

BENEFITS OF SPIRITUALITY IN WORKPLACE

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The relevance of spiritual intelligence in an organizational context is extremely significant especially in this era of cut –throat competition. Earlier, organisation used to lay stress on the mental intelligence or the cognitive capabilities of an individual. But research reveals that an employee with high cognitive capability is not sufficient for success in the current scenario. It must be coupled with spiritual intelligence.

Spiritual intelligence is relevant in the workplace as it provides ample benefits. An employee with spiritual intelligence is more self-conscious and is capable of making ethical decisions. Due to high work pressure in an organisation employees are often stressed and burned out which results in low performance. Spiritual intelligence helps to manage severe stress more efficiently thereby producing high performance. Research suggests that spiritual intelligence improves bottom-line of an organisation. It also has a positive correlation with better inspiration and loyalty in the establishment. The application of spiritual intelligence in an organisation actually reduces absenteeism and employee attrition. Spiritual intelligence provides organisation with the competitive advantage that it needs for organizational sustainability.

There are six steps to apply spiritual intelligence with an inside-out approach. One needs to determine central purpose to motivate and guide his conduct. Secondly, identifying and prioritising the central value to tell the conduct. Recognize both mindful and unmindful beliefs that also support or hamper the cardinal purpose. Changing undesired beliefs and replacing them with useful beliefs. Spiritual intelligence values are used to unravel both individual and organisational problems. It is relevant to continue the required reality by ensuring the application of spiritual intelligence is sustained at a personal and organisational level.

Motivated employees are indispensable in an organization. Motivation is like a bonfire. Until men go on providing inflammable resources, it vanquishes, and the inflammable fodder to a person is serving the inner-self with positive thoughts on a daily basis without which de-motivation creeps in. Getting motivated is probably easier than staying motivated. Different people do different things for different reasons. Some people run fast to win a marathon race or a medal at the Olympics. Others may run even faster if a dog is chasing them on street. Some are motivated by positive rewards; others are motivated to avoid negative consequences. Some people sleep out of relaxation, others sleep out of exhaustion. It is good and very grand to conquer external nature, but grander still to conquer our internal nature. This conquering of the inner man, understanding the secrets of the subtle workings that are within the human mind, and knowing its wonderful secrets is attained by spiritual intelligence. The Raj- Yoga contributes a lot in this field.

The thirst for happiness is a common instinct in all mankind including employees of an organization; but everyone does not possess the secret of acquiring it, nor the power to retain it when it comes. This requires both wisdom and endurance. Perhaps for this reason the great men of all countries and ages have laid such tremendous emphasis on a life of self- discipline and self-control. Self-discipline helps us to unite all our scattered forces. This necessarily increases our power for both thought and action. The same energy which pulsates through our heart and brain also operates our hands and feet; therefore learning to

collect and control this inherent energy through spiritual intelligence, which now we fritter away through lack of co-ordination and co-operation, would mean the greatest asset to employees.

Self-mastery is a far greater possession than the ownership of earthly goods and so it is considered to be the fruits of spiritual intelligence. So what is this self- mastery? The human mind naturally wants to get outside, to peer out of the body, as it were, through the channels of the organs. The eye must see, the ear must hear, the senses must sense the external world--- and naturally the beauties and sublimes of nature captivate the attention of man first. The first questions that arose in the human soul were about the external world. The solution of the mystery was asked of the sky, of the stars, of the heavenly bodies, of the earth, of the rivers, of the mountains, of the oceans; and in history we find traces of how the groping human mind at first caught at everything external. When the questioning turned more and more intense, all the outer achievements failed to make the man's mind fulfilled, and gave and push all force to turn inward, all the questions were asked of man's own being. From one cell the question reverberated back to the same cell; from the outer earth the question reverberated to the inner. So the concept of Self-mastery came when the inner questions were answered.

