



## IMPACT OF SPIRITUALITY ON ORGANIZATIONAL STRESS REDUCTION

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### ABSTRACT

*In this modern age rapid development of science and technology is observed and many people get benefit of luxury living. Still we observe that this does not satisfy many of them or does not give long term happiness. As much as we get development that much of stress grows in both personal level and organizational level. Many employees do not get a particular solution to become stress free. Either by internal conflict or by any obstacles or by heavy work pressure many get stress in workplace. Till date stress is not so properly defined but as much as we observe stress is something like a clumsy situation of mental or physical state that brings agony, sorrows and uneasy feelings along with some hazard in health and due to affect of stress many troubles arise in organizational decision making and it hampers productivity. Many of us think for stress reduction and many organizations take preventive measures and do developmental counselling to make employees stress free but still we do not see successful result. That is why spirituality comes within the periphery of study that truly controls mind's state and guides a person from inside. Spirituality conveys that life can never be separated from work. For positive development of attitudes spirituality is necessary to keep in practice in workplace. Positive attitudes reduce stress and express happiness in workplace. This study focuses to understand and define stress very deeply and to reduce this by spiritual practices with development of stress tolerant mind state. Such a study will definitely be beneficial for many researchers, employees and people in day to day life to remain either in stress free state or to reduce stress while working.*

**KEYWORDS:** - Spirituality, organization, employees, stress and attitudes

### I. INTRODUCTION

In the Holy Gita Lord Krishna states to Arjuna, "*Maatraasprshaastu Kounteya Shitoshmasukha Duhkhandaah. Aagamaa Paayinoyanityaastam Stitikshyaswa Bhaarata.*" (Gita/Chapter-2/14) Oh my dear Arjuna, "In perception only interaction of the senses and sense objects give cold and heat, pleasure and pain. These things are really temporary in nature. These appear and disappear. You try to tolerate them." Lord Krishna indicates

that there is no alternative to tolerance. Arjuna remains under stress and Krishna counsels him to recover from stress in his workplace to bring him in to stress free condition and reveals the secrets of stress and its management. *Maatraa* means the sensuous experiences and *sprasa*s means the contact with them. *Maatraa-Sprasa*s indicates to interaction of senses with sense objects. Whatever we perceive or feel as hot or cold,



pleasure or pain and sorrow or happiness, are nothing but interactions of senses with sense objects. There is misunderstanding that many think human life as body. All these hot or cold and pleasure or pain are related to sensual perception of body only. Due to ignorance or lack of proper knowledge a person identifies himself as a body and he has a soul or soul is body. This is definitely misconception and thinking this is the cause of all perceptions of obstacles. This is the cause of sorrows a person gets in his lifetime. But in real sense individual consciousness is not at all affected by sorrows in true sense by itself and remains in original state. This happens so because experience of sorrows or pain is not permanent and not long lasting. This appears and disappears on passage of time. Human body experiences and suffers through perception of ignorance of mind. If these contacts of senses and sense objects were remaining with consciousness then these would appear even in subconscious state or during deep sleep. But it does not happen so exactly. No individual experiences sorrows or pain during deep sleep and soul remains in original conscious state. During waking state contact of senses are experienced and hence sorrows and pain are too experienced in life. This is very mysterious to understand due to impact of illusion and ignorance. Having spiritual mind we can understand what this mystery reveals about stress in workplace and how to manage this. Mind witnesses the stress when these perceptions of contact of senses and sense objects come closer. Many obstacles come in way of life and these do not last for long as we observe. Perceptions determine the pressure experienced in life either by positive or negative view. Whenever we feel the reality we separate our perceptions from experience of illusion. Stress in workplace is observed due to deep feelings acquired by obstacles while we do not learn art of handling these properly. Sometimes due to ignorance we fall in trap of illusion also. This is the cause of suffering as many of us attach mind in matters. Understanding about interactions happen between us and matters in workplace is important task and spirituality helps us to realize these types of interactions. Spirituality properly counsels us regarding all material happenings around us and guides us to remain either neutral or to remain in tolerant state.

