

# Role of Spirituality in Management Education

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**Abstract:** *In the 21<sup>st</sup> century of hyper connected world, consistently when new innovations influence our life at home, at work, how often do we pause to consider how our computer, mp3 player, cell phone, or PDA influence our spiritual life—our beliefs, your faith, our real values. Here an important question arises can integrating spirituality in education encourage building workforce with ethics, compassion, and moral and can it helps in reducing the incidences of corporate malpractices for personal benefits? This is where it becomes imperative to integrate spiritual content in managerial education for overall development of individual. Objectives: 1. This paper is an attempt to identify the role of spirituality in the overall development of individuals capable of handling paradoxes, conflicts nurturing the true potential of a student with strong value system. 2. To identify the relationship between spirituality and management of business. Methodology: The study is based on exploratory research design. The study reveals interesting findings with regard to various spiritual principals affecting management education and their impact on overall development of individuals making them morally and mentally fit.*

**Keywords:** structured pedagogy, spirituality, management.

## 1. Introduction

Spirituality is the improvement of our internal prosperity for accomplishing bliss, peace and satisfaction. Spirituality makes a difference to discover significance in work, an implying that broadens more distant than financial increase. Spirituality is about individuals who see themselves as lively creatures, whose soul needs invigorating at work. In the cutting edge business world, there are a few business people and managers who allude their prosperity to their otherworldly demeanor and practices. It is generally trusted that for organizations to make due even with sparing downturn and globalization, it is useful to take advantage of representatives' otherworldly assets. Given the way of cutting edge society - a blasting data base, worldwide markets, dynamic innovative applications, quick changing product demands, an assorted and demanding populace and work progressively made out of information specialists customary management principles alone are insufficient. Indeed, even notwithstanding this, the present arrangement of management education has been criticized in light of the fact that it is intensely involved in the transmission of knowledge and information to the students and totally disregarding the improvement of sincerely stable, socially touchy and ecologically mindful people. Educationist is of perspective that management education conveys the basic significance of centre qualities, profound reason, and philosophy that get to be fundamental to the life of a rehearsing managers.

### Spirituality

There are a significant number of definitions, and still, there is no generally acknowledged meaning of spirituality. Howard (2002) inferred that spirituality incorporates the way a person experiences his or her feeling of interconnectedness with the world through a capacity to take advantage of profound assets. Spirituality is the fundamental sentiments of being associated with one's innerself, others and the whole universe. Spirituality is a live experience, an arrangement of practices and a cognizance that adjusts us with a feeling of holiness of all being. Customarily, religions have viewed spirituality as a vital part

of religious experience. Numerous do at present compare spirituality with religion, however the development of secularism has offered ascend to a more extensive perspective of most profound sense of being. Spirituality is not about making individuals accept a framework or an idea framework. It's about realizing that each individual has inside of themselves, a level of truth and honesty, what's more, that we all have our own particular celestial force (Laabs, 1995).

The study recognizes the meaning of the 'spirituality' as an intelligence which makes on understand his inner conscious. It focus on management of value through cultivating sound philosophy of life, identifying oneself with an inner core of self sufficient, overcoming petty mindset towards oppositions and above all, to have a passion for excellence in all spheres.

### Spirituality in Management

There are fluctuated points of view about Spirituality in management. Some says that it is typifying individual estimations of trustworthiness, honesty, and great work ethics. Others say that it is treating their collaborators and representatives in a mindful, minding way. For others, it is taking an interest in profound study gatherings or utilizing petition to God, reflection, or natural direction at work. What's more, for some, it is making their business socially dependable by the way it affects nature, serves the group or makes a superior world. When all is said in done, key profound qualities grasped in a business connection incorporate honesty, trustworthiness, responsibility, quality, collaboration, administration, instinct, reliability, appreciation, equity, and administration.

### Role of Spirituality

Building morals and profound qualities in the student can lead to expanded efficiency and benefit and also improve the ethical standards latter when they turn into managers of business. Today management education need to focus more on developing the inner space (mans and process) rather than outer space (ends and outcomes).

