

Judi Neal *Editor*

Handbook of Faith and Spirituality in the Workplace

Emerging Research and Practice

 Springer

Handbook Of Faith And Spirituality In The Workplace **Emerging Research And Practice**

C. Lynn Carr



Handbook Of Faith And Spirituality In The Workplace Emerging Research And Practice:

Handbook of Faith and Spirituality in the Workplace Judi Neal, 2012-12-09 While the field of management has developed as a research discipline over the last century until the early 1990s there was essentially no acknowledgement that the human spirit plays an important role in the workplace Over the past twenty years the tide has begun to turn as evidenced by the growing number of courses in academia and in corporate training and an exponential increase in the publications emerging through creative interaction of scholars and practitioners in organizational behaviour workplace diversity sustainability innovation corporate governance leadership and corporate wellness as well as contributions by psychotherapists theologians anthropologists educators philosophers and artists This Handbook is the most comprehensive collection to date of essays by the preeminent researchers and practitioners in faith and spirituality in the workplace featuring not only the most current research and case examples but visions of what will be or should be emerging over the horizon It includes essays by the people who helped to pioneer the field as well as essays by up and coming young scholars Among the questions and issues addressed What does it mean to be a spiritual organization How does this perspective challenge traditional approaches to the firm as a purely rational profit maximizing enterprise Is faith and spirituality in the workplace a passing fad or is there a substantial shift occurring in the business paradigm How does this field inform emerging management disciplines such as sustainability diversity and social responsibility In what ways are faith and spirituality in the workplace similar to progressive and innovative human resource practices Does faith and spirituality in the workplace bring something additional to the conversation and if so what The aim of The Handbook of Faith and Spirituality in the Workplace is to provide researchers faculty students and practitioners with a broad overview of the field from a research perspective while keeping an eye on building a bridge between scholarship and practice

Workplace Spirituality Yochanan Altman, Judi Neal, Wolfgang Mayrhofer, 2022-01-19 Workplace spirituality is an emerging field of study and practice and this book asks the questions Where have we been in the last ten years as a field and where should we be headed in the next ten years The editors asked these questions of thought leaders from around the globe leaders who represent different sectors faith traditions worldviews and organizational functions This volume represents the best of current thinking about the state of the field of workplace spirituality and of what the future holds There are four themes 1 management themes such as leadership ethics change management and diversity 2 workplace spirituality in sectors such as health and wellbeing policing and creative industries 3 key issues that are emerging such as self spirituality mindfulness storytelling and the importance of nature and 4 cutting edge epistemologies and methodologies including indigenous studies relational ontology ethnography and psychodynamics These articles were chosen to provoke new thinking new research and new practice in the field of workplace spirituality with the goal of helping the field mature in the next decade

Integrating Christian Faith and Work Sharlene G. Buszka, Timothy Ewest, 2019-10-21 Though the majority of Americans claim faith in God and adults spend the majority of their

time working these two important dimensions of life are rarely effectively integrated It is important for people of every faith tradition to consider how when and if their faith and work are to be integrated This is especially true as research shows that the integration of faith and spirituality in the workplace results in numerous benefits for individuals organizations and society if done respectfully This book presents key research insights concerning integration influences and strategies for Christians who seek to integrate their faith and their work Specifically it discusses how individual occupational and organizational factors influence faith and work integration and suggests diverse ways to integrate the Christian faith at work The Faith and Work Integration Spheres of Influence Model is presented as a tool to guide individuals in better understanding how to develop their own personal plan for faith and work integration within the context of limiting or enabling occupational and organizational factors It also suggests areas for further research on this topic Readers will learn how Christian faith and work integration can be maximized based on individual attributes occupational characteristics and organizational factors

