Role of Spiritual Elements in Reducing Stress at Workplace

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Abstract

Businesses today confront more obstacles as a result of increased competition. As a result of workplace stress, employees commonly communicate their fear and discontent. Numerous changes and difficulties have emerged in recent years as a result of the quick evolution of modern life. Numerous firms are growing as a result of the high demand for new inventions, which has raised manufacturing needs. These sectors have a significant role in job growth. Earnings are progressively rising. However, employee unhappiness and dissatisfaction persist.

Workplace spirituality lowers stress and enhances cognitive function, enabling the retention of skills and knowledge. Although many aspects of spirituality remain unappreciated, they significantly contribute to reducing professional stress. In this work, these unacknowledged dimensions are covered.

Keywords: workplace stress, spirituality, compassion, forgiveness, transcendence, mindfulness.

Introduction

When a person feels that the demands are higher than the resources-both personal and communal- that they can secure, they get stressed. Most of the time, people think of stress as a normal response to the constraints of daily life. However, long-term exposure to stress, demands, outside factors, an inability to control it, and a lack of social support can lead it to become unhealthy and impair day-to-day functioning. More than 75% of respondents to the 2019 APA Stress Survey said they have experienced either physical or emotional symptoms of stress, such as headache, tiredness, or changes in sleep habits.

In contrast, spirituality is the realisation of a sense of a feeling or a faith that something more than oneself is present and that we are a part of a cosmic or heavenly entity. Spirituality is the pursuit of a greater good than merely meeting one's material necessities. It is a universal human experience to be aware of the essential role that humans play in the design of life in the universe.

Stress

The degree to which a person feels overworked, under pressure, or tight mentally is referred to as their level of stress. Stress causes the body to produce stress hormones, which trigger the "flight or fight" response. This response enables one to respond quickly to dangerous situations. The body becomes exhausted when this stress response is activated repeatedly, which can result in fatigue and an inability to cope. Numerous elements, such as

stress, might harm our physical and emotional well-being.

Most people believe that stress is the most pervasive phenomenon in the modern world. The danger of losing your job, working long hours, stress at work, and personal problems including divorce, sickness, bereavement, and emotional challenges are just a few of the numerous things that can cause stress. On the other hand, a person's temperament and personality might make them anxious. A person's attitude and perspective, such as having high expectations, having a volatile disposition, fitting a certain mould, or going through a huge life change, may also contribute to stress.

Spirituality

Spirituality is the perception or awareness of a connection to the transcendent. a connection to something bigger and more all-encompassing for our understanding. a sense of direction and an exclusive encounter. Alternatively, it might be described as a connection condition. A more developed state of being, or an attentive awareness of the cosmos, is required for spirituality.

It is challenging to describe and articulate spirituality because there are so many different varieties of it. The word "spirituality" stands out. It might be seen as a component of a religious activity or as existing independently of religion.

A powerful sensation of aliveness and connectedness, a sense of something sacred or superior, or any combination of these are all part of some people's spiritual experiences. Some people tend to pray and have a strong relationship with a god or higher power. However, a temple, mosque, or church may play a significant role in one person's spirituality. Some people use their intrinsic connections to nature or the arts to find meaning in their lives. So, a person's understanding of spirituality may change depending on their experiences and connections.

Managing Stress With Spirituality

Through spirituality, people can understand themselves more fully. It provides some insight into their life's meaning. When under a lot of stress, spirituality helps people manage their negative emotions like dread, worry, and despair.

On the other hand, spirituality brings a sense of fulfilment, optimism, and hope. Many spiritual practises, such as chanting and prayer, aim to eradicate negativity and boost self-esteem.

Five themes-connection, compassion, mindfulness, meaningful labour, and transcendence-seem to recur regularly even though there are numerous definitions of spirituality at work. As a result, the following is how the definition of workplace spirituality used in this study is described: Workplace spirituality is about pursuing gainful employment while being conscious of one's inner self in a way that allows for transcendence. It also involves feeling a connection to and compassion for other people.

Measuring workplace spirituality

1. Compassion

People frequently experience compassion, which is understood to be grief and sympathy for another person's suffering. Compassion inspires people to help others get through their challenges by comforting and supporting them emotionally. When one empathises, they are able to understand the emotional state of another and feel bad for them, hoping that their suffering will end or be minimised. The principles and beliefs of Buddhism, Catholicism, and spiritualism, among other religions, are all based on compassion, which is regarded as a vital emotion for maintaining international peace. Compassion is the ability to recognise another person's pain and the desire to diminish or end it. Compassion is both simpler and more intense than empathy, which is more complex. We are inspired by this feeling to want to lessen other people's pain.

2. Forgiveness

The fear that a worker has of the consequences of making mistakes at work or failing to complete tasks in line with organisational norms "inhibits inventive thinking." Additionally, it demotivates a worker to the point where they exert less effort to meet company objectives and are less eager to take risks for the company. Employees are inspired to perform better, innovate, and give their all at work since they are no longer afraid of being judged or singled out for their mistakes and have the bravery to go on.

Employees that can forgive others behave more amiably, kindly, and prosaically.

3. Mindfulness

The first spiritual discipline that can help you manage stress is mindfulness. In order to cultivate mindfulness, one must consciously slow down, relax, and pay attention to the present moment rather than worrying about problems from the past or the future. Why don't we all just get along and accept every little thing that happens in our lives now rather than bumbling through everything in today's perplexing world? Being mindful is a major stress-reduction strategy because it encourages us to take our time and cherish each moment rather than rushing or battling through life in the chaotic, modern world (present moments).

4. Transcendence

Most research prioritised religion when interpreting spirituality; yet, this makes this perspective associated with intolerance of all kinds, both intellectual and religious. The ability to transcend this intolerance through behaviour and sustain healthy social interactions, moral openness, and tolerance, however, permits an individual to be free from this.

