

Exploring Workplace Spirituality: A Grounded Theory Approach

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1 Background

'Workplace Spirituality' associated with 'problems of definitions'; No Universal consensus for definition

Concept viewed as 'emerging', 'young', 'relatively new'

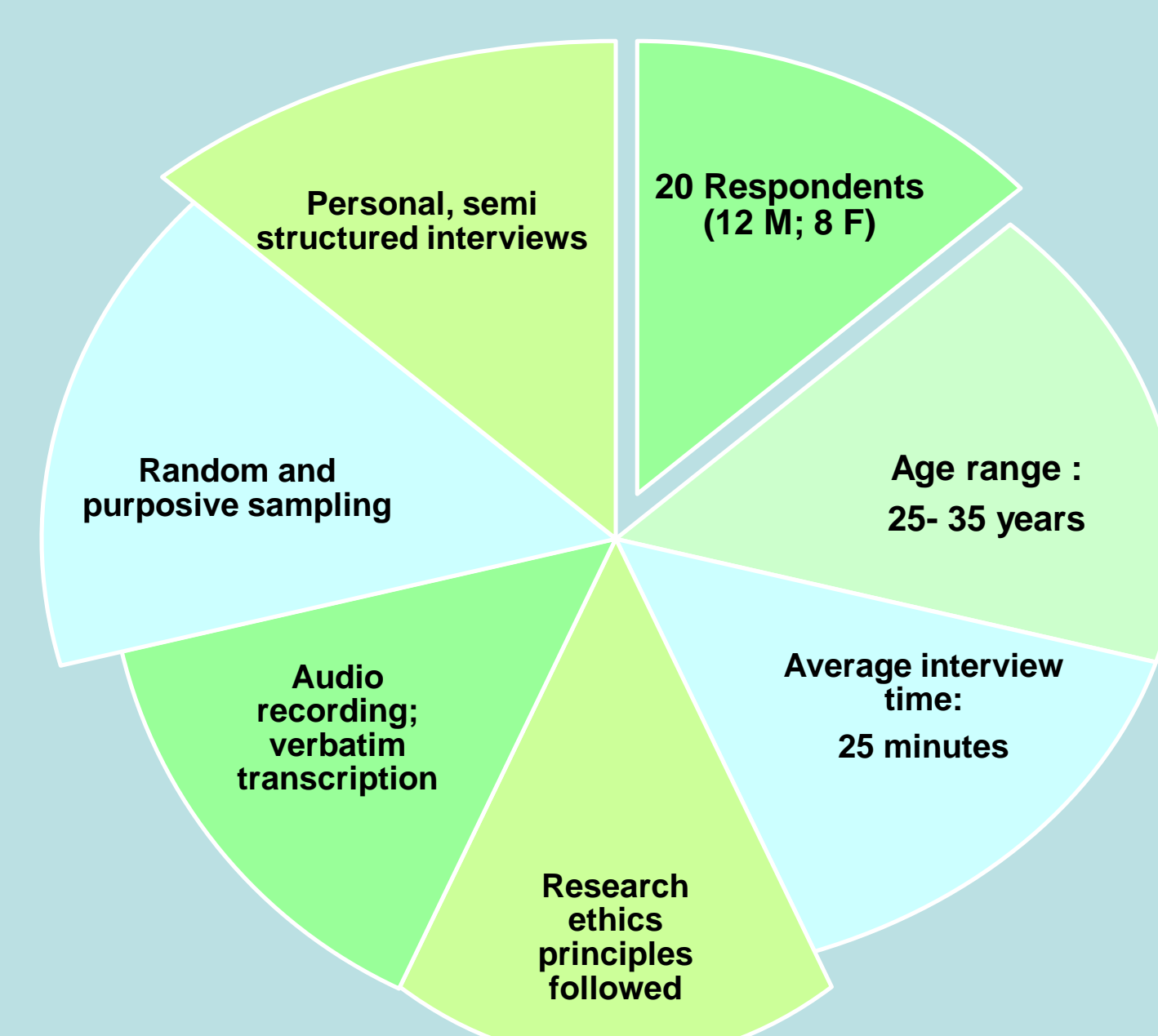
Dearth of empirical research in Workplace Spirituality in Eastern part of the world – void bridged present exploratory qualitative study

