



## Spirituality- Future Competitive Edge

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### Abstract

*This paper aims to show the understanding of people about the value, ethics and spirituality. The main focus of this paper to understand that how spiritual understanding can be the future competitive edge. This paper try to focus on ignored aspect of human personality and how spiritual development of employee can bring transformation in organizational culture and this is the future need of organizational sustainability. Now sustainability can be seen through spiritual development. This paper not only talks about problems and descriptions but also solutions that can help future managers and leaders.*

**Key words:** Value, Ethics, Organizational culture, Spirituality.

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### **1. INTRODUCTION**

The fast pace of economic development has also given rise to a dark phase consisting of erosion of values and ethics has resulted in corruption in all walks of life. For years, we have read about the headlines about defence-contracts scandals, stock market scandals, Unit Trust scandals, misappropriation of banks assets, dowry death, bank robbery, fodder scam etc. we have also seen the demolition of Babri masjid, Ghodhra train carnage and the worst communal riot in Gujarat. All these incidents are clear exhibits of erosion of ethics and value systems involving individual, society, religion, politics and the nation.

Population explosion, fast pace of industrialization and large disparity in per capita income are some of the causes for the degradation in value system and ethical moral standards.

### **2. SIGNIFICANCE OF STUDY**

Good companies are known by their quality goods and services supplied to ensure total customer satisfaction. Functional areas of business like production and quality control, accounting, purchasing and marketing often come across ethical dilemma and rarely honesty, integrity and accuracy are observed. Bribes, kickback and discriminatory pricing often become temptation to satisfy ambition.

The future managers will try to introduce fair business practices, suitable ethical codes and professional value system in all walks of their careers. Businessmen must be told that ethics and integrity alone will help them to survive and succeed in their ventures.

Due to vast array of individual differences such as behavior, attitude, dress etc. modern organizations have a rich and interesting human texture. Growing work force diversity compels managers to view individual difference in a fresh way.

### **3. REVIEW OF LITERATURE**

Mark Twain once said "the secret of success is making your vocation." Today professionals are swearing by these words. As the world becomes a more competitive place to work in, executives are now looking beyond the 9 to 5 mind set and what it entails. They are prepared to put in larger, grueling work hours, provided at the end of the day they can go back home with a contented smile. Never mind the erratic work hours or the punishing schedule, it is ultimately the adrenaline rush that come from being satisfied with one's work that make up for everything that is the corporate mantra for success.

What matters most, is the job satisfaction. You will put in your best, when you are satisfied with your job. Most professional believe that satisfaction at work comes with one's job profile add a conducive environment. In fact, psychologists say problem of stress and tension will be less when one is happy with what he is doing.

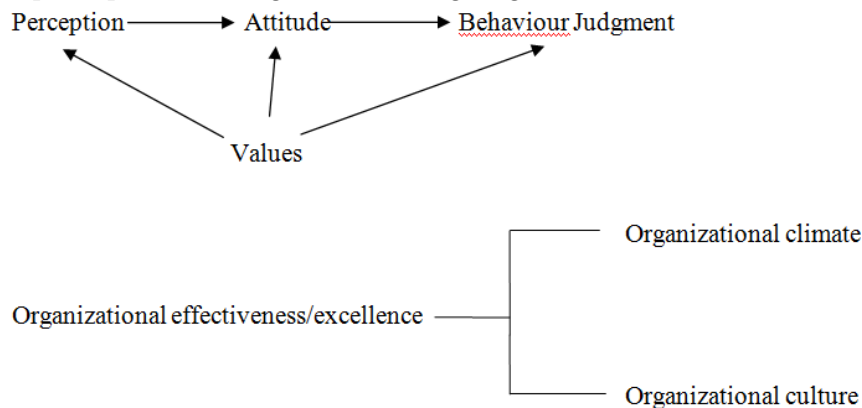
However, there is a rider, constant late hours can de-motivate a person and rob him of the urge to work. Therefore, one has to achieve a healthy balance of both hard work and relaxation which will spur one on the route to success.

#### 4. CORE DIMENSIONS OF SPIRITUALITY

**Value and Attitude:** Value represents global belief that influences behavior in all situations. A manager who strongly values helpful behavior may have a negative attitude towards helping an un-ethical worker.

**Values and organization:** An individuals' value system influences an individual's perceptions, attitudes, behavior and judgments of all employees in the organization leads to building of organizational climate and culture which in turn goes to make an organization effective.

The relationship is explained through the following diagram.



#### Organizational values are:

- Major determinants of managerial and organizational effectiveness.
- Those which help in fostering spirit of natural trust, confidence and higher commitment.
- Those which help in building resilience against failure and adaptability to environmental changes.
- Helpful in achieving greater cohesion and loyalty.

Senior managers in the organization must always keep it in mind that values are the prevailing ethos of the organization which must be cherished and that these must provide the bench marks on the basis of which the desirability of ideas, activities and events are evaluated.

#### 5. OBJECTIVE

To establish norms of individual spirituality orientations in Indian context.