The capacity to adjust and coordinate across different events and circumstances that a person meets in his or her life, any Transcendental awareness, which is related to spiritual transcendence, is the capacity of an individual to use and develop a profound comprehension of the reciprocal social relationships with himself and others. As we can call on transcendent awareness, the recognition of the natural truth that are broad and multifaceted, and it relates to the overall explanation and public goals in the march of human action, and the exploitation of maximum efforts and developments in order to provide the adequate service to the community and employees in the workplace, and all this can be leads to tolerance, endurance, and both acceptance of customary and traditional methods of doing things and critical thinking. The researchers believe it is vital, considering the foregoing, to clarify notions of spiritual transcendence that were discovered in several international investigations.

Literature Review

Stress invariably has a big impact on everyone's life. It completes a really beneficial mission by motivating someone or fending off danger. The person's everyday activities, profession, health, and family life may all suffer if they are unable to handle the strain or feel overwhelmed by it.

Consequently, stress management can facilitate life. To manage this stress and allow someone to live a life free of tension, a variety of techniques or processes may be used. Spirituality or engaging in spiritual activities is one such strategy for lowering stress.

The nature and function of work are both drastically altering. Two factors are helping to accelerate this process and foster the development of a more pervasive and personalised spirituality. If the employment is lost, there is fear about having to work harder and with fewer resources. A desire for work to be more than merely a means of subsistence is also indicated by the emergence of spirituality in the workplace. A growing number of academics and groups increasingly acknowledge spirituality as a crucial component of stress management. Spiritual people have less stress. Health care managers go through stressful times at work. In order to provide patients with better care and with less stress, the medical community needs more spirituality. They believe that a company's spirituality determines its capacity for effective operation. Companies are looking for a new generation of managers with more education who are not only intelligent but also spiritual by nature.

Spirituality is the process of learning and developing what it means to be a human. Spirituality helps you let go of unpleasant feelings like fury or hatred and cultivates a sense of forgiveness throughout your body. Spirituality is a shield that protects our mental wellness. In a place of work where drive exacerbates rivalry, spirituality encourages sharing. All the pros get to the podium in a spiritually minded organisation, and even better, they all have room for the #1 spot. In a competitive workplace, only one professional prevails. Thanks to the efforts of professionals who can meet these needs of the organization's employees, the elements of a sense of community in the team, joy in work, and opportunity for the inner life to flourish will be feasible.

Compassion can be shown in many ways, from being physically present and paying close attention to the person experiencing distress to more intricate and planned actions that need the mobilisation of several organisational resources. The degree to which one's moral ideals and objectives align with the suffering of others is a measure of one's empathy. They assess their capacity to deal with the situation and whether it will result in beneficial or adverse outcomes in the future.

The potential for workplace forgiveness can increase worker happiness while decreasing business losses brought on by employee conflict. Gaining confidence by working together on a project or creating a third-party intervention after workplace breaches is a strategy that could help to foster forgiveness. The workplace culture can be altered by organisational leaders to boost the chance of forgiveness. That is to say, by fostering a feeling of shared purpose and identity, making unselfish sacrifices, supporting forgiving standards or values, and setting an example of forgiveness in the workplace, leaders can significantly encourage workplace forgiveness and so improve health and productivity.

According to social scientists, forgiveness may be useful in addressing the crimes that invariably happen in interpersonal relationships. The popular translation of mindfulness, a form of meditation that has its roots in the Theravada school of Buddhism, is "to see with discernment.". According to Swami Vivekananda, fear is what causes our difficulties, and fearlessness is what instantly unlocks the door to paradise. Employees who engage in workplace spirituality are better equipped to comprehend the purpose and meaning of their work as well as reach their personal best. Employees will become more imaginative, creative, and devoted if they are free to use their physical, intellectual, emotional, and spiritual attributes to their work. Staff members who work in a negative environment, on the other hand, will experience various forms of work pressure, low self-esteem, rising whining, high attrition, burnout, frequent stress-related illnesses, and the adoption of a non-committal attitude towards the company. By redirecting their attention away from a small, self-centred perspective and onto a much bigger picture of interconnection in which they aren't viewed as distinct from their daily activities, mind management techniques.

Conclusion

It is critical to develop effective coping skills that can help us refocus on ourselves, calm the mind, and support someone in being aware of their thoughts and feelings in light of the always changing demands in our everyday lives. One such effective method for stress management and peak performance is spiritualism. Spiritually intelligent people are better able to handle conflicts and paradoxes. A person's capacity to effectively manage their stress in turn improves their life management abilities, which in turn lowers their inclination to use drugs, alcohol, or other unhealthy coping techniques. Spiritual practises primarily have an intellectual effect, which has a positive ripple effect on the body and reduces stress. Therefore, it is evident that partaking in spiritual practises like prayer, meditation, mindfulness, pilgrimage, etc. can help one relieve stress and also improve their physical and psychological well-being, raise feelings of happiness, lower blood pressure, and lessen feelings of depression and anxiety.

Implications

It may be advantageous to incorporate spirituality and its practises into stress reduction or management programmes for mental health services. Recognising and valuing a person's or client's spiritual views and values during the assessment will enhance the therapeutic process. Finding the components that give people's lives meaning, hope, and purpose need support. By developing these traits, the person will be better able to handle stress.

It has been proven that spiritual practises encourage self-improvement and make it simpler for people to overcome challenges. They can also be easy to pick up. It has become more crucial for people to practise spirituality as a coping mechanism for dealing with life's changing demands. Additionally, there is a need for the general population to comprehend the potential advantages of spirituality for stress reduction and general well-being. It is crucial to inform people that spirituality is not limited to religion and God but may be found in any peaceful activity.

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