THE RELATIONSHIP BETWEEN RELIGIOUS SPIRITUALITY AND BUSINESS ETHICS

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ABSTRACT

One noteworthy wellspring of individual values that is as of late being connected to moral intuition and conduct is most profound sense of being. At the individual level, most profound sense of being based qualities; morals and work performance are related. Spirituality based on religions side will help to perform everything by the right way and become more ethical in business. This study explores the relationship between religious spirituality and workplace ethics. The data was collected from 80 students of Effat University through electronic survey. The survey includes the concepts of Islamic religious, spirituality, ethics, values and principles. The obtained results indicated that religiosity had a positive impact on work place ethics.

CCS CONCEPTS • Insert your first CCS term here • Insert your second CCS term here • Insert your third CCS term here

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INTRODUCTION

The traditional widespread concept of Spirituality is a concept of belonging to something bigger than ourselves. In the 19th century, spirituality became different than religion conformed to subjected evidence of psychological development [1]. Today, spirituality is used under the context of bringing inner-peace and inviolability. Koenig et al. [2] defines that Spirituality is distinguished from all other things such as humanism, values, morals, and mental health by its connection to that which is sacred. In this contexture, it is related more to the ethics and the values. It defines morality of a person by their actions and the deeds carried out. Each individual in their life has moral, good and Spiritualty measurements and these measurements can influence their work life and their blooming in the working environment [3].

Islam is a kind of lifestyle, the fundamental and the most repetitive trademark, which Allah (SWT) guided the messengers and all devotees to clutch in Quran, is Taqwa (Islamic devotion). Quran is loaded with numerous attributes and qualities that have been connected with Prophets (May peace endless supply of them, for example, trustworthiness, resilience, Iman (conviction), pardoning and consideration [4]. Islam connects heaps of essentialness to work and the requirement for man to acquire job with the goal that he can be free, independent and keep up them respect among their companions and in their group.

These instrumental side interests for Spirituality participating in business, while totally morally correlated, seem without in solitude. For instance, the demonstrated advantages of most significant Spirituality depend on upon test substantiation; what's more, paying little respect to the likelihood that legitimate direct explore substantiates the affirmation that deep sense of being pays much of the time, most significant otherworldly existence may not add to authoritative execution in various cases [5]. Business supervisors must build shareholder esteem while, complying with the law, respecting authoritative commitments and abstaining from damaging anybody's rights.

Scott-Robert et al. [6] study on the relationship between religious spirituality and work ethics and recently noted that religion has significantly affects human behaviour such as moral standards, beliefs, judgment, attitudes, and ultimately action. Spirituality is about something inside people working on their sense through religions. Work place spirituality is most profound sense of being is picking up footing as of late. Despite the fact that the intersection of age-old supernatural quality and great old private enterprise sounds bit behind the times, this between play has turned into a subject of interest for both specialists and academicians at least from the point of view of work environment most profound sense of being. Working environment most profound sense of being is progressively turning into a matter important to associations due to the host of banquet it offers. Work environment most profound sense of being looks to manufacture the limit at two levels i.e. individual and association. At individual level, it looks to sustain the innovativeness, creative ability and instinct other than enhancing the trust and

genuineness. At association level, working environment is the most profound sense of being holds out potential to enhance association execution.

Spirituality has turned into the express approach to update faithfulness and develop moral morals at the working environment [1]. The core value estimations of spirituality are the ethical estimations of the force that they reproduce. Interrelationship between business, morals and spirituality are directly connected. Therefore, this study identifies the relationship between religious spirituality and business ethics. Since enhance the ethics of business can improve the way of contact with others inside the organizations.

METHODOLOGY

Primacy Source

This study used quantitative method through questioner to gather the data. The survey questioner is conducted on 80 students from Effat University with different levels. The first category is students from senior level of Effat University and the study based more on this category. The second category is students random from other levels of Effat. The survey include different questions about the relation between spirituality and religion and between religious spirituality with ethics, regulation of work ethics make employees feel constrained, as Islamic society the religion, values principles and ethics have impact on human spirituality, spirituality enhance self-esteem, spirituality allow some of freedom to the employees and help them to perform better and relying on spirituality will existing different values and ethics and that lead to the diversity.

Secondary Source

The secondary source is used as an evidence to support the current study finding. The information of secondary source comes from previous studies and articles that related to the same research topic. This source includes comparing the answers with result and analysis to provide recommendations.

Sample Size

A total of 80 senior students at Effat University responded to the survey and their responses were included in the analysis.

Questionnaire Development

The questionnaire designed to collect the responses from participant included eight questions in total and each question had a response format on a 5-point likert type scale. The response format start from 1 to 5 represent strongly disagree to strongly agree respectively. The questionnaire included questions on measuring religiosity and workplace ethics to examine the relationship between them.