70 acceptable definitions of Workplace Spirituality –
DEFINITIONAL CONUNDRUM

2 Methods

Use of Qualitative Research Methodology –
Grounded Theory

Multiple level of integrated coding conducted



Study demographic details

3 Results

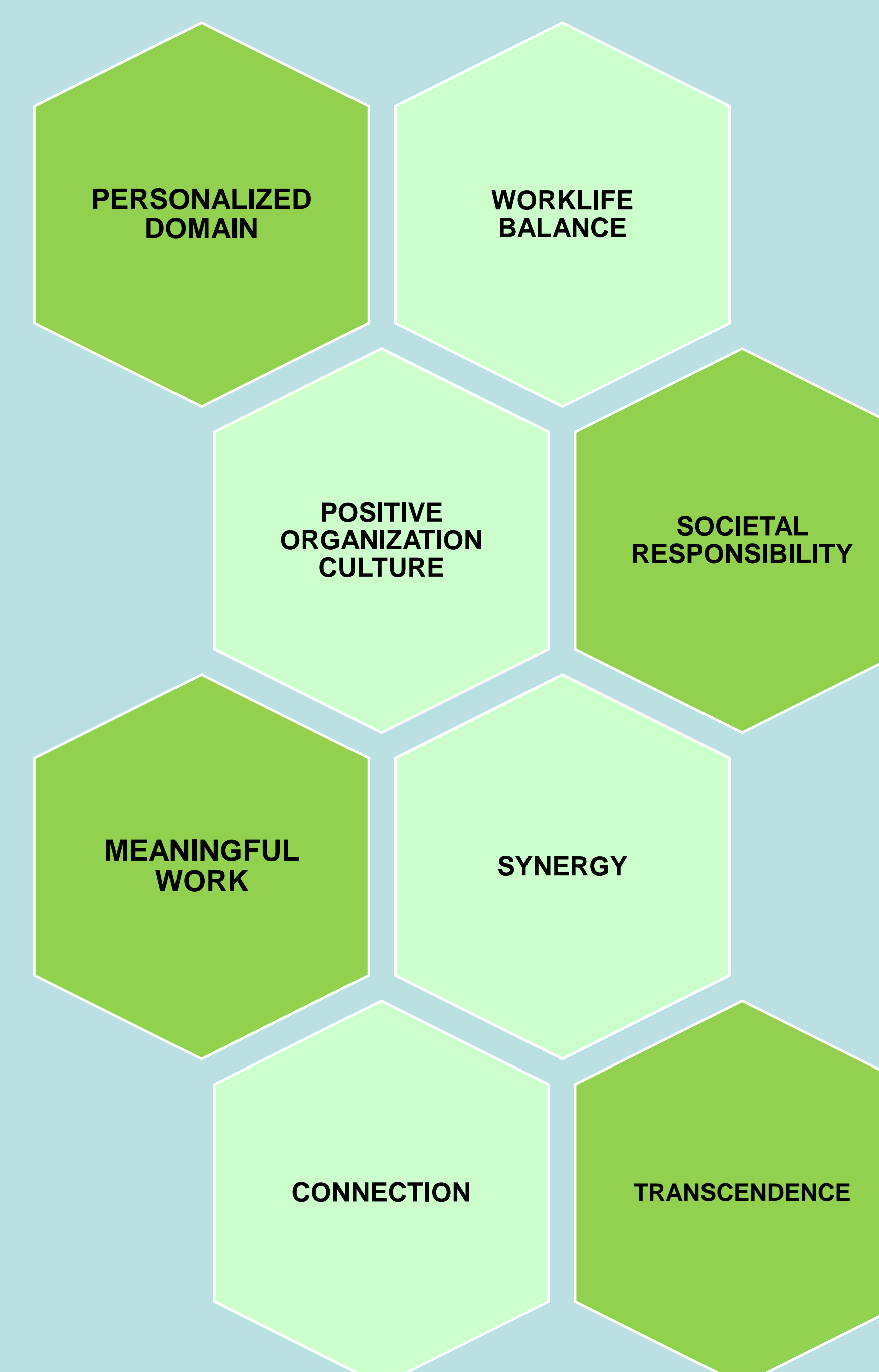
Workplace Spirituality inevitably present in all organizations, though in varied form

Concept present at both levels – individual and organizational

Highly subjective interpretation– 148 different terms used to express meaning of the term

8 Building blocks of Workplace Spirituality identified as per Eastern perspective

Concept viewed as abstract, ambiguous, open ended



Building Blocks of Workplace Spirituality

4 Conclusion

Workplace Spirituality

- co-created by efforts of both individual and organization
- A fuzzy, abstract and subjective term
- Impacted by socio-cultural setup
- No consensus on standard definition/ interpretation achieved

5 References

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