Arie Shirom (1982), states that organizational stress is the view of stress that arises from an employee's perception about an environmental demand which exceeds his resources and it is distinct from his coping processes and responses to the stress interaction. Landon Curry (1990), states that organizational stress is the overall stress reported as pressure experienced by mass of

employees in any organization that hampers working conditions and spoils culture and environment. Davis S. Walonick (1993), states that excessive job stress adversely affects emotional and physical health of workers and stress decreases productivity and satisfaction level. Deborah Manning and April Peterson (2003), state that although organizational stress is not prevented completely still these can be minimized up to maximum level. Through early detection, immediate treatment, and by safeguards this can be minimized. Administrators should manage stress for good of employees. Harvard Business Review Press (2007), states that this is difficult to completely eliminate stress in workplace but this can be managed in such a way that employees can function in effective and healthy way. Managing stress gives us practical skills and knowledge about changing responses to situations. Ashley Weinberg, Valerie J. Sutherland and Cary Cooper (2010), state that in European countries and also in worldwide stress is a major cause of concern of various companies. Conducting stress audit and targeting stress within an organization is important as stress pours negative impact in both performance and qualities of life of workers. Hermann Hesse (2012) defines spirituality as a path of getting meaning of life and existence to attain goals in a value based and experienced mind. Hesse also states that stress hampers day to day life but spirituality guides us to save from stress at any critical situation. Robin Sharma (2013), defines spirituality as the inner essence of life which strengthens both mind, spirit and body by inner vibratory power of true wisdom through which a man practices values and applies these in day to day life to manage. Spirituality increases truly inner potential that acts as guard to anxiety, depression and stress. Justin Albert (2014) states that spirituality can finally supercharge interior self of an individual and this helps in enjoying life on its many beautiful levels. Through meditation, mindfulness, yoga and spiritual healing we find meaning to life. A spirituality based life is healthier and rich. Spirituality is also essence of long term health and freshness that we observe and bear. Mind remains in active condition with pleasurable feelings while we hold spiritual values in life.

## **II.OBJECTIVES**

- ✧ To review the nature and role of organizations in stress reduction in common and spiritual environment
- ✧ To know and identify about stressors in workplace and understand them
- ✧ To minimize undesirable stress in workplace by adopting certain skills in a spiritually motivated environment

- ✧ To have control over stress by having practice of workplace spirituality

### III. LITERATURE REVIEW

The Holy Bible states, "Finally, brothers, whatever is true, whatever is honourable, whatever is just, whatever is pure, whatever is lovely, whatever is commendable, if there is any excellence, if there is anything worthy of praise think about these things. (Philippians 4:8, English Standard Version) This verse clearly states that we should achieve brotherhood in workplace and treat all co-workers as own brothers. This thinking definitely reduces tension of relationships. The eternal relationship is definitely true. Giving honour to others we receive honour. Neglecting others in workplace create disturbance and sometimes group of employees complain about such neglecting. Justifying duties and giving recognition to employees at office matter a lot and authority is responsible for this. In pure heart decisions should be taken to avoid inter personal conflicts in particular working environment. Principled works and right track performances make life lovely in workplace. Thinking about excellence and worthy achievements improves planning capacity of authority of an organization as well as cooperation is easily achieved. Having fear in mind for work or fear for authority also brings stress. Very often anxiety is absorbed in mind due to workplace fear. Depression is noticed due to heavy pressure of obstacles an employee feels. The Holy Bible (Psalm 42:21) clearly indicates that soul becomes downcast during stress and does not able to judge properly. Soul gets anxiety and pressure due to obstacles and fear in workplace and a clumsy environment disturbs him a lot. Soul becomes hopeless and does not able to witness the reality of life and his own doing of right and wrong. But this verse clearly recommends putting every hope on God. Praising the inner qualities of soul and praising God definitely purify every thought and action. Putting hope on God clearly takes a soul in spiritual path and values determine his decisions before action. This guides inner self and soul proceeds in destination of righteous path. Having unrighteousness hope also brings misfortune by bad actions. Every hope which is offered to God rests upon him and it never becomes impure. That is why care should be taken to understand the causes of stress in workplace that motivates mind for downfall. Unlawful activities and unrighteous thoughts are root causes of sufferings. In Bible Philippians 4:8 verse guides us to have justification of truth and honourable action in pure mind to lead a lovely life and manage every situation faced with courage in a principled and balanced lifestyle. Anxiety brings depression and mind becomes heavy and clumsy and

