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Exploring the Relationship Between Spirituality in the Workplace and Bibliographic Analysis

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Abstract—

A chance to reflect on one's identity in connection to one's job is presented by workplace spirituality. Research articles on workplace spirituality that have been indexed in Scopus will be the focus of this bibliometric investigation. Using the VOS viewer software tool for map creation and Excel sheets for frequency and percentage analysis, the data was thoroughly examined. From the years 2000 to 2020, a total of 445 research publications were chosen for this examination. Annual publications, affiliation, top contributing authors, topic area, kind of publication, and top contributing nations in publishing were among the instrumental knowledge items uncovered by the analysis of the results. The trend is inconsistent, and the data shows that the United States of America launched a large amount of research, followed by India. The majority of research articles were published in 2020. Among the many fields that have studied the topic of spirituality in the workplace, the most prominent ones are the following: psychology, sociology, nursing, medicine, economics, econometrics, and accounting. Researchers in the future will have more opportunity to use these results as a starting point for their own studies on workplace spirituality.

Keywords— workplace spirituality, organizational spirituality, spirituality at work, employee spirituality, spirituality in the workplace

INTRODUCTION

The concept of workplace spirituality (WPS) has grown in popularity in both public and private businesses in this age of digitization, globalization, and digitalization because to the significant influence it has on the success and longevity of organizations. In terms of both religion and the workplace, the phrase "WPS" might imply many things to different individuals. It is possible to see spirituality in the workplace as contributing to the psychological health of individuals, groups, and the community as a whole. There is some evidence that suggests a correlation between spirituality and the following: involvement [1], attitude [2], satisfaction [3], vision [4], energy [5], empathy [6], creativity [7], meaning [8], inner life [9], stress [10], relationships with supervisors and cooperation [11], and so on. At the same time, "recognition that employees have an inner life which nourishes and is nourished by meaningful work taking place in the context of a community" was how Ashmos and Duchon [6] figured out workplace spirituality. According to Cavanagh [7], one of the researchers, WPS is "the desire to find ultimate purpose in life, and to live accordingly." In addition, according to Pawar [8], WPS describes "employee experiences of self-

transcendence, meaning, and community in the workplace and it also acknowledges that these experiences could come from various mechanisms including organizational ones." One definition of WPS in an organizational context is "the personal relationship or experience with God or the divine that informs an individual's existence and shapes their meaning, purpose, and mission in daily life," according to Roof [9]. However, other meanings of WPS vary. It is not necessary for it to include religion, and it is not inherent in it that it does not. By including "aspects of the workplace, either in the individual, the group, or the organization that promotes individual feelings of satisfaction through transcendence," Jurkiewicz and Giacalone [10] hoped to achieve WPS. That is to say, that working allows people to feel more fully themselves and more linked to a non-physical power beyond themselves, which in turn brings them happiness and fulfillment. After reviewing the criteria, it is clear that role stress, absenteeism, turnover, and organizational politics are the factors that determine WPS. In addition, WPS is more relevant to good human outcomes [11], which manifest in organizational commitment [12], empowerment [13], and

employee engagement [14].

REVIEW OF LITERATURE

In terms of organizational excellence, the results of the many studies that academics have started on WPS are making a significant contribution. The development and expansion of companies and their human resources depend on WPS [15]. Alternatively, research on WPS suggests a multi-faceted strategy to comprehend their construct and improve workers' well-being [16]. An empirical research was conducted by Gupta, Kumar, and Singh [2] to examine WPS and its effect on work satisfaction. According to their findings, WPS significantly affects occupational contentment. Hassan, Nadeem, and Akhter [17] found that trust has a positive and statistically significant association with WPS, and that trust is a key mediator between WPS and work satisfaction.

Initiated by Daniel [18], the research sought to examine the connection between three components of WPS and stress in the workplace. According to the study's findings, there is no connection between them. Spiritual, servant, empowering, ethical, sharing, and genuine leadership styles all play important roles in fostering a spiritual culture in the workplace. When it comes to fostering a spiritually diverse workplace, these styles of leadership are vital [19, 20]. According to Hunsaker [21], spiritual leadership has a beneficial effect on team cohesion and workers' perceptions of their work's significance, two factors that contribute to WPS. The study conducted by Sharma and Kumra [22] aimed to examine the relationship between work-life balance (WPS) and mental health among Indian IT workers. The study also took employee engagement into account as a mediator variable. Positive employee engagement is strongly correlated with workers' psychological well-being, and this study indicated that WPS and organizational fairness were strong predictors of employee engagement in this regard. Nevertheless, research by Ashfaq and Irum [23] among banking industry managers supports the idea that WPS, via the mediating variable known as psychological contract, may significantly boost commitment levels while reducing work stress. Spiritual orientations significantly impact organizational performance, according to Jurkiewicz and Giacalone's [10] literature. Companies like DuPont, Apple, Ford, and Hewlett-Packard have recognized the importance of WPS and have implemented several initiatives to help their diverse workforce perform better [24]. The most appropriate predictors of mental wellness were mindfulness and WPS, according to research by Jnaneswar and Sulphy [25], who investigated the interplay between WPS, mental wellbeing, and mindfulness among workers in varied companies.

Another study was carried out at higher education institutions in Karachi, Pakistan, with the aim of investigating the effect of work-life balance on organizational citizenship behavior via the mediating role of job satisfaction. The researchers found that organizational citizenship behavior was significantly predicted by three characteristics of WPS: meaningful work, inner life, and feeling of community. Additionally, it was shown that work satisfaction marginally mediates the relationship between WPS and organizational citizenship behavior [26].

Hisam and Sanyal [27] have discovered that WPS has a more favorable effect on organizational commitment. In addition, they found that WPS factors (inner life and feeling of community) had a greater influence on organizational commitment than WPS factors (meaningful work).

A. Objective

The most important aim of this investigation is to evaluate a bibliometric analysis of workplace spirituality research papers which has been indexed in the Scopus database.

I. RESEARCH METHODS

Choosing the right search engine to gather meaningful information is crucial for bibliometric studies. As a result, the Scopus core collection is thought of as the most important and well recognized database for gathering scholarly knowledge from all over the world. The time frame under consideration for this inquiry was the years 2000–2020. in order to get the academic articles, the term "workplace spirituality" was used. Afterwards, the keywords were changed to restrict the amount of research papers and included "workplace spirituality, organizational spirituality, spirituality at work, spirituality in the workplace, employee spirituality and spirit at work." A total of 445 papers were chosen for this study, all published within the given time frames. The data was analyzed using a Scopus-based search engine that also took into account authors' affiliations, topic areas, top journals, document types, and top nations. Scopus provided the graphs used in this study. With the use of an Excel document, frequencies and percentages were tallied. For the aim of determining and viewing the maps, the VOS viewer software application is also used in the creation process. Graphs, tables, and maps illustrate the results in the analysis section below.

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In their 2016 article "Organizational role stress: An empirical perspective of university teachers of Kingdom of Saudi Arabia," N. S. AlKahtani, N. A. Khan, and Z. Allam discuss this topic in the *International Journal of Applied Business and Economic Research*, volume 14, issue 9, pages 336-355.

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