

**ENHANCING SPIRITUALITY AT WORK THROUGH HUMAN RESOURCES ACADEMICIANS' DEVELOPMENT AND TRAINING**

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**Abstract**

Spirituality is the newest trend in human resource management. It is regarded as the best remedy for all employee-related problems, including work-related stress, the inability to collaborate well with others, and a lack of motivation. The study conducts a literature review to better understand how spirituality influences organisational success through improved employee performance. The study looks at ways to enhance workplace spirituality through training and development in order to evaluate the findings on the impact of spirituality on organisational performance. The fundamental goal of this study is to use HR training and development to enhance spirituality. This study uses descriptive research as its methodology. Both primary and secondary data were used in the study's mixed data methodology. In this study, structured questionnaires were used to acquire the data needed for the investigation. Every item is rated on a Likert scale of 1 to 5, with 1 denoting "Strongly Agree" and 5 denoting "Strongly Disagree.". This study results development in workplace and e-learning trainings are important in these higher educational institutions.

**Keywords:** Human Resource Management, Workplace Spirituality, Training and Development.

**Introduction:**

Competencies that emphasize knowledge, skills, or talents are advantageous in training and development. The discipline of training and development is not static, and neither is expertise within it. The move to performance improvement and the utilization of technology are two of the training and development trends that are most obvious. As a result, training and development professionals will continue to need more and more in the way of these sectors' specific skills, knowledge, and abilities.

**Link between HRM , HRD and WPS:**

(i) The term "human resource management" refers to the use of management concepts to oversee personnel inside an organization. The term "human resource development" refers to a function of ongoing development whose goal is to raise employee productivity, (Jurkiewicz, 2020) while workplace spirituality is "a set of organizational principles reflected in the culture that support workers' experiences of transcendence via the work process, supporting their sense of connection to others in a way that fosters emotions of completion and joy".

(ii) Management functions include HRM, on the other hand HRM encompasses HRD, All significant spiritual routes share the ideals of truthfulness, peace, love, righteousness, and nonviolence; these spiritual paths are also the cornerstones of a vigorous, healthy, and successful professional life.

(iii) While HRD is an active function that predicts and fulfils the changing needs of the human resource in the organization, HRM is a reactive function that tries to meet demands as they appear and Workplace spirituality aims to link previous experiences and foster employee trust in a way that will make the workplace better and more conducive to productivity.

(iv) HRM's primary goal is to increase workers' productivity. Unlike HRD, which attempts to improve workers' skill, knowledge, and competency as well as those of the entire organization, the spiritual life displays the limitless diversity of the one essence that permeates all things while also revealing its oneness; it strives for diversity in oneness and perfection in that diversity. Morality elevates a single unattainable norm at the expense of the diversity of life and the freedom of the soul.

(v) HRD is a part of a larger system. But HRM, which has distinct duties for each employee, making HRM an autonomous operation and spirituality in workplace increase the output of the workforce, minimize absences, to boost work happiness and up the spirit of workforce.

### **Why Training in Workplace is needed?**

- ✓ It enhances knowledge and abilities.
- ✓ It agrees with performance evaluations and recommendations.
- ✓ It equips workers for more challenging tasks.
- ✓ It reveals all the employees have own value.
- ✓ It evaluates how effective a new performance management system.

### **How to integrate your spirituality into your work? (Cohen, 2017)**

The foundation of whatever you do is frequently spirituality. It entails a dedication to your own philosophy, which you must foster both at home and at work. It is more crucial than ever to bring our faith to the workplace as life becomes busier and more work-focused. The following are some ideas for integrating your faith at work:

