

Investigating the Relationship between Organizational Spirituality and Organizational Health (A Systematic Review)

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Abstract

Background and Objective: There is a positive and significant relationship between Organizational Spirituality and all dimensions of organizational health (e.g., interpersonal relationships of employees, job commitment, etc.). Our main Purpose in the present study is to investigate the relationship between Organizational Spirituality and organizational health.

Methods: The related data in the present study were collected by searching the databases of Science direct, Magiran, PubMed, Google Scholar, SID, ProQuest, Google and Iran Medex in the time range of 2000-2018 using the keywords of Organizational Spirituality, organizational health, Islamic ethics, human resource management, and mental health in Islam. In total, 35 internal and international articles were selected and systematically reviewed to investigate the relationship between Organizational Spirituality and organizational health. In the present study, the authors reported no conflicts of interest.

Results: A review of the various studies indicated that the common aspect of Organizational Spirituality and organizational health includes meaningful work, a sense of solidarity and alignment with the values of organization, integrity, commitment and responsibility.

Conclusion: Based on the results of the present study, an increase in the different dimensions of Organizational Spirituality is followed by an increase in the organizational health of the staff. Therefore, by integrating and integrating the work and spiritual life of individuals, it is possible to promote the practice for optimal use of the organization's staff.



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Summary

Background and Objective

One of the most important goals of organizations and workplaces is to achieve the highest level of productivity and effectiveness (1). On this basis, organizational managers seek to create environments that help them in attracting, promoting, and motivating a team of capable and expert staff (2). To create such an environment, the creation of a sense of spirituality and inner purpose among employees is considered as essential. The introduction of such concepts as ethics, honesty, altruism, meaning in work, and solidarity with

colleagues into management and business research and practice reflects the emergence of a new paradigm called "spirituality in the workplace" or "organizational spirituality" in the workplace, which is based on the cognitive sciences of religions (3). The importance and necessity of spirituality in an organization is such that it can create a sense of responsibility for organizations, humanity, the society, and in activities and the environment (4). Today, spirituality has been the focus of human sociologists more than ever in the past; first, in terms of its deterrent role against the harms and against the attempts to break the norms, and second, in terms of motivating the individuals to offer benefit to others and serve the society more (5).

There is a positive and significant relationship between Organizational Spirituality and all dimensions of organizational health (e.g., interpersonal relationships of employees and job commitment). Our main Purpose in the present study is to investigate the relationship between Organizational Spirituality and organizational health. One of the concepts that has a direct and meaningful relationship with spirituality in the workplace is the concept of organizational health, which refers to having a sense of meaningfulness in one's occupation, a sense of responsibility for the work outcomes, and cohesion among members (6). Considering the importance and necessity of spirituality in the workplace, our main goal in the present study is to investigate the relationship between spirituality in the workplace and organizational health.

Methods

The present study is a systematic review to investigate the relationship between spirituality in the workplace and organizational health. It was carried out by searching databases including Science direct, Magiran, PubMed, Google Scholar, SID, ProQuest, Google, and Iran Medex, and by using the keywords of Organizational Spirituality, organizational health, Islamic ethics, human resource management, and mental health in Islam in the time range of 2000-2018. In total, 35 internal and international article as well as three books entitled Organizational Spirituality, Organizational Spirituality, and Organizational Psychology and Psychology of Organizational Behavior (Management-Religious Aspects) were selected to examine and investigate the role of spirituality in the workplaces and using a systematic review of the these sources, the relationship between Organizational Spirituality and organizational health was examined.

Result

A review of the various studies showed that the common aspect of Organizational Spirituality and organizational health includes a sense of meaningfulness in work, a sense of solidarity and alignment with the values of organization, integrity, commitment and responsibility. The results of studies on spirituality in the workplace show that spiritual values and meaningful work in the organization include trust, honesty, work conscience and moral influence, and spiritual behaviors in the workplace include respect for others, responsibility and a sense of solidarity with colleagues (7).

Conclusion

A review of the various studies showed that in order to improve organizational health and the quality of services provided by the public or private organizations and institutions, there is a need to pay attention to three factors: organizational, spiritual, and individual factors. The results of the present study showed that by improving the different dimensions of Organizational Spirituality, the organizational health of the staff also increases. Therefore, by integrating the occupational and spiritual life of individuals, the occupational performance can be also promoted in line with optimal

use of the organizations' staff. People with a high sense of spirituality in the workplace do their job purposefully, and have a strong sense of solidarity with the organization, have a monotheistic attitude to work and do not see working only as a means of meeting their personal needs (8). The results of this review study shows that by promoting altruistic culture in the organization, spirituality in the workplace causes people to pay a closer attention to the intrinsic dimension of the work and to establish good and meaningful relationships with colleagues. Spirituality in the organization also contributes to the formation of individuals' spiritual beliefs and provides an internal motivation to fulfill their duties and responsibilities.

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Conflict of interest

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Authors' contributions

Explanation and Discussion: First Author; Data analysis: Second Author and Research background and theoretical foundations: Third Author.

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