Data Collection Tools

This study used online survey to gather the data from senior students in Effat University. The survey questions are designed based on the literature review. The questions created on Google drive and send it to students by Effat Gmail. Responses collected by using excel of the survey.

Result And Discussion

The 80 participant's feedbacks are collected through online survey. The survey is about the relationship between religious spirituality and workplace ethics. These results have been achieved with respect to future toward spirituality and ethics, the way of thinking toward them and how people understand these concepts.

The first question was there is relationship between spirituality and religion. The purpose of question was to ensure that there are relationships between spirituality and religion. The findings shown in Fig. 1, about 65 % of students agreed they accepted that there is relationship between spirituality and ethics. Also 10% disagree about the relationships. Overall, students they accepted that there are relationship between spirituality and ethics.
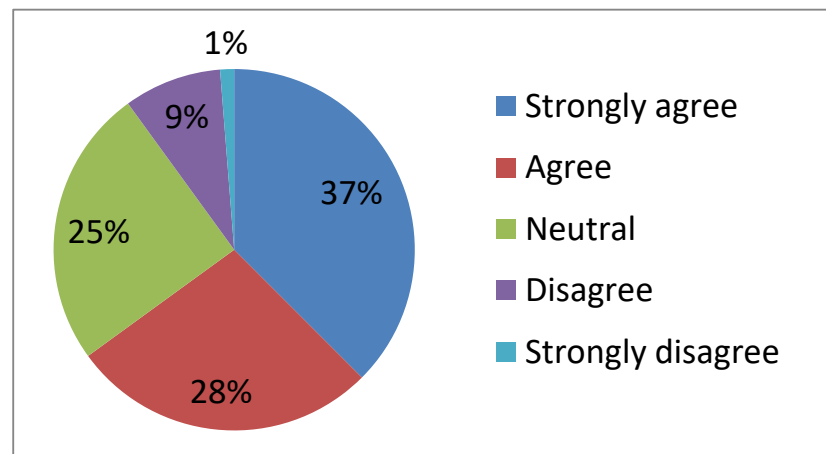

Figure 1: Result for The relationship between Spirituality and Religion

The second question is about the impact of religious values, principle and ethics in spirituality. The purpose of this question is to know that which extent the Islamic religion impacting people. The finding shown in Fig. 2, about 83% of participants agree with that Islamic religion impact our spirituality by values, principles and ethics. About 9% of the participants disagreed. In general the participants agree with this impact.
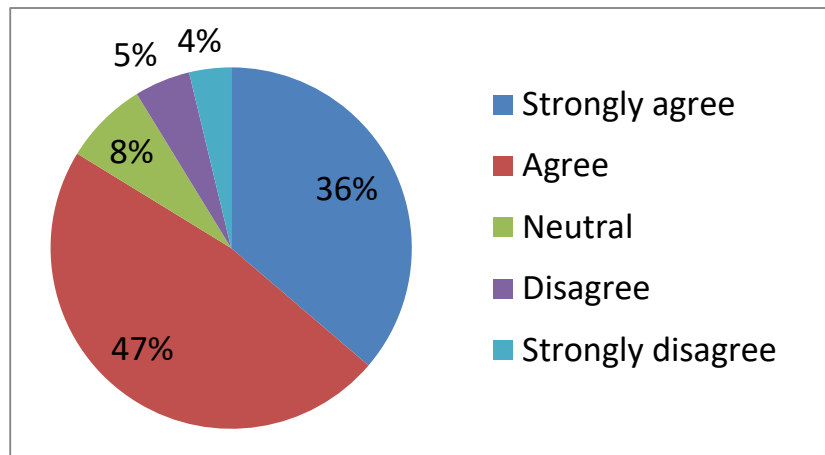
Figure 2: Result for impact of values, principles and ethics

The third question is about if conduct of ethics and causes to employees feeling of constrained. This question identify either the people have bad impact toward conduct of ethics. The results shown in Fig. 3 indicated about 30% of students agree and 41% disagreed. Overall students disagree with this question.
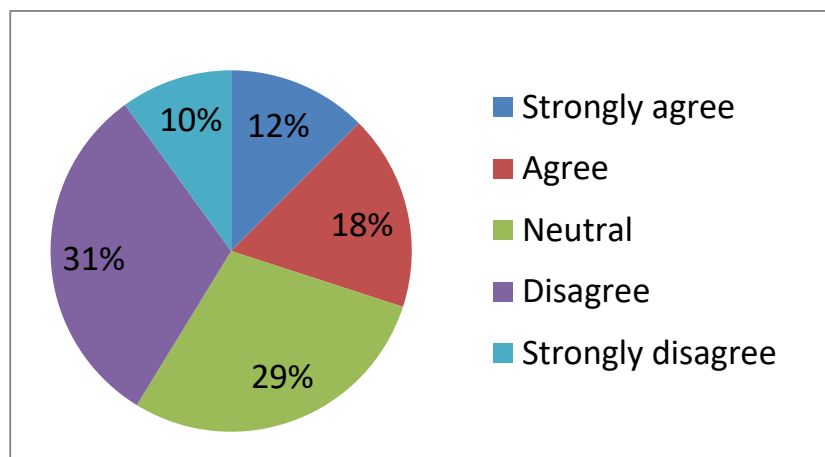

Figure 3: Result for employees feeling toward regulation of ethics

The forth question is about leave the conduct of ethics and dealing in the workplace with our religious spirituality. This question is to know if the people have ability to deal with other without any roles. The result is shown in Fig. 4 indicated that about 41 % of students agree to leave ethical conduct and 40 % disagree with the question.
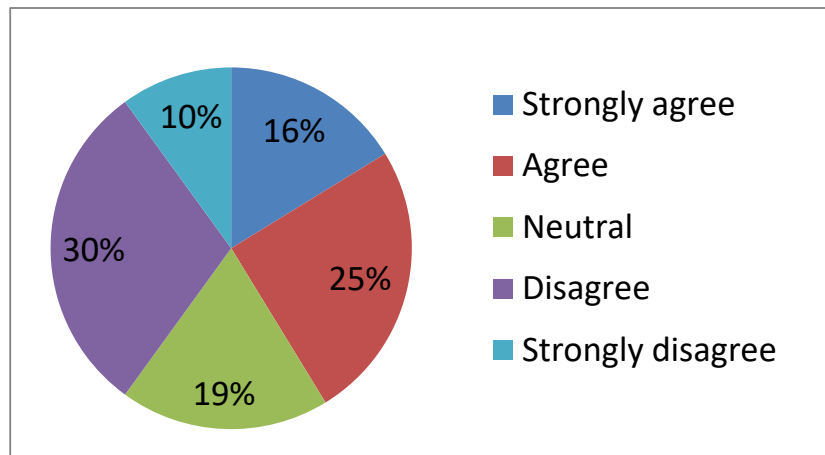
Figure 4: Result for need to roles when we reach spirituality

Spirituality and ethics relationship were asked participants to explore the opinion of people toward the religion relation. The result in Fig. 5 shows that 64% of students accepted with relationship. There is 15 % disagree within relationships. Overall students agree with relationship between spirituality and ethics.
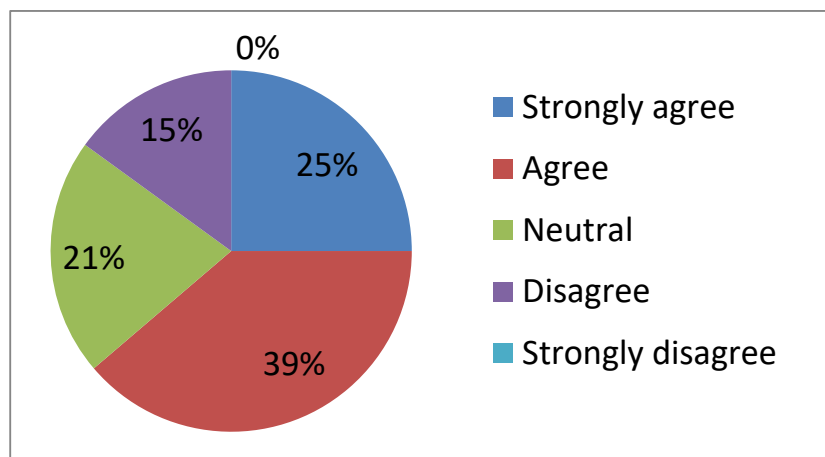

Figure 5: Result for strong relationship between spirituality and ethics

The question about spirituality impacts toward self-esteem of people. The purpose of the question is to recognize if the employees want to be as self-esteem. Fig. 6 shows the survey result, about 81% of students agree with question and 9% of students disagree with the question.
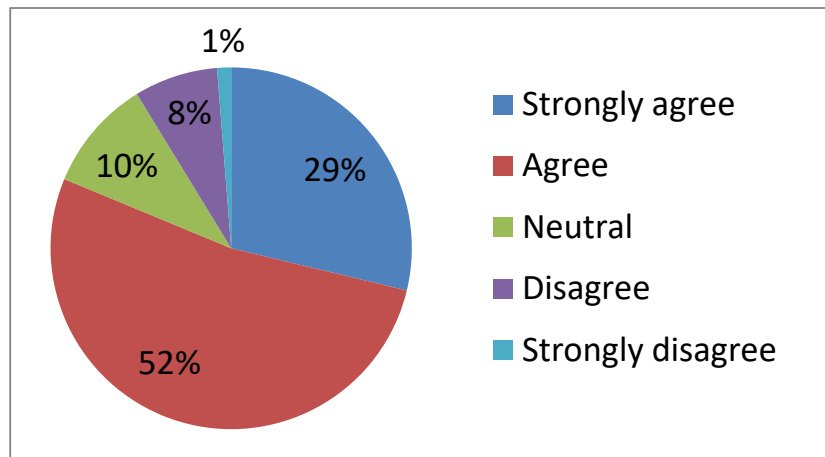
Figure 6: Result for spirituality help employees to enhance their self-esteem

Freedom inside workplace leads to high performance. The purpose of this question is to know if there are relation between spirituality and freedom and if the relation impacts the performance. The result in Fig. 7 indicated 76 % of students agree with relation and 4 % disagree with relation.
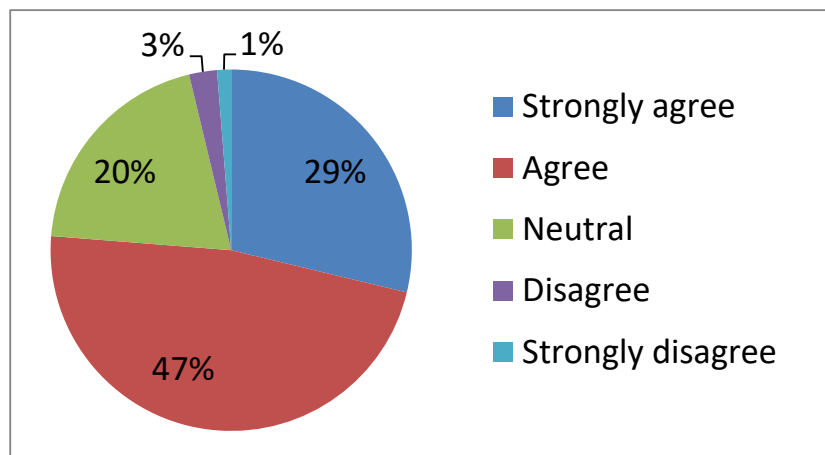
Figure 7: Result for freedom in using spirituality help employees to perform better

Spirituality inside organization will exist in the diversity because employees will be with different values, culture, principles and ethics. The result in Fig. 8 states that 65% of students agree and 14% of students disagree with spirituality and diversity.
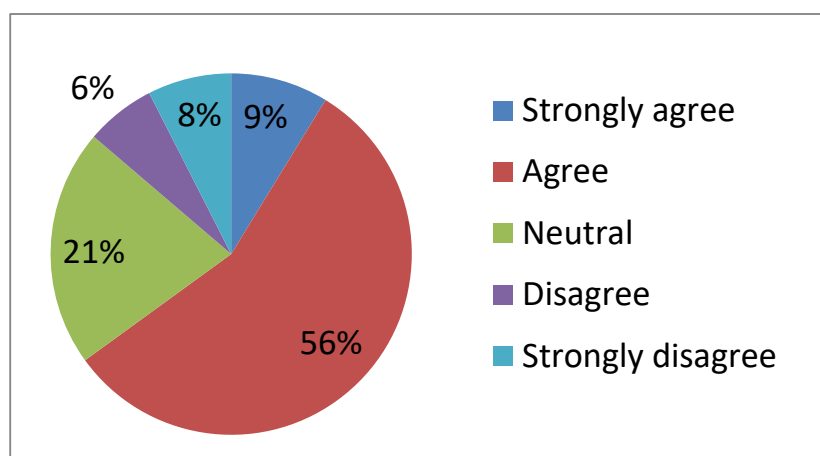
Figure 8: Result for spirituality in the workplace enhance the concept of diversity

The obtained results for all the questions are clear that there is a positive relationship between spirituality and ethic of workplace. Based on the questioner stated that there are many concepts impact the relation between spirituality and ethics of workplace. The spirituality and workplace ethics relation also will impact those concepts.

CONCLUSION

The relationship between spirituality and workplace ethics take many high attentions from the researcher majority of them agree to the relation. The new in this research was engaging students in this concept to know their opinions and to making them thinking about it. The students consider as new blood, new energy, new thinking they will refresh everything inside the work. Also the study by questioner helps analyses toward spirituality and ethics by relating to other concepts. Finally, the finding of this study indicated that there is strong relationship between religious spirituality and workplace ethics. Also results shows that there are other concepts impacting the relationship between spirituality and ethics and in other hand the relationship between Islamic spirituality and workplace ethics impact those concepts: freedom, self-esteem, diversity, values, principles and ethics

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