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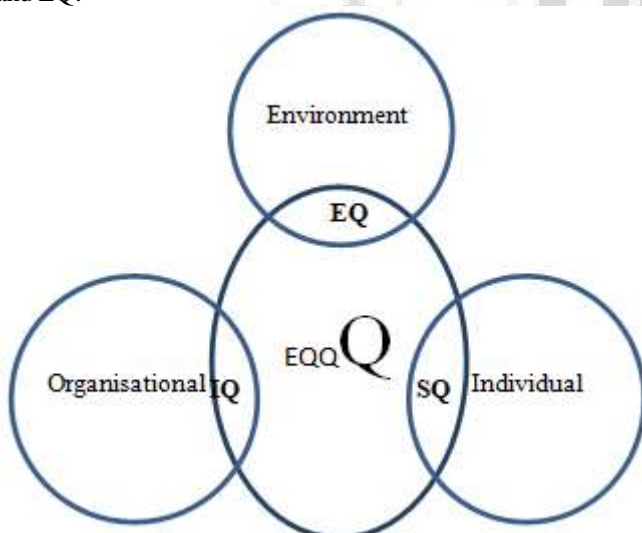
Spiritual Intelligence is a term which is widely used today to show a profound relationship to IQ (Intelligence Quotient) and EQ (Emotional Remainder). Like EQ, SQ (Spiritual Quotient) is turning out to be more standard in scientific inquiry and philosophical/mental examinations. It has been distinguished as a key segment of management by top of the line business creator Stephen (2004), who watches that Spiritual Intelligence is the focal what's more, most major of the considerable number of intelligences, in light of the fact that it turns into the wellspring of direction for others. Spiritual Intelligence is the capacity to act with intelligence and sympathy, while keeping up inward and external peace, paying little heed to the circumstances. Business pioneers construct each of the three types of capital viz. material, social, and spiritual, by utilizing their own insight. The challenge of management education today therefore lies in successfully winning the battle of inner space.

Today managers in the progressive organisation are required to function at all the three levels efficiently using his all kind of intelligence and business acumen .

**Analytical intelligence** helps him managing and taking quality decision which lead to the success of the organisation. These intelligence is based on his intellect.

**Emotional intelligence** corresponds to his territory of inner self. His capacity to manage his territories helps him maintaining his idea of self worth, confidence and caring.

**Spiritual intelligence** refers to the recognition of an invisible sense of order internally and at the secondary level, tolerance towards worldly disorder. This intelligence is driven by one's soul or conscious and balancing the IQ and EQ.



**Figure 1:** Three level of intelligence

In Hindu mythology “Man should view himself as the charioteer and not the chariot. Vehicles of services subordinated to a purpose infinitely larger than himself”. The real challenge of management education lies in exploring the ways and means to harmonize and align the three intelligence in a way that contributes to the sculpting of managers as well grounded people. Today business school focus more on value creating basics enhancing analytical intelligence , but the essence of business

management lies in the art and science of balancing all the three levels of intelligence.

There is a need for greater discourse on spiritual management and its impact to society in a highly interconnected global economy. It helps people understand the frictions and by making the right choice, leadership is developed from understanding higher goals than by tracking mechanics of business function.

## 2. Literature Review

“All is one and one is All” is the kernel of spiritual message. Today though the educators are focusing more on academic excellence and business competence but the need of developing human excellence comprising a kind consciousness and compassionate concern is also emerging.

Extensive literature review shows that spirituality is becoming a popular field of interest among management researchers and practitioners. Karakas (2010) has exclusively reviewed about 140 papers in the literature on workplace spirituality. A study reported by Ian and Elizabeth (1999) concluded that, “People are hungry for ways in which to practice their spirituality in the workplace without offending their co-workers or causing acrimony”. The growing interest in workplace spirituality is also evident in bookstores, virtual bookstores and the recent spirituality books on the issue. Some of these books on spirituality in management or spirituality and leadership have been among the best sellers. There are many national newsletters, associations, and several national conferences held based on spirituality.

### Research Objective

The purpose of study is to assess the role of spirituality in management education. The study comprises of following three objectives:

- 1) This paper is an attempt to identify the role of spirituality in the overall development of individuals capable of handling paradoxes, conflicts nurturing the true potential of a student with strong value system.
- 2) To identify the relationship between spirituality and management of business.

### Research design

The study is based on exploratory research design. A pilot study was conducted by administering questionnaire as a tool for data collection by taking the response of management professors working in some of the educational Institutes in India. In order to cater to the objectives of the study, the data was collected from both primary and secondary sources.

Primary data was collected by means of

- Telephonic interview &
- Direct interview with a structured questionnaire.

Secondary data was collected from :

- Internet sources
- Journals &
- Magazines.

**Sample size**

50 faculty members of various business educational institute were conducted using random sampling method. The respondent were chosen on the basis of their qualification and experience in management education. Most of the respondent are doctorate and have more than five years of experience in management education.

**Tools of Data collection**

The tool used for data collection was structured questionnaire with nine simple questions encompassing the objectives. Measurement made on a 5 point Likert scale ranging from Strongly Agree, Agree, Neutral, Disagree and Strongly Disagree.

**Plan of Analysis**

The data collected from questionnaires were processed tabulated and analysed using Ms Excel. To avoid wrong inference certain factors like incomplete and dishonest answers were eliminated. Sample demographics are shown in Table-1.

