful organization. The sufficiency of managers has been investigated in terms of administration of instructional processes and curriculum, assessment of employees and instructional processes, motivation and improvement of employees, creation of employees-learning climate. Administration of the organization and achieving the goals in a democratic and transparent society requires effective to reduce the work stress that is greatly transformed according to the in and out of the organization.

KEYWORDS:

Achievement, motivation, spirituality, organization.

INTRODUCTION

The role of spirituality and reduce the work stress is a process of influencing others to direct and motivate their efforts towards achieving certain goals. Someone, emphasizing on the relationship between people, stated that reduce the work stress is to influence subordinates by communicating with them for the realization of the organization's goals. Others consider the new paradigm, which is the management of future challenges as "spirituality" and a faith that satisfy higher needs of employees (Kennedy, 2002). Since reduce the work stress is all about identifying people's faith and opinions, it is based on spirituality (Cavanaugh, 1999). There are various researches on physical, mental and emotional characteristics of leaders, but this study is on the characteristics of spiritual leaders which have drawn more attention in recent years.

Spiritual reduce the work stress theory is a causal reduce the work stress theory of organizational transformation designed to create an intrinsically motivated learning organization. The theory of spiritual reduce the work stress was developed within an intrinsic motivation model that incorporates: vision (reflexing objectives and goals and encouraging hope and faith), altruistic love (creating optimal relationship with others and underlying this definition are values such as integrity, patience, kindness, forgiveness, trust, loyalty, and compassion) and hope and faith to realize goal (the source for the conviction that the organization's vision, purpose, and mission will be fulfilled (Fry et al., 2010); that is, a firm belief in something for which there is no empirical evidence; based on values, attitudes, and behaviors that demonstrate certainty and trust that what is desired and expected will come to pass; effort and action to work towards achieving the vision) into the fundamental needs of both leaders and followers for spiritual

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survival. A feeling of the importance of their job in an organization and co-workers" point of view), organizational commitment (to continue the relationship between the individual and organization and confidence in feedback of leaders" performance based on this idea that humans can act better, and tasks and duties are getting better than the day before continuous improvement and productivity. It includes producing results, benefits or profits.

We can say that spiritual abilities have positive effects and bring suitable products for people, those organizations which enjoy spiritual reduce the work stress can involve their workers in their decision making process by creating motivation in them, giving them information and empowering and strengthening them. Due to their effective role in the economic and social growth of the communities, helping the country achieve its goals, and the positive results from spirituality in organizations by spiritual leaders, this research deals with the explanation of the role of spirituality to motivate the employee's for the betterment of the successful organization and make them empower.

OBJECTIVES OF THE STUDY:

To understand the role of spirituality and motivate the employee to achieve the goal.
Understand and overcome problems where the cause is spiritual in nature

METHODOLOGY:

The present research has been conducted with the objective of studying the factors and the role of spirituality. The role of spirituality to motivate the employee's for the betterment of the successful organization. Further, to study the impact of the motivation employee spirituality on the employee successful organization. In the descriptive study, some of the problems facing existing studies relating to the spirituality to motivate the employee for their betterment of successful organizational performance. Problems, in generating measures that the employee motivation to the organizational performance and also common. In the, basic issue of what dimensions in the spirituality to study and what ways to motivate the employees .Other problems are more unique to the study, in the role of spirituality in employee motivation for their betterment of the successful organization..

SPIRITUALITY:

Spirituality is that which comes from within, beyond the survival instincts of the mind. Each of us has a spiritual center, which is our connection to this source of inner knowing to motivate the employees.



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RELATIONSHIP BETWEEN SPIRITUALITY AND THE MOTIVATION OF EMPLOYEES:

In order to compensate for the loss of job security and the continuing need for high-performing employees, today's productive and profitable require employee motivation in the successful organizations are integrating humanistic core values with core business policies, decisions, and functions that support the physical, mental, and spiritual well-being of its employees.

WORKPLACE SPIRITUALITY:

According to Milliman et al. (2003), an important trend in business in the twenty-first century, which focus on employee spirituality in the workplace? Indeed, the typical appearance of workplace spirituality as a subject of interest in many business magazines and many books bear testimony to this. Notably too, the growing body of literature on workplace spirituality by academicians has continued to offer a number of insights (Shellenbarger, 2000; Gunther, 2001).

According to Gibbons (2000), workplace spirituality involves a sense of wholeness, connectedness at work and deeper values. Milliman et al. (2003) conceptualized workplace spirituality to have three core dimensions, that is, purpose in one's work or "meaningful work" (individual level), having a "sense of community" (group level), and being in "alignment with the organization's values" and mission (organization level). From a spirituality viewpoint, meaningful work refers to the employees' ability to search and find deeper meaning and purpose, living their dreams, expressing their inner life needs and contributing to others in their workplace (Ashmos and Duchon, 2000; Neal, 1998).

In other words, work is viewed as a vocation and a calling, as a way to create greater meaning and identity (Moore, 1992). Sense of community is concerned with interactions between employees and their coworkers (Ashmos and Duchon, 2000). The premise is that, employees see themselves as connected to each other and that there is some type of relationship between one's inner self and the inner self of other employees (Neal and Bennett, 2000; Maynard, 1992; Miller, 1992). Alignment with organizational values implies that employees experience a strong sense of alignment between their personal values and their organization's mission and purpose.

The belief is that, an employee's purpose is larger than one's self and as such should contribute to others or society (Mitroff and Denton, 1999; Ashmos and Duchon, 2000). In this study, workplace spirituality is defined as the recognition by SME employers that their employees have an inner life that is nourished by meaningful work, sense of community and alignment with the company's values.

Conscientiousness is a discretionary behavior that employees carry out well beyond the minimum required level, for example, working long days and voluntarily doing things besides duties (Yoon and Sur, 2003). Sportsmanship consists of actions that an employee refrain from complaining or doing petty grievances (Raub, 2008). Courtesy consists of actions that help prevent work related problems with others (Walz and Niehoff, 2000). Civic virtue reflects behaviours, in which an employee responsibly engages, that show concern for the organization and employee initiative in recommending how the organization can improve its operations (Koys, 2001). However, despite the noted dimensions of organizational citizenship behavior, the current study will conceptualize it as a composite construct following the recent works of Jung and Yoon (2011).

SKILLS AND PRODUCTIVITY GAPS:

Although advances in the technology surge onwards, the process of upgrading skills is lagging behind, creating a widening productivity gap. Most Indian governments prevent the inflow of foreigners in order to retain employment for locals. However, managers fail to meet targets due to a lack of skills in the available workforce.

CONCLUSION:

The role of spirituality to motivate the employee's for the betterment of the successful organization. The secondary data says, that in terms of administration of instructional processes and curriculum, assessment of the employees motivation and improvement of the employees to achieve the organizational goals with effectively. Spiritually evaluate and to motivate the employee's for the successful organization.

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