Several questions came when the human mind turned inward. Whether there is anything indestructible and static in this world? Is there anything which does not die away when our frame crumbles into dust? Where does it go? Whence did it come? From the Law of Conservation of Energy, it is evident that "Energy is neither created nor destroyed; it is rather transferred from one form to another". So the energy is omnipresent, birth less and deathless. If I am seeing someone then what are the things which are significant for the view? The eyes come first. Suppose I am faultless in all ways, but have no eyes, will I able to see anything? No. Next the organs of vision in real. To be more precise eyes aren't the actual organs. Eyes are just the tools for viewing, and on the other side of them is the organ in real, the centre of nerve in the brain. If that centre is harmed, a man will have very clean eyes, yet he will be blind. It's a matter of utmost importance that this centre, or the organ in real, remains intact. So first the outer instruments, then the organ to which this external instrument will carry the sensation, and lastly the organ itself must be joined to the mind. The mind, too, is only the carrier; it has to carry the sensation still forward, and present it to the intellect. The intellect is the determinative faculty and decides upon what is brought to it. Still this is not sufficient. The intellect must carry it forward and present the whole thing before the ruler in the body, the human soul, the king on the throne. Before him this is presented, and then from him comes the order, what to do or what not to do; and the order goes down in the same sequence to the intellect, to the mind, to the organs, and the organs convey it to the instruments, and the perception is complete. The body is not self-illuminated; if it was the case, then so would have been true for a dead man too. No mind is also self-illuminated. Whatever is self-illuminated cannot be destroyed. The radiance of what shines by the help of a light coming from separate source just comes and goes; there's none who hasn't seen the moon waxing and waning, as it shines by borrowing light from sun. So the soul is the only self-luminous which gives light to us through the instruments of the body. Mastery of self gives us such wisdom that we may always in all circumstances depend on our own inward strength which comes from the omnipotent & deathless soul. In an organization it is very important to lay stress on Self-mastery beside hard skill development.

We may know theoretically that wherever the mind dwells, according to that will be our knowledge, our strength and our success; but we have to know how to manipulate the mind, how to hold it, how to possess it. We may know that we have a higher self and that it is our true friend, but in its light when we

actually grasp its meaning and its application, the whole aspect of our life changes. We become bigger, stronger and more enduring. Those who do not know how to endure buckle under the pressure of circumstances. The purpose of carrying out discipline is to make the physical instrument a perfect one by Raja-Yoga and it requires tremendous determination to perform. Whatever we do requires some discipline, otherwise our actions cannot be effective. Sitting in silence, controlling all involuntary motions, trying to bring our body and mind into a state of harmony and equilibrium, and holding our mind on one special thought; this is called practice. The Human resource must encourage the employees to carry out this discipline.

As the great Indian saint Swami Vivekananda said “Education is the manifestation of divine perfection already present in man”. Every living being, even the most insignificant, has the same possibility of awakening this great life-force within him. As a rule, however, we run after pleasure and power to try to gain these from the external universe. The result is that we are always rushing outward and we do not stop to think what we have within ourselves. So applying spiritual intelligence one can manifest the fullest potential of an employee.

Whenever a problem arises in our mind, our tendency is to go outside; we hasten to consult a book or some person; but the wise men tell us that we have within ourselves the key to all knowledge. In fact no one can give us knowledge beyond the point where our inner nature is unfolded. We must therefore discover this inner storehouse of energy through spiritual intelligence.

The purpose of employees in a professional level is to work in an organisation with no selfish motive to prompt it and above all love the work. Responsibility is never sweet. It is sweet only when it is greased with love otherwise it's a never-ending abrasion. Work can be pleasant only when love is involved in it. But what made the world like the way it is with hate? The answer is –“Lack of equilibrium”. In the primitive stage, what we call disarray, there was ideal stability. How do all the determining forces of the universe evolve? By struggle, rivalry, disagreement. Let us take that all the elements of material were held in balance, wouldn't there be any process of creation? From science it isn't possible. By disturbing a sheet of water, and there you find every part of it soothing again, one going against the other; and in a unique way all the process which we call the cosmos---all stuffs within—are belligerent to return to the position of ideal stability. Again a disruption arrives; repetitively we have amalgamation and formation. Disparity is the very foundation of formation. All the contradicting energies that are struggling to obtain equality are as much a necessity of creation as those which destroy it. The above understanding in an organization will help in keeping the employees cool in any situation in the workplace because differences are inevitable because perfect parity, that which means an ideal poise of all the conflicting energies in all the areas, cannot be possible in this world.

One of the best teachings I have experienced in these years is to concentrate on the process of the work rather than the ultimate work. Our big flaw in life is that we are so much attracted to the fruits of the ultimate goal, and it is so much more captivating, so much more appealing, and so much higher in our cerebral sphere, that we mislay the means entirely. But every time disappointment comes, if we scrutinize it decisively, most of the cases we shall find that it were because we did not concentrate on the means. Appropriate concentration to the concluding, reinforcing, of the ways, is what we require. With the means all right, the end must come. We forget that it is the reason that produces the consequence; the consequence cannot come by itself; and unless the reasons are precise, apt and dominant, the outcome

will not be formed. So the organization must concentrate & take care of the means to achieve the strategic objective.

The most important factor to develop spiritual intelligence is getting hold of our beliefs. Beliefs are important because we turn out to be what we believe. Beliefs are view that has been moulded by our principles, experiences and view. One of the greatest Indian saints Sri Ramakrishna said “He who has faith has all and he who lacks faith lacks all; it is faith in the name of God that works wonders because faith is life & doubt is death”