Faith and Work Timothy Ewest, 2022-12-01 The continued presence and growth of religion within the global community resists the notion that religion is to be usurped by the secular or disenfranchised through secularism Instead contemporary scholarship emerging from an array of academic disciplines continues to support religions presence and impact on individuals organizations and society For example the last two centuries offer an array of scholarship which understands religion to be formative for personal identity instrumental in coping with suffering an iterative force in social construction dynamic in its historical perception and having an ever present role in culture politics and society However the role of religion in the workplace is still resisted by some scholars of note in the Academy of Management Yet scholarship regarding the impacts of religion on societal organizational and individual life continues to grow carrying on the long standing research tradition of Weber Scholarship has explored connections and manifestations of the world s religions within the workplace Within Christianity examples of research considerations within Catholic traditions beliefs and practices which undergird workplace practices have been given ample consideration and alternatively examples of Protestant beliefs and practices within the workplace continues to grow This second volume continues the work of the first volume of Faith and Work Christian Perspectives published in 2018 As with the first volume this second volume considers Christian perspectives research and insights into the faith and work movement delimitating research into one of three areas Individual organizational and societal dimensions Again this volume like the first contains scholarship from nationally and internationally recognized scholars whose research understands and demonstrates the importance of the connections between the Christian faith and the workplace The scholarship presented in this volume is considered cross disciplinary as was the first volume which was presented at the Cultural Study Association CSA Conference held at Carnegie Mellon University the Society for the Scientific Study of Religion SSSR conference held in St Louis Missouri and also at the 2019 Academy of Management Boston MA The first book has also enjoyed use in masters and doctoral programs as a supplemental

reader Handbook of Religion and Society David Yamane,2016-07-15 The Handbook of Religion and Society is the most comprehensive and up to date treatment of a vital force in the world today It is an indispensable resource for scholars students policy makers and other professionals seeking to understand the role of religion in society This includes both the social forces that shape religion and the social consequences of religion This handbook captures the breadth and depth of contemporary work in the field and shows readers important future directions for scholarship Among the emerging topics covered in the handbook are biological functioning organizational innovation digital religion spirituality atheism and transnationalism The relationship of religion to other significant social institutions like work and entrepreneurship science and sport is also analyzed Specific attention is paid where appropriate to international issues as well as to race class sexuality and gender differences This handbook includes 27 chapters by a distinguished diverse and international collection of experts organized into 6 major sections religion and social institutions religious organization family life course and individual change difference and inequality political and legal processes and globalization and transnationalism

Spirituality Management in the Workplace Fahri Özsungur,Fevziye Bekar,2023-12-14 The experts here provide conceptual frameworks and guidance by examining the subject in the light of current developments at multiple levels of analysis individual organizational cultural and in leadership Spirituality in the workplace considers employees as a whole in spirit body and mind **Creating Enlightened Organizations** J. Neal,2013-12-05 There is a growing movement to incorporate faith and spirituality in the workplace to do things better to utilize all the human capabilities of employees and to truly revolutionize the role of business in the world Creating Enlightened Organizations is the first book to provide a truly comprehensive approach to creating an organization designed to unleash full human potential in the workplace Businesses have learned how to involve employees in problem solving improve the emotional intelligence of their leaders reengineer the business processes and create customer delight but they have left out one essential ingredient that makes all the difference the human spirit There is a hunger for meaning and purpose in our workplaces and in our institutions This book simplifies and organizes the best of what is going on in organizations at the individual team and systems levels and provides guidance for putting it to practical use It also offers a radically new view of the purpose of business in society and provides examples of leading edge organizations that make a positive difference in the world Spirituality is the new competitive edge and enlightened organizations know how to integrate the human spirit and spiritual values into their business practices

Leading in a VUCA World Jacobus (Kobus) Kok,Steven C. van den Heuvel,2018-11-28 This open access book brings together works by specialists from different disciplines and continents to reflect on the nexus between leadership spirituality and discernment particularly with regard to a world that is increasingly volatile uncertain complex and ambiguous VUCA The book spells out first of all what our VUCA world entails and how it affects businesses organizations and societies as a whole Secondly the book develops new perspectives on the processes of leadership spirituality and discernment particularly in this

VUCA context These perspectives are interdisciplinary in nature and are informed by e.g. management studies, leadership theory, philosophy and theology

