

## **PROFESSIONAL SPIRITUALISM**

Most organizations across the globe are increasingly facing dissatisfaction among their employees. So what can an organization do to create a better work atmosphere in office? The answer lies in understanding the concept of workplace spirituality. Workplace spirituality is related to the spirit at work which promotes and secures the employee's individual feelings of satisfaction.

Spiritual feelings become more prominent when employees have a sense of connect with their organization; the work they are handling; and a feeling of bonhomie with their peer and seniors. We can introduce workplace spirituality as an important aspect of employee engagement and keep employees motivated & peaceful.

1. **Interesting work:** Work cannot be interesting in itself; either it should provide enriching experiences or those employees who consider it to be interesting, should be roped in. This would translate into meaningful work which provides purpose to an employee.
2. **Training to empathize:** Empathy is a capacity to recognize and feel the emotions of others. To bring the feeling of interconnectedness, the employees need to empathize with their colleagues to be able to see the larger picture. Thus, training to empathize with colleagues, co-workers, and seniors is necessary to foster spirituality in an organization.
3. **Rigorous training:** Developing a spiritual practice is the need of the hour. Organisations must make efforts to develop the spiritual quotient of their employees and encourage them to live an integrated life where work and other life roles stay at peace simultaneously.
4. **Empowering employees:** Employees have to deal with conflicts related to professional and personal life. Spiritual employees are at ease with themselves — calm and benevolent. Such employees are apt to be empowered as they can make the right use of resources at their disposal.
5. **Continual improvement:** Employees must always strive to improve their professional skills. The power of questioning the 'what' and 'why' of a particular action will lead to a stronger connection of the employees with themselves, their work and the organization.
6. **Feeling of wholeness:** Involving oneself entirely in the performance of one's work may bring wholeness. An employee feels complete when at ease with the work, is able to devote time to personal life and justifies professional existence. Completeness is also felt when an employees are doing the kind of work that interests them.

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