- 1. Integrate your values into your job:** Select a profession that is centered on your basic values. Focus your abilities so that you can accomplish work that satisfies that if you want to do something that contributes to the world. You may always look into working with organizations that try to make the world a better place if you are already on a specific career route. Pay attention to the values that the firm upholds.
- 2. Consider the things in positive:** Try to find the good in everything, whether it's a coworker's criticism, individuals whining to you about their employment, or dealing with a displeased client. You'll be more effective at work and treat people around you better if you can take challenging situations and shed light on them. When discussing the circumstance, make an effort to be positive. Consider why it is causing you to feel a certain way, then let it go.
- 3. Respecting others:** In the workplace, a basic item like this is frequently ignored. You should treat others the way you want to be treated. Say "thank you" and "please." Let others know you value the job they do. Give praises to people. This type of generosity may spread all across office. It will not only improve your outlook but also provide you the chance to make others happy.
- 4. Spend some time alone:** Depending on the type of spirituality you follow, concentrate on incorporating activities such as mindfulness, worship into your workday. You can complete these tasks at your workstation without anybody knowing. They can be little interludes throughout the day that help you reconnect with your spirituality and improve your ability to concentrate at work.
- 5. Learn more about your coworkers:** Whether it's a job issue or something going on in their personal life, getting to know what's important to individuals around you can only be good for the company. If you notice that a coworker is in need of someone to chat to, lend them your ear. You will be able to empathize with your coworkers more as you learn more about them.
- 6. Discuss with your manager your suggestions for promoting spirituality at work:** Bring your supervisor a couple concepts you've come up with that are consistent with the company's ideals. Be fervent about it. Have a clear grasp of what will be expected of the business and how this will enhance both the community and the firm.
- 7. Be extremely cautious:** One of the best ways to carry your spirituality to work with you every day is to practice self-awareness. You will choose decisions that are consistent with your principles if you are completely aware of your words and deeds.
- 8. Keep on prioritizing people:** Cultivate connections with everyone in the company. This comprises personnel, clients, and vendors. People desire to remain devoted when they believe that their employer cares about them. The business will benefit greatly from this, but it's also pleasant to be polite.
- 9. Find others who share your feelings:** Talk about your faith with your colleagues you have outside of work if you don't feel comfortable doing so at work. Ask them how they integrate their faith into their employment without upsetting those around them.
- 10. Remain calm:** Life may often move so quickly that we lose sight of our beliefs and spirituality. Everyone has had moments when they makes rash judgments, says or does something they don't mean. When you can, slow down.

Be careful in all you say and do, as well as in your decisions and decisions you make. Keep in mind that they all have consequences. Instead than attempting to multitask, focus on one item at a time.

### **Review of Literature:**

An overview and in-depth reading of the relevant literature are necessary in order to properly comprehend the research topic, including the specifics such as the sample size chosen, sampling procedure employed, and statistical techniques used for data analysis. The ability to identify research gaps in the field of study selected is another benefit of reading literature. The observations made on a few chosen litterateurs are summarized in this paragraph.

Effective management of human resource development and training initiatives was noted by (Abdullah, 2009) indicated three significant barriers to managing HR T&D effectively. These include meeting the need for knowledge workers, coping with the scarcity of intelligent HRD experts to manage HR T&D operations, and promoting learning and development at work. The results of this study are supposed to give HR practitioners a thorough grasp of the numerous difficulties in managing efficient HR training and development. As a result, policies and procedures that are pertinent and appropriate may be created and put into practise for successful administration of HR T&D.

Workplace spirituality and employee engagement was explained by (Aprilia, 2020) that the degree of job engagement is inversely correlated with the level of workplace spirituality—that is, the level of work engagement is higher or lower depending on the amount of workplace spirituality.

The goal of the study was to: (1) build on Petchsawang and Duchon's (2012) findings by looking at the connections between mindfulness meditation, workplace spirituality, and work engagement in an eastern context, specifically Thai; and (2) compare workplace spirituality and work engagement in companies that offer mindfulness meditation courses to their employees to those that do not.

(Aguinis, 2009) Examine the research on the advantages of training and development for people, teams, businesses, and society. We employ a multidisciplinary, multilevel, and global approach to show how training and development initiatives in workplaces may benefit all of these stakeholders significantly.

(Richered, 1996) Explains that comprehension of some of the most significant alterations to training design projects and theory development that have taken place over the previous few years. In addition, they stress the necessity of taking into account pre-active, active, and post-active phases of training as well as the significance of a sound knowledge basis in theory development and training design.

(Bayrak, 2015) Pointed that Colleges and universities serve as entry points to the labour market. Although this image is in part accurate, the fundamental goal of higher education is to equip students with a variety of critical thinking abilities so they can make informed decisions and deal with any problems they may face after graduation.

### **Research Methodology:**

1. To understand the importance of Training and Development in Workplace.
2. To learn what factors influence Human resource Training and Workplace spirituality?

### **Research Design:**

- a) **Type of Research** – Descriptive Research
- b) **Area of Research**- The present study is taken up by the academicians as a respondents in selected colleges in Salem District.
- c) **Sampling Technique**- Simple Random method was adopted.
- d) **Sources of Data collection**- The study comprises mixed data method that both primary and secondary data were adopted.
  - i) Primary Data - The study had conducted by selecting a representative sample of the teaching faculties from various institutions employed in higher education in Salem.
  - ii) Secondary Data- It is mostly gathered through content found on websites.