spirituality shows us the path to have victory over above vices which bring stress for us in workplace. Savoir is God and he can eliminate the all clumsy thoughts. While we attach our minds to him we feel inner potential and his boon. Purifying hope is important task and this is done while mind is linked in truth. Again organizational stress increases while employees do not get or feel support of supervisors or co-employees. Due to complex interactions between them stress is resulted. Toxic environment and negative workload with social isolation bring stress. Developing ability to cope with environment matters a lot to highlight the necessity of spirituality. Organizational change also results stress as many employees do not become able to adjust with environment. Bible verse (John 16:33) clearly indicates that only in God there is peace and not in rest of the things as all are temporary. While we live in this world we can never be separated from affect of attraction of matters even knowing after this is temporary. Having strong spirituality within us only we can get free condition of mind. This world is filled with obstacles and trouble we get frequently. Getting trouble in life in this worldly living is very common. We have to accept this as challenge and give heart to tolerate this. There is no alternate. Facing them with truth of life helps us overcoming trouble. We have to remember this secret at each moment.

### IV. IMPORTANCE OF THE STUDY

We know that many employees do not easily face obstacles in life and even in small troubles few of them break a lot in workplace. Although obstacles come and go away in life due to perceptions of them and acquiring deep impressions people or employees do not able to forget easily. However such case leads to increase anxiety and depression among them. Many of them try again and again to overcome obstacles but do not become able to do so. At the same time they do not also become able to face or tolerate. This condition leaves strains on mental states of employees within and outside organization. In certain cases although managers or authorities take several steps to reduce stress still they do not become able to get success. At this critical moment of growing stress in modern society we look forward for certainty in stress reduction by practice of spirituality in workplace. We have to strengthen inner potential and improve status of self assessment to face truth and accept challenges. This can be possible while very deeply employees will pass through path of spirituality and perceive inner peace in their respective fields. Satisfaction also plays a major role in life's achievement. Dissatisfied employees get stress. Being satisfied is also a nice art that we learn by practice of

spirituality. Organizational stress is growing issue as many employees across the world frequently report about their stress, depression and frustration. To regulate and minimize stress by practice of spirituality and holding values in life such a study is very much important.

#### **A. Identification of stressors:-**

Stressor is considered as an individual event or any individual that causes stress to occur. Identifying stressors become very important for such a study. Going deep to the features of stressors these can be categorised under following sub-headings.

**Extra-organizational stressors-** Technological changes, unexpected happenings, social barriers etc. are coming under extra organizational category of stressors which affect lives of employees in workplace every day.

**Organizational stressors** – Role of job and job under stress, poor working condition and skills, organizational politics and conflicts hamper life of employees very deeply and these are experienced inside organizations. That is why these are categorised as organizational stressors that hamper lives of employees in workplace.

**Individual stressors** – Psychological and emotional problems, ambiguities, instability of a person and much other perception related problems which bring stress in life of an employee are regarded as individual stressors. These stressors give stress to the particular employee as per his feelings.

