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IMPACT OF SPIRITUALITY ON HUMAN ATTITUDE: A STUDY ON HOLY BIBLE

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ABSTRACT

While employees work in workplace they work with others and attitudes differ among themselves. Many conflicts arise in workplace which is very often observed in day to day activities. Growth of negativity is commonly marked these days at offices. Working in a team or in organization is inevitable and this needs cooperation. Attitudes of a person differ from another. One can never force another for changing attitudes as this creates serious trouble. That is why this is difficult to change or correct negative attitudes of employees. Every employee needs to have self assessment or to evaluate him in his personal level. A person has control over him only. For this reason spirituality is a necessary path to follow in workplace. Spirituality truly guides about all natural laws and about righteous action. For human resources, attitude check is very much essential as this evaluates and determines the principles of every individual. Exactly attitude check is also a spiritual process as one human being evaluates himself while he feels self or has self realization. The awakening which discovers the deeper calling of self is exactly spirituality. Here this study focuses on principles of spirituality drawn from the Holy Bible, that impacts attitude check of human resources in workplace. Going deep to this study after introduction, objectives, literature review we realize the importance of this study and this discusses and confirms in conclusion that spirituality is the true guide for attitude check and attitudes developed by spiritual values nourish humanity in workplace with cooperative environment and pleasing management.

KEYWORDS: - Spirituality, Attitude, Evaluation, Management, Achievements.

INTRODUCTION

The Holy Bible states, “ Finally brothers, whatever is true, whatever is honourable, whatever is just, whatever is pure, whatever is lovely, whatever is commendable, if there is any excellence, if there is anything worthy of praise, think about these things. (Philippians 4:8, English Standard Version) This verse entirely defines relationships of working environment and indicates that finally we are brothers in workplace and we should have cooperation for each other. Having a

life of dignity of right action is very much important and this depends on thought process. Having worthy thinking depends on mental stability and positivity in spirit. This truly guides human attitudes while we hear the inner voice which comes from deepness of inner core of spirit. We know that inner voice is completely spiritual and this helps us taking right decision which becomes pure and justificatory. Behaviour depends on attitudes and attitudes are dependent on mental strength or condition of human individuals. While

there is influence of impurities or negative thoughts then attitudes come out as negative. If positivity dwells inside then attitudes come as positive. That is why checking of attitude is necessary at each step of working life. To bring excellence in attitudes and performance attitude check helps in evaluating self, inner potential and positivity in thought process. Taking decision basing on inner potential this identifies working nature.

Michael A. Singer (2007) defines spirituality as a process of positive thoughts, emotion, body and other aspects which are made of energy. Life is vibrating inside us and around us. Every person has a personal vibration within that connects accurately who we are to this world and how do we relate and it helps for shaping of our reality. Sharon Janis (2008), defines spirituality is a path to discover the deeper calling of soul, survive and strive through adversity and looking at world with optimism. She gives emphasis on practice of spirituality in workplace. Richard Rohr (2011), defines spirituality is the path of right growth of life where one human individual feels his holiness and realizes his self as well as Divine and performs his action that pleases to all with respect to divine will. Sam Harris (2014), states that spirituality is the true path of life and this nourishes human attitudes always in righteous direction. David D. Burns (1999), states that anxiety, guilt, pessimism, procrastination, low self esteem, and depression can be cured without any drug by attitude check developing a positive outlook in life. John C. Maxwell (2006), states that two people with same skill and abilities in the same situation result up with totally two different outcomes. For achieving personal or social or professional success attitude plays role. Really attitude is the difference maker among two persons working with same facilities in same workplace. James Cannon (2009), states that attitude check is a process of evaluating your principles and your determination in light of present circumstances and conditions that surround you." Attitude check acts as a positive motivator that assists us in making necessary changes within our lives that lead us to win the battle we are involved in. He also argues that self evaluation is very much necessary part of spiritual growth. Heath Suddleson (2013), states that one person cannot directly control what others do but can learn the art to control own attitude in such a way that will help to others to change their attitudes. He defines attitude change as a process of evaluation of internal qualities basing on learning and perception. Geoff Haddock (2015) defines attitudes basing on psychological aspects that attitudes are individual's overall evaluation of some entity. Attitudes influence a lot how we see, or behave or think about things as well as how we behave. Attitudes

are important in day to day life. He again states that attitude check is the usual process of assessment of own life's principles which we follow in workplace or at home.

OBJECTIVES

1. To have an understanding about attitude check and how it improves employees' performance for organizational achievement
2. To obtain positive growth of attitudes by practice of spirituality in workplace
3. To bring excellence in attitudes and human behaviours
4. To know how spirituality nourishes the process of attitude growth.

LITERATURE REVIEW

Geoff Haddock clarifies that attitudes are very much important in everyday activities. Many think on this topic and fix ambition to achieve many things in life following various ways. For understanding human thought and behaviour better this is very much essential to understand life's inner call. This directly directs us to have the path of spirituality. Curiosity grows much faster day to day to study human attitudes. Many need to have very bright future or become curious to know about their upcoming future. To have control over life's path many think also. To achieve inner potential self esteem becomes an important factor. Many of successful persons take risk in their life and work. Description of positive personality matters a lot in life to have future achievement. Attitude check is not a new concept in history. Many ancient philosophers, scientists, sociologists and psychologists argue that personal attitudes and belief systems have powerful influence on our daily activities whether we know it or we do not know it. In 1950 many authors argue that keeping view point of modern aspects of attitude this is known to have deep learning about attitudes of human resources. Employees face many obstacles in daily duties in workplace. Sometimes we observe that anxiety; depression, conflict etc. hamper working ability and impact the attitudes with broad sense. In such condition an employee does not feel good to work. But if he adjusts through inner power with circumstances then he feels relaxes. Mental condition of employee pours effect on productivity of organization. Negative attitudes spread very rapidly at office but positive attitudes slowly and smoothly influence others. We need working environment should be filled with positive energy and all should work here with harmony. For meeting the need of present and future challenges positive sense plays major role. To meet or reach these challenges employees work in a team cooperatively. For managers this becomes critical to create culture of positive attitudes among employees. For giving inspiration to others and

maintaining work ethics and morale favourable attitudes are responsible. Gerd Bohner and Michaela Wanke (2002), indicate about proper evaluation of us, people around us, actions we perform, events or ideas we have. In social psychology and management attitude change has become central concern. Attitudes are observed on infinite range of things or life. First of all we have to observe carefully life and then we have to judge upon. Modification of attitudes with positivity matters a lot with personality development. Napoleon Hill and W. Stone, 2007 indicate about invisible talisman which has a secret place in mind. According to them mind has two sides. In one side positive mental attitude dwells (PMA) and in another side negative mental attitude (NMA) dwells. There are natural attractions for good things and beautiful things in positive side of mind where as worthy living is robbed up by ill and negative attitudes. According to their proposal this confirms that positive attitudes are secrets keys to many successes, good health, long term happiness and righteous earnings. Everything in life depends on making up mind. How a man makes up likewise he expresses his attitudes. For achieving dreams of a person right attitudes are very much essential. Getting success generations after generations this is necessary to acquire positive values in life and measure these in mind time to time to refresh. Directly or indirectly while they speak about secret theme of mental attitudes the major key comes for this nourishment is spirituality. This is necessary to check up the negative attitudes and develop positive attitudes over by practice of workplace spirituality. Modern world needs the development based on positive mental attitudes that highlight the importance of spirituality. Pastor James MacDonald (2008) thinks about attitudes very deeply and reveals connection of spirituality with positive mental states. Having Biblical perspectives James argues that God wants us to live a spirit filled life to become victorious always and pleasing to all creatures but unfortunately bad attitudes do not allow a person to do so. Observing the Holy Bible very deeply James again realizes about right principles and application of these in practical life. James talks about five different types of negative attitudes commonly observed and argues for replacement with some positive attitudes. A person has to replace complaining attitude with thankful attitude, covetous attitude with attitude of contentment, critical attitude with attitude of love, doubting attitude with attitude of faith rebellious attitude with attitude of submission. For the follower of Christ developing positive attitudes opens the door of success definitely. Observing deep essence of spirituality and acquiring peace within mind is our ambition of modern life. We

hope but we do not sustain within a condition while negativity touches mind. That is why checking attitudes time to time becomes very much essential. This can be done by person through self assessment only and by practice of spirituality.

IMPORTANCE OF THE STUDY

Every day we face many obstacles in workplace and witness conflict while ideas do not match. Sometimes employees get tension out of their works and sometimes they fall in dilemma in decision making. Conflicts in workplace in modern days have become common in occurrence. Due to negativity and its growth in culture many suffer. These happen in day to day life because of attitudes of various natures. Even an individual within his level falls in much confusion in his activities. Every day war goes on in mind due to vices, impurities and negative thoughts. That is why we need to check our mental and physical status with values and spirituality. Attitude check on regular basis is essential and that is why spirituality is the basis and true path to judge upon attitudes. This study keeps importance as we need positive attitudes to develop in workplace and having pleasing working environment.

VALUES DRAWN FROM

PHILIPPIANS 4:8 OF THE HOLY BIBLE FOR ATTITUDE CHECK

Brotherhood – The holy Bible guides in the said verse to have brotherhood in attitude. At each moment authorities have to check up that whether they are behaving like own brothers to others subordinates or not. Brotherhood tightens the relationship of employees and authorities and develops nice work culture.

Realization of truth – Realization of truth about life and work at every moment is necessary to check and realization of true aspects of works and ethics of organization should be given priorities. Truth matters a lot in human life.

Honour – Having honour for works, trust and other employees and workers and customers is definitely nice attitude that develops pleasing environment and wise work culture. Every human being is supposed to have right to get honour and give honour.

Justification – There should be justification for every judgement or decision or work plan. Before having an action justifying nature of this should be kept in priority. Every will is originated from justificatory truth.

Pure thought – Purity in thought guides positivity in thought process. Having any decision or plan of work should be done in pure thought in clear mind. This again sharpens the vision.

Love for work and all – Every authority in workplace should have love for work and other employees and employees should also have love

and cooperation among themselves. Love ties all in one thread irrespective of post and position and truly guides creating lovely working environment.

Worthy of praise - Authorities should have praise for worthy works of employees and should not discourage them. Praise encourages employees in workplace. That is why this should be kept in mind to awake this quality.

Thanksgiving – Thanks giving is also a nice attitude. Both authorities and employees should be thankful to each other in workplace for cooperation and nice works. This also helps in maintaining positive work relationship.

Developing office relationship with positive attitudes

Showing respect – In certain cases it is seen that managers or authorities become rude, cynical or demeaning to a working employee. But there is no need to have such interaction or communication. Setting positive respect for all workers and employees, authorities keep human dignity ahead. All human beings are brothers.

Usage of positive language – Usage of negative languages brings depression among employees and degrades values of work culture and discourages them. That is why this is very essential to keep positive and favourable languages in practice.

Recognition of accomplishments – Managers or authorities should recognize, admire and favour the work done by employees rather than criticism. Hard work of team that brings success for organization should be admired and due credit should be given.

Due guidance – Ongoing training and periodic training with love and cooperation improves job satisfaction of employees. Authorities should not be irritable for any output that does not favour them and they should be supportive to train employees even in case of failure.

Regular attitude check – For creating and taking care of workforce, positive attitudes help a lot and this increases productivity. Attitude check evaluates daily activities are whether beneficial in management of workforce or not.

DISCUSSION

The Holy Bible guides humanity with spiritual values to maintain brotherhood in workplace and judge justificatory aspects of life to have positivity in attitudes and thought process. Every human individual or employee has self esteem and respect and authorities should give respect to every person working with them. There are relationships between work environment and attitudes. Having control over life's path is nice basing on spirituality. Due to impurities and negativities everyday war goes on in mind and we face obstacles in workplace. We need recovery by developing positive thoughts and developing

attitudes. Positive personality is defined by positive attitudes expressed by an employee. Regular attitude check is essential to evaluate inner principles and to hear inner calling. Values drawn from the holy Bible like maintenance of brotherhood in workplace, realization of truth, honour, justification, having pure thought, love for all, worthy praise and thanks giving should be in practice. Showing respect to all, usage of positive language, recognition of accomplishment, due guidance through training and regular attitude check become helpful for maintaining office relationships with positive attitudes.

CONCLUSION

After heaving this study we know more about natures and features of attitudes and secret essence of building positive personality basing on pure and positive attitudes. Such a study helps managers and various authorities of different organizations to have workforce balance maintaining their positive attitudes. This helps in better decision making and easy handling of workforce and helps in development of pleasing work culture. This study helps employees to have power of adjustment even in odd environment and check their principles of working. This study clarifies that positive growth of attitudes depend on spiritual growth of an individual and attitude check improves performance of employees in organization. Spirituality nourishes the positive growth of attitudes and excellence of achievement can be obtained in workplace by practice of this only. This study helps in planning and organizing for managers and decision making becomes pure and pleasing for all.

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