

SPIRITUALITY AT WORKPLACE: IS THERE A DARK FACE TOO?

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ABSTRACT

Workplace spirituality is gaining attention in recent times. Though the combination of workplace culture and spirituality is difficult to understand, still inter-play between them has fascinated both practitioners and academicians. Workplace spirituality provides benefit at two levels i.e. individual and organization. At the individual level, it improves the creativity, thinking capacity along with improving honesty making them more trustworthy. At the organization level, also, it improves overall organizational performance. Overall, the positive impact of spirituality is being taken into consideration but this paper also attempts to see the other dark facet of the workplace spirituality as this can't be overlooked and it has an impact on the actual organizational effectiveness.

KEYWORDS: Creative Employee, Ethical Beliefs, Wellbeing, Workplace Spirituality