A Year in White C. Lynn Carr, 2016-01-19 In the Afro-Cuban Lukumi religious tradition more commonly known in the United States as Santería, entrants into the priesthood undergo an extraordinary fifty-three week initiation period. During this time, these novices called *iyawo* endure a host of prohibitions, including most notably wearing exclusively white clothing. In *A Year in White*, sociologist C. Lynn Carr, who underwent this initiation herself, opens a window on this remarkable year-long religious transformation. In her intimate investigation of the year in white, Carr draws on fifty-two in-depth interviews with other participants, an online survey of nearly two hundred others, and almost a decade of her own ethnographic fieldwork, gathering stories that allow us to see how cultural newcomers and natives thought, felt, and acted with regard to their initiation. She documents how during the *iyawo* year, the ritual slowly transforms the initiate's identity. For the first three months, for instance, the *iyawo* may not use a mirror, even to shave, and must eat all meals while seated on a mat on the floor, using only a spoon and their own set of dishes. During the entire year, the *iyawo* loses their name and is simply addressed as *iyawo* by family and friends. Carr also shows that this year-long religious ritual, which is carried out even as the *iyawo* goes about daily life, offers new insight into religion in general, suggesting that the sacred is not separable from the profane and indeed that religion shares an ongoing dynamic relationship with the realities of everyday life. Religious expression happens at home, on the streets, at work, and at school. Offering insight not only into Santería, but also into religion more generally, *A Year in White* makes an important contribution to our understanding of complex, dynamic religious landscapes in multicultural, pluralist societies and how they inhabit our daily lives.

Wholeness in Hope Care Daniel Johannes Louw, 2015 Throughout his life, the apartheid activist Nelson Mandela Madiba maintained: "In the darkest moment, there is always hope." We must never give up. Hope as a mode of the courage to be. Paul Tillich points to what the sociologist Peter Berger calls "signals of transcendence." *Wholeness in Hope Care* explores the rich tradition of hope in wisdom, philosophy, and Christian theology. It connects *non-hope* (un-hope) (Gabriel Marcel's *l'espérance*) to a theology of compassion, in *soul care* (*cura animarum*). Resurrection hope (*theologia resurrectionis*) points to the healing of life (*cura vitae*) and the preservation of land (*cura terrae*). In order to describe the helping and healing dimension in pastoral care, giving the term *promissiotherapy* has been coined. Daniel Johannes Louw was Dean of the Faculty of Theology at the University of Stellenbosch, 2001-2005; President of the International Academy of Practical Theology (IAPT), 2003-2005; and President of the International Council for Pastoral Care and Counselling (ICPPC), 2011-2015. Series: Pastoral Care and Spiritual Healing Series, Pastoral Care and Spiritual Healing, Vol. 3. Subject: Pastoral Studies, Religious Studies, Christianity.

Fostering Sustainability by Management Education Agata Stachowicz-Stanusch, Wolfgang Amann, 2017-12-01 This book presents our set of insights and solutions for more effectively integrating corporate social responsibility into management education. Internationally acclaimed authors critically review this multifaceted process in a variety of countries. The book is divided into several sections. After the introduction, three parts

delve deep on the following aspects Values Ethics and Spirituality in Management Education Embedding CSR in Management Education and University Social Responsibility This book combines theoretical considerations and state of the art practical advice The purpose of this book is to ensure graduates pay enough attention to CSR become more interested in it trigger a desire for action and feel well equipped to implement tailored initiatives Future business leaders and managers ought to become change agents who can more easily cope with the complexities CSR entails **The Routledge**

Companion to Mindfulness at Work Satinder K. Dhiman, 2020-09-08 Given the ever growing interest in the benefits of mindfulness to organizations and the individuals who work in them this Companion is a comprehensive primary reference work for mindfulness including creativity and flow in the workplace including business healthcare and educational settings Research shows that mindfulness boosts creativity through greater insight receptivity and balance and increases energy and a sense of wellbeing This Companion traces the genesis and growth of this burgeoning field tracks its application to the workplace and suggests trends and future directions With contributions from leading scholars and practitioners in business leadership psychology healthcare education and other related fields The Routledge Companion to Mindfulness at Work is an extensive reference work which will be a vital resource to the fields of management and organizational studies human resource management psychology spirituality cultural anthropology and sociology Each chapter will present a listing of key topics a case or situation that illustrates the application of the themes workplace lessons and reflection questions

Meeting the Ethical Challenges of Leadership Craig E. Johnson, 2020-01-14 Meeting the Ethical Challenges of Leadership Casting Light or Shadow explores the ethical demands of leadership and the dark side of leadership The book takes an interdisciplinary approach drawing from many fields of research to help readers make ethical decisions lead with integrity and create an ethical culture The Development of Vocational Stewardship among Indonesian Christian Professionals

Sutrisna Harjanto, 2018-07-31 Christian professionals through their daily work have important roles in God s mission However little empirical research has been done to understand their journey to connect their daily work with God s If the church of Jesus Christ is to have the transformational impact that the world needs then we must better understand our vocations from a biblical and missional perspective In this thorough study Dr Sutrisna Harjanto explores the formational elements of the integration of faith work and mission among Indonesian Christian professionals From detailed semi structured interviews with twenty eight participants this study provides deeper insight into the development of vocational stewardship and the role of empowering relationships and communities Through careful analysis and evaluation the resulting book is an educational perspective on the theology of work and mission beneficial for those in positions to equip and support Christian professionals as they work to fulfil God s mission through daily work Mercenaries and Missionaries Brandon Vaidyanathan, 2019-05-15 Mercenaries and Missionaries examines the relationship between rapidly diffusing forms of capitalism and Christianity in the Global South Using more than two hundred interviews in Bangalore and Dubai Brandon

Vaidyanathan explains how and why global corporate professionals straddle conflicting moral orientations in the realms of work and religion Seeking to place the spotlight on the role of religion in debates about the cultural consequences of capitalism Vaidyanathan finds that an apprehensive individualism generated in global corporate workplaces is supported and sustained by a therapeutic individualism cultivated in evangelical charismatic Catholicism Mercenaries and Missionaries uncovers a symbiotic relationship between these individualisms and shows how this relationship unfolds in two global cities Dubai in non democratic UAE which holds what is considered the world s largest Catholic parish and Bangalore in democratic India where the Catholic Church though afflicted by ethnic and religious violence runs many of the city s elite educational institutions Vaidyanathan concludes that global corporations and religious communities create distinctive cultures with normative models that powerfully orient people to those cultures the Mercenary in cutthroat workplaces and the Missionary in churches As a result global corporate professionals in rapidly developing cities negotiate starkly opposing moral commitments in the realms of work and religion which in turn shapes their civic commitment to these cities

Sensory Templates and Manager Cognition Claus Springborg,2018-03-29 This book explores the role of art and spiritual practices in management education It takes recent developments in cognitive science relating to the metaphorical and embodied nature of cognition as its starting point Introducing the concept of sensory templates Springborg demonstrates how managers unconsciously understand organizational situations and actions as analogous to concrete sensorimotor experiences such as pushing pulling balancing lifting moving with friction connecting and moving various substances Real life management and leadership case studies illustrate how changing the sensory templates one uses to understand a particular situation can increase managerial efficiency and bring simple solutions to problems that have troubled managers for years *Sensory Templates and Manager Cognition* will be of interest to scholars and students of managerial cognition leadership and neuroscience as well as practising managers and management educators

Digital Leadership Mario Franco,2020-04-01 Digital leadership has been seen as a phenomenon allowing competitive advantages for organizations but some studies do not include the risks benefits and challenges of this type of leadership Consequently the objective of this book is to fill this gap by combining several studies from different perspectives The various chapters presented here follow several approaches and applications that researchers explore in different contexts This book intends therefore to add to the body of knowledge in leadership and digital areas On the other hand this work shows how digital leadership can stimulate organizational development in various countries and regions worldwide

Executive Burnout Radha R. Sharma,Cary L. Cooper,2016-12-22 This book provides analysis of the construct of burnout including its magnitude a global research review a typology of models and comparisons between professions It also provides the views of mental health professionals causes symptoms and coping techniques while comparing Eastern and Western approaches to mitigate the effects of burnout

Organizational Behavior Christopher P. Neck,Jeffery D. Houghton,Emma L. Murray,2015-12-08 Organizational

Behavior A Critical Thinking Perspective by Christopher P Neck Jeffery D Houghton and Emma L Murray provides insight into OB concepts and processes through a first of its kind active learning experience Thinking Critically challenge questions tied to Bloom s taxonomy appear throughout each chapter challenging students to apply analyze and create Unique engaging case narratives that span several chapters along with experiential exercises self assessments and interviews with business professionals foster students abilities to think critically and creatively highlight real world applications and bring OB concepts to life

Research Methods for Educational Leadership and Management Musundire, Austin,2025-05-13

Various research methods including action case study and experimental research can be tailored for educational leadership and management Different research designs data collection techniques and data analysis methods have differing strengths weaknesses and challenges As a result it is crucial to develop the skills and confidence needed to conduct high quality research Developing a deeper understanding of how to conduct rigorous research may consequently foster more effective and innovative research leading to improved educational policies practices and outcomes Research Methods for Educational Leadership and Management illustrates how these methods can be effectively applied to address issues in educational leadership and management It promotes best practices in educational research by highlighting ethical considerations addressing common challenges