





However, the area of spirituality and ethical style hasn't been studied so far.

**Aim**

The aim of this study is to find out if spirituality is a factor in determining a specific ethical style of the individuals based on situation ethics.

**Objectives**

- To assess an individual's spirituality
- To find out the correlation between spirituality and the two ethical styles (Ethics of justice and ethics of caring).
- To find out if spirituality varies based on the age and gender of the individual.

**Hypothesis**

- H1:** There would be a positive correlation between spirituality and ethical styles  
**H2:** Individuals who have an ethics of justice style would score more on the spirituality scale.

**Sample size:** 69 participants from the general population with two sub groups of 20 to 30 and 45 to 60 years of age were taken for the study. All the participants had a minimum of 10 to 12 years of education, to facilitate assessment. No specific religious background was taken as a criterion.

**Data collection method:** Quantitative data would be collected using questionnaires.

**Research Instruments:**

- **The Spirituality Scale (SS)**
- **What's your Ethical Style?**

**The Spirituality Scale (SS):** The spirituality Scale was developed and validated by Delaney C. (2003, revised, 2005). The Spirituality Scale (SS) is a 23 item instrument that measures the human spiritual dimension including: beliefs, intuitions, lifestyle choices, practices, and rituals. Spirituality is conceived as a multi-faceted phenomenon that incorporates 3 dimensions: self-discovery (a search for meaning), the experience of relationships, and eco-awareness (a connection to the environment and cosmos). The scoring is based on a 6- point Likert scale. Psychometric analysis of the SS provided strong evidence of the reliability and validity of the instrument. The SS is designed to assess spirituality in a manner that may be used to guide spiritual interventions.

**What's your Ethical Style:** This questionnaire was developed by the Centre for Ethics and Business, Loyola Mary Mount University (2006) and consists of 9 items with two alternatives to choose from: One is based on ethics of justice and the other is based on ethics of caring. Based on the options chosen by the participants, the scores on the questionnaire show how strongly the participant prefer one or another of two major styles for recognizing and resolving ethical dilemmas. The higher your "J" score, the more you rely on an "ethic of justice." The higher your "C" score, the more you prefer an "ethic of care."

**3. Results**

The data collected through the research instruments was analyzed using SPSS software. Based on the demographic data (Age and gender), cross tabulation was done with ethics and spirituality

**Table 1.1:** Gender \* Ethics Cross tabulation

Count		Ethics		Total
		Caring	Justice	
Gender	Male	14	17	31
	Female	6	32	38
Total		20	49	69

**Table 1.2:** Age \* Ethics Cross tabulation

Count		Ethics		Total
		Caring	Justice	
Age	21 to 30	15	20	35
	45 to 60	5	29	34
Total		20	49	69

From the above table 1.1, it is evident that out of the total sample of 69, 31 were men and 38 were women. Even though majority of the participants (both sexes included), had an ethics of justice style, more no. of women followed an ethical style of justice, when compared to males. From table 1.2, it is clear that there is a significant difference in the ethical styles based on age. Majority of the participants from the older age group, i.e. 45 to 60 yrs. had an ethical style of justice.

**Table 1.3:** Gender \* spirituality Cross tabulation

Count		Ethics		Total
		Caring	Justice	
Gender	Male	14	17	31
	Female	6	32	38
Total		20	49	69

**Table 1.4:** Age \* spirituality Cross tabulation

Count		Spirituality		Total
		Above 100	Below 100	
age	21 to 30	13	22	35
	45 to 60	31	3	34
Total		44	25	69

From the table no. 1.3, it can be interpreted that women scored higher on the spirituality scale when compared to men. Out of the 38 women participants, 33 had scored above 100 on the SS. When age is cross tabulated with spirituality, it can be observed that the majority of the participants from the older age group scored above 100 on the SS.

**Table 1.5:** Ethics \* spirituality Cross tabulation

Count		Spirituality		Total
		Above 100	Below 100	
Ethics	Caring	7	13	20
	Justice	37	12	49
Total		44	25	69

Table 1.5 shows ethics and spirituality being cross tabulated and it clearly indicates that majority of the participants (44) i.e. 63%, irrespective of their age and gender, scored above 100 on the SS and out of these, 37 (84%), of them had an ethical style of justice.

### 2.1 Correlation between Age and Spirituality

		age	SpR
age	Pearson Correlation	1	<b>.610**</b>
	Sig. (2-tailed)		.000
	Sum of Squares and Cross-products	17.246	403.942
	Covariance	.254	5.940
	N	69	69

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Table 2.1 shows the Pearson correlation between age and spirituality. The Pearson Correlation between these two variables is .610, which means that age and spirituality are positively correlated (moderately high) and the significance level is very high (0.000).

### 2.2 Correlation between Gender and Spirituality

		SpR	Gender
SpR	Pearson Correlation	1	<b>.254*</b>
	Sig. (2-tailed)		.036
	Sum of Squares and Cross-products	25431.072	154.565
	Covariance	373.986	2.273
	N	69	69

\*. Correlation is significant at the 0.05 level (2-tailed).

Table 2.2 shows the Pearson correlation between gender and spirituality. The Pearson Correlation between these two variables is 0.254, which means that gender and spirituality are positively correlated but the correlation between the two variables is weak at a significance level of .036.

### 2.3 Correlation between Spirituality and the two ethical styles

		SpR	caring	judging
SpR	Pearson Correlation	1	-.491**	<b>.501**</b>
	Sig. (2-tailed)		.000	.000
	Sum of Squares and Cross-products	25431.072	-971.768	1038.116
	Covariance	373.986	-14.291	15.266
	N	69	69	69

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Table 2.3 shows the Pearson correlation between spirituality and ethics. The Pearson Correlation between these two variables is .501, which means that age and spirituality are positively correlated (moderately high) and the significance level is very high (0.000).

## 4. Discussion

From the statistical analysis, it has been observed that age and gender had a very significant role in determining the

participants score on the spirituality scale. There is a pattern that has emerged when Spirituality and Ethical styles were correlated. Majority of the participants who scored above 100 on the spiritual scale had an ethical style of justice. In order to determine the underlying cause for this particular pattern, further research is required with a larger sample and religious diversity as well. It has to be noted that majority of the participants who took part in this study were followers of Hinduism. So, when we interpret the results in the context of the Bhagavad Gita, the holy scripture of the Hindus, which preaches “dharma” i.e., justice to the duties and responsibilities of an individual, it is evident that those scoring high on spirituality had an ethical style of Justice.

When age and gender were compared to spirituality, it is clear that age and gender are both positively correlated. When age and gender were compared to ethics, there was a positive correlation between the dependent and independent variables.

## 5. Conclusion

From the statistical analysis and interpretation, we can conclude that there is a positive correlation between spirituality and ethical style, especially the ethical style of justice. Thus H1 is proved. H2 is proved as well as those who scored high on the spirituality scale (above 100) had an ethical style of justice but not ethical style of caring. Age and spirituality also had a positive correlation which means that the higher the age of an individual the greater his/ her score is on the spirituality scale. Gender and spirituality were also positively correlated at a high significance level and majority of the women participants had an ethical style of justice when compared to the percentage of men. This pattern also needs to be studied further as the literature supports the notion that men tend to be utilizing more of an ethical style of justice and women are more inclined towards an ethical style of caring, and the results indicate the opposite of it (Gillian, 1988). This change in the ethical styles of gender can be attributed to evolution of feminism. Things, with respect to the way women are being treated and an increase in the occupational opportunities and independence have led to women empowerment which might be the reason behind change in the women’s ethical style from caring to justice.

## 6. Research Outcomes

- It would help in deciding which ethical style is best suited for a particular occupation.
- Based on the SPSS analysis, it was found that individuals who scored high on spirituality had ethics of justice style in dealing with ethical conflicts/ dilemmas.
- Further research is required to study this pattern which would help us in understanding the underlining process involved in taking decisions in a conflicting situation.

## 7. Limitations

- There is no religious diversity among the participants of the study

- An in-depth analysis and interpretation based on the three individual dimensions of spirituality was not done.
- More demographic data has to be collected to study the emerging pattern in detail.
- The sample size of the study was small. A larger sample might provide greater significance levels.

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