#### **B. Minimization of undesirable stress:-**

**Clarification** – Clarifying assignments, responsibilities, authority, evaluation etc. we can easily handle stress in workplace. Clarification of decision making and goal setting also give due result in handling stressors.

**Consideration** – Considering one leadership style in workplace and considering life as cheerful at work stress can be easily minimized up to maximum level.

**Effective delegation** – Delegation plays vital role and this also becomes important to participate effectively in workplace. While a person remains engaged in deep work forgets about stress he gets for long time.

**Enforcement of policies** – Mandatory vacations, reasonable working hours etc. are very necessary for employees at work should be enforced by authorities. Vacations in certain or long intervals give them chance to stay at home and interact with family members and timely this helps in reducing stress.

#### **C. Control over stress by Spirituality:-**

**Creative plans** – Creativity is part of spiritual principles and this has deep impact on life to well nourish behaviours and attitudes. Having creative plans in mind put a person in deep thoughts. At the same time same person forgets about his tension and involves in working out his plans.

**Maximization of life** – Maximization of life means to have broadness of feeling with true wisdom and Godly principles. While we learn these and bear in life as ornaments, we feel definite peace and bliss in life although stress exists with us. This does not able to touch us.

**Love for life** – Having love for life solves many problems. Due to frustration and depression sometimes few employees attempt to commit suicide having hate for life which is not at all good and a big sin. Having love for life and feeling self very deeply employees go far from bad thoughts resulted from long term or short term depression.

**Acquisition of purpose and potential** – Acquiring purpose of life and knowing true destination of self a person leaves his attachment in fruit of his work and leaves his attachment about perceptions of troubles he gets in his life at work. Due to his neutral position in both the cases he gets less stress and realizes his inner potential.

**Preserving wisdom and principles** – Preserving true Godly wisdom and principles in life a person knows reality about interaction of matters with life and their influences and accordingly handles the situation. Wisdom helps in understanding life and work. A person with wisdom and principles does not take tension in life and feels very less stress.

#### **V. DISCUSSION**

While we live in this world and work, we definitely face troubles. Every worldly living absorbs stress and we remain with worries. But this is true that no obstacle is permanent in life. Troubles come and go so far as winter and summer come and go. If we learn the art of handling them we do not feel pressure. Although we truly try to remove stress completely we do not become able to do so. Stress is absorbed in psychological perceptions and signs are observed on physical body. Interaction of senses with sense objects and matters creates trouble and brings stress in life on deep attachment. Nourishing life with wisdom of God is definitely true path. Giving every hope resting on God solves our problems and this purifies life. Pure hope helps in pure planning and goal setting. Many authors

argue that organizational stress is observed from employee's perceptions about environmental demand that exceeds resources in distinct form and leaves strain. Having brotherhood among employees, justification of duties, purity in minds and love for each other bring humanity forward in workplace. There are many factors that affect life and bring stress are called as stressors and are categorised as extra-organizational, organizational and individual stressors in life. Clarification in every aspect of life, consideration of one leadership style, effective delegation and enforcement of policies help in minimization of stress. Practice of spirituality with creative plans, maximization of life, having love for life, acquiring purpose and inner potential, preserving true wisdom and principles in life help in reduction of stress.

## VI. CONCLUSION

After having this study this confirms that we have to remain alert in workplace to face troubles as challenges and adjust with circumstances. Minimization of stress is possible with natural ways of feeling life and not thinking much about troubles. This study helps us in understanding various stressors and to handle them easily. Spiritually motivated environment helps in reduction of stress. Implementation of spiritual principles in life and work help very much in stress reduction. Such a study is very much beneficial to not only people but also to managers and authorities in dealing with workforce with proper planning and organizing. Goal setting and achievement of goals become easier in a stress controlled environment and productivity increases by employees in stress-free minds. Such a study gives benefit in decision making and implementation of policies which favour to reduce stress. Proper love and caring of authorities help a lot for employees in workplace to relax and work in fearless condition.

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