- e) **Method of Data collection-** Structured questionnaires were employed in this research to acquire the data needed for the investigation. Every item it is rated on a Likert scale of 1 to 5, with 1 denoting "Strongly Agree" and 5 denoting "Strongly Disagree," and this includes questions about the job, coworkers, seniors, and training.
- f) **Research Tools used-** Descriptive statistics, Friedman Test and Garret ranking.

**Data Analysis and Interpretation:**

**Table no: 1 Respondents based on their HR practices in their workplace**

<b>S.NO</b>	<b>HR Practices</b>	<b>No of Respondents</b>	<b>Percentage</b>
1	Staff development	23	16.7
<b>2</b>	<b>Encouraging employees</b>	<b>67</b>	<b>48.6</b>
3	Compensation benefits	21	15.2
4	Performance management	17	12.3
5	Trainings for new implements	10	7.2
Total		138	100

**Source: Primary Data**

**Interpretation:**

Majority of the respondents are responded for “Encouraging Employees” in workplace leads to great impact to create a sound full organization. Staff development was responded in second place and training for new implements came to the last place in this descriptive statistics.

**Table 2: Practicing Training and Development in workplace**

<b>S.No</b>	<b>Particulars</b>	<b>Min</b>	<b>Max</b>	<b>Mean</b>	<b>Standard Deviation</b>	<b>Mean Rank</b>	<b>Reliability</b>
1	Workplace Challenges	1.00	5.00	4.00	.9345	2.087	.386
<b>2</b>	<b>Development in Workplace</b>	<b>1.00</b>	<b>5.00</b>	<b>5.00</b>	<b>.9532</b>	<b>3.056</b>	
3	Trainings	1.00	5.00	5.00	.6754	3.026	
4	Motivations from coworkers	1.00	5.00	4.00	.6432	1.076	
5	Leadership	1.00	5.00	4.00	.4567	1.876	

**Source: Primary Data**

**Interpretation:**

It is obvious that the responders were given greater rank in the institution when it came to “Development in Workplace.” As a result of this investigation, it was determined that training the employee before they started working was a crucial element in comparison to the other aspects. This leads to the conclusion that the Required Training is more significant than the other organizational elements.

**Table 3: Ranking Human resources Training that encourages spirituality in workplace**

S.no	Factors	Percentage Position	Calculated Value	Garret Value	Total	Total Score	Mean Score	Rank
1	Immediate Feedback in training	100(1-0.5)/5	10	75	138	2580	51.65	4
<b>2</b>	<b>E-Learning trainings</b>	<b>100(2-0.5)/5</b>	<b>30</b>	<b>60</b>	<b>138</b>	<b>2975</b>	<b>59.5</b>	<b>1</b>
3	Training on Company Culture	100(3-0.5)/5	50	50	138	2235	44.7	5
4	Content development training	100(4-0.5)/5	70	40	138	2665	53.3	2
5	Induction Programmes	100(5-0.5)/5	90	20	138	2640	52.8	3

**Source: Primary Data**

**Interpretation:**

From this analysis it is found that among five factors the highest mean rank is (59.5) was obtained by E-Learning trainings in workplace and the lowest mean rank is (44.7) was obtained for training on company culture.

**Conclusion:**

Many educators and human resource professionals have studied the advantages of promoting spirituality in the workplace. Most workers are interested in their coworkers' levels of pleasure, dedication, loyalty, and trust in their workplace spirituality. As a result, the firm benefits financially and also builds a more effective and contented team. Such a humane work atmosphere benefits the organization as well as the personnel. Workplace spirituality has various advantages for the business. Spirituality is a vehicle for the ideals of integrity, honesty, self-discipline, and self-assurance.

**Suggestions:**

1. Job related suggestions:

Professors won't have the time or inclination to participate in the task if they are given explicit instructions on what to accomplish and how to do it. They ought to understand that all instructors are gifted and skilled at what they do. Every faculty member has to be given the opportunity to participate in decision-making. They will feel like a member of the organization as a result.

2. Colleagues related Suggestions:

Increase faculty members' responsibility and work power. All employees should be held responsible for their work. Giving excuses and blaming others need to be avoided.

3. General suggestions:

The college / organizations might plan family gatherings and invite them when the faculty achieves something or is recognized, in order to encourage teaching staff to spend more time with their families.

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