**Mental health:** A good mental health helps a person to possess positive capacity for living and enjoying a good life as follows:

- Efficient perception of reality
- Self knowledge
- Ability to exercise control over one's behavior
- Self esteem and acceptance i.e. self actualization
- Ability to form affectionate relationships.

- Productivity i.e. utilizing time and energy for useful and productive activities and this is a criteria of a mentally healthy person

**A path from physical to spiritual sphere:** The five sheaths of the soul have been described in Taittiriya Upanisad. The true self is beyond the five sheaths: material, life, mind, intellect and bliss. This is the hierarchy of the factors of individual personality.

Thus 'integration' has its physical aspects, its mental aspects and also its spiritual aspects. In a properly integrated personality the 'ego' or individual's consciousness which directs and guides the mind and the body in a harmonious, intelligent and spontaneous way. The individual feel harmonized and integrated when one is master of one's own mind and spontaneously follows the spiritual life without conflicts. The process of mental purification is called 'sublimation' in psychological terms. It is a process of giving a higher turn to the desires of primary instincts. Such a blessed personality sees the supreme spirit in himself and in all beings. His mind is neither shaken by misery nor upset by happiness. He becomes free from attachment, fear, and anger and thus he is one with the 'supreme consciousness.'

The teaching of Buddha is a realistic system of ethics such as the ethics of non-violence, loving kindness, compassion and harmony amongst people, a penetrative analysis of life, a profound philosophy and practical method of mental culture and training, leading to perfect wisdom. Buddhism lays great stress on development of moral and spiritual character for happy, peaceful and contented society. It is a human discovery based on very scientific procedure living to leading the ultimate level of perfection of human consciousness. It can make a great contribution to the modern world in guiding its search for the meaning of life.

#### **The spiritual style for management**

- Real forgiveness entails the ability to forget too, to wipe away the smears of painful memory. Only the strong-willed can do so. It is the hallmark of a good leader.
- A successful truce is one where the dignity of both sides remains intact. The weaker king should be grateful but not submissive.
- When you cannot fight a powerful enemy alone, join up with other who is also antagonistic to him. Together you may succeed whereas individually each one of you may fail to vanquish him.
- The king should look all around him for spark of genius. He should then nurture it to full glory and use it to better his own functioning.
- Do not waste your time with somebody who is reluctant to do your bidding. All your eloquence is a waste of breath on him.
- In a lake, the big fish always eat the small. If in your rule, you do not want the big and the strong to exploit the inability or the disadvantages of the weak, then enforce laws, rules and systems diligently.
- A king who presumes that the treasury belongs to him and proceeds to plunder it for his own enjoyment is a fool indeed. His people hate him and rebel against him. For the king to live in luxury while his people suffer privations is against the principles of natural justice.

- The way to true popularity lies in promoting the organization above the self. By this, one builds the group and carries everyone along with himself.
- This is the test of leadership. One who does not understand his people or their problems or tries goes out of his way to help them is a leader in name only; not in deeds. He is a ruler by virtue of his inheritance or his position but he has no place in the hearts of people.
- Relationship management is based on the principle of being able to know the expectations of others and being able to fulfill them.
- Through his spies, the king becomes aware of happenings in distant places and the reason thereof, without moving away from his palace. He ensures the correctness of inflowing information by appointing wise and claver men as spies.
- When you have done your planning, it is time for action. Do not keep hesitating. Procrastination makes a man deviate from his goal. Soon it may be too late. The best laid plans are no good out of context.
- Do not let time drive you. Instead, you should use it to make your life more rounded, more complete, more satisfying.
- If you are seeking something to venerate, choose the goal of knowledge. It is a never ending source of satisfaction.
- The mind is a precious gift to humans from the maker. Nourish it with thoughts of peace, happiness, integration, generosity and harmony. Do not allow the germination of mean, hurtful thoughts in it.
- In any situation, look for ways in which it can do the greatest good. When you search for it, opportunity will put itself in your grasp.
- True repentance washes away all sins. Genuine desire can make up all disputes. Real camaraderie can dissolve all ill-feeling. All it need is a will and a sincerity of intention.
- Once you can master them, once you can understand them, all cause of fear will be gone. This is golden law of nature.
- One who wishes to learn will do so even from sticks and stones. An expensive education does not necessarily ensure learning.
- A quick response is not necessarily the best response. Determine the need before you address the query. Think before you react.
- Speak the truth with courage. You shall be appreciated for doing so. Satyameva jayate... truth alone shall triumph.
- Enjoy all that life has given you. Some of the best things in life come without a price tag. The greatest happiness that man can have is peace of mind.
- Inspire yourself. Within you lies the supreme spirit. Do not choose to lie unconscious of his presence. Help yourself to rise, evolve and grow towards super humanness.

## **6. CONCLUSION AND MANAGERIAL IMPLICATIONS**

This paper presents the synthesis of number of studies and identify three major factors defining individual spiritual orientation. These factors are self actualization, spiritual practices, and spiritual beliefs. One who wishes to learn will do so even from sticks and stones. An expensive education does not necessarily ensure learning. The mind is a precious gift to humans from the maker. Nourish it with thoughts of peace, happiness, integration, generosity and harmony. Do not allow the germination of mean, hurtful thoughts in it.

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