ABSTRACT

In today’s world spirituality has revolutionised in the paradigms of human resource development in corporate sector. It has given rise to new concept workplace spirituality. It is a young area, with potentially strong relevance to the well being of individuals and organizations in a globalizing system.

Several studies have observed that the workplace environment is polluted with pessimistic tendencies such as distrust, jealous, hatred, greed, unhealthy competition, and so on. This situation has lead to erosion of values in corporates. The time is now ripe to think of those spiritual attributes as a tailor made instrument to improve the qualitative output of an individual and corporates. A spiritual input enhances the understanding and improves the quality of an individual in terms of behaviour, attitude, character, understanding and so on.

Here the behavioural aspects of human resource development have to be transformed through spiritual approach. The essence of the study is on the impact of workplace spirituality on an organization. The detailed theoretical and analytical discussion has made it clear that spiritual aspects should be integrated with human resource development strategies. There are various methods of doing it and they can be broadly categorized into direct and indirect methods. And corporates are practicing both the methods for embedding spiritual aspects in human resource development.

To examine the objectives and hypotheses formulated for the study primary data and relevant secondary data have been collected. Respondents were drawn from three information technology companies namely Infosys, IBM and Nokia. Statistical analysis of data gathered from both practitioners and non practitioners has supported the general observation that spiritual inputs enhance and enrich the quality of human resources and redefine human resource development strategies.

It has been proved that spiritual practices has got an impact on behavioural aspects of an individual such as personality development,
communication, motivation, decision making and leadership. It is also found that spiritual practices has influence on corporate management through improvements in efficiency, productivity, team building, stress management, accountability, use of resources and time management.

Though the corporates can use both direct and indirect methods for embedding spirituality in their human resource development strategies it is not free from problems and difficulties. They are posing challenges which are multiple, multidimensional and interrelated. However corporates should not dilute their commitment for new human resource development strategies in the pretext of these challenges. They can think of wide ranging measures which are internal and external to the system to achieve the goal of spiritual embedding. In this study on the basis of field study a few challenges have been identified and possible range of measures is also indicated.

The major findings of this study emphasise on the behavioural transformation of an employee as a part of corporate management. As observed by several studies awareness about spiritual practices has to start from the grass root level. It has to penetrate into the mind of younger generation who are the future world citizens. A few suggestions which can be implemented at various levels such as individual level, department level, and organization level have been indicated at the end of the study. However corporates being the driver of growth in the present scenario should make all possible efforts to internalize spiritual aspects in their human resource development and human resource management strategies.

The Spirituality has added value to the efficiency and effectiveness of human resource development in general. Hence, Spiritual support is a must, no matter how advanced management system is in an organization. In this study a strong case has been made for effective human resource development techniques and corporate management strategies based on paradigm of spiritual inputs. Spirituality is considered to be fundamental requirement to enhance individual capabilities and their manifestations in terms of corporate managerial efficiency.