**Table 1: Sample demographic**

| Description    | Respondent    | Percentage |
|----------------|---------------|------------|
| Gender         | Male          | 40%        |
|                | Female        | 60%        |
| Age            | 25 - 35       | 20%        |
|                | 35 - 45       | 50%        |
|                | 45 - 65       | 30%        |
| Marital status | Married       | 62%        |
|                | Unmarried     | 38%        |
| Education      | Post graduate | 42%        |
|                | Ph.D          | 58%        |

**3. Results and Discussions**

**Table 2: Opinion of regarding relationship of spirituality and education**

| No. | Statement                                  | Strongly agree | Agree | Neutral | Disagree | Strongly disagree |
|-----|--|----------------|-------|---------|----------|-------------------|
| 1.  | Spirituality and management can co-exist   | 10             | 30    | 2       | 6        | 2                 |
| 2.  | Spirituality develops leadership skill     | 18             | 26    | 3       | 2        | 1                 |
| 3.  | Spirituality builds good governance        | 5              | 35    | 7       | 3        | -                 |
| 4.  | Spirituality builds moral values           | 12             | 32    | 6       | -        | -                 |
| 5.  | Spirituality is different from religion    | 6              | 19    | 11      | 7        | 7                 |
| 6.  | Spirituality balance IQ and EQ             | 8              | 32    | 4       | 4        | 2                 |
| 7.  | Spirituality leads to self-growth          | 8              | 35    | 5       | 2        | -                 |
| 8.  | Spirituality can help in crisis management | 6              | 24    | 10      | 5        | 5                 |
| 9.  | Spirituality broadens and open outlook     | 5              | 10    | 5       | 22       | 8                 |

The table clearly indicates that spirituality is highly linked to good governance , balance IQ and EQ , and would lead to self growth in terms of developing leadership skills.

The table also clearly shows that spirituality is not linked to religion and open mind and outlooks.

These are the opinions of the respondents regarding building a spiritual acumen and its infusion in profession and personnel life.

**Statistical Analysis**

**Table 3: Statistical Analysis**

| No. | Statement                                  | Means | S.D   | Std. Erro mean | t-test | Si g. |
|-----|--|-------|-------|----------------|--------|-------|
| 1.  | Spirituality and management can co-exist   | 3.871 | 1.048 | 0.125          | 6.954  | 0.000 |
| 2.  | Spirituality develops leadership skill     | 4.000 | 0.917 | 0.110          | 9.126  | 0.000 |
| 3.  | Spirituality builds good governance        | 4.029 | 0.900 | 0.108          | 9.557  | 0.000 |
| 4.  | Spirituality builds moral values           | 4.057 | 0.866 | 0.104          | 10.211 | 0.000 |
| 5.  | Spirituality is different from religion    | 3.871 | 1.048 | 0.125          | 6.954  | 0.000 |
| 6.  | Spirituality balance IQ and EQ             | 4.000 | 0.917 | 0.110          | 9.126  | 0.000 |
| 7.  | Spirituality leads to self-growth          | 3.943 | 0.991 | 0.118          | 7.960  | 0.000 |
| 8.  | Spirituality can help in crisis management | 4.000 | 0.917 | 0.110          | 9.126  | 0.000 |
| 9.  | Spirituality broadens and open outlook     | 3.943 | 0.991 | 0.118          | 7.960  | 0.000 |

It is found that the mean, the respective standard deviations (S.D) and the Standard Error Mean values show consistency. Also, the t-values are positive and statistically significant at 5% level.

In view of the discoveries, it is gathered that most people have

Asolid observation about spirituality separated between religion and spirituality tolerating the later as suitable, positive about incorporating spirituality into management , confirmed that spirituality and management can exist together, and concurred that spirituality improves personal satisfaction. Additionally, affirmed that spirituality can enhance efficiency, management also, choice making abilities bringing about authoritative execution also, spirituality as an answer for the current turbulent financial circumstance on the planet.

**4. Conclusion**

It is wrongly believed that everyone who turns spiritual becomes saints. Spirituality empowers inward change bringing about another worldview for management and ought to be an essential part of business. A few education institute had recognized and change their method by integrating spirituality in the curriculum. Taking into account this study, taking after suggestions are proposed for execution:

Efforts should be made to include spirituality as a subject in Management Education. The pedagogy tools like yoga,

meditation, NGO project, moral science sessions can be implemented to increase a sense of spirituality in the younger generation who could be major decision makers of business and society in future.

## 5. Further Area of Research

Spirituality is a widely researched subject. There are various dimension in which future research can be conducted. Predominant among them are:

- Building 'spiritual quotient' and its effect in organisational life.
- Strategies to build IQ, EQ, SQ for successful corporate governance.
- Spirituality is self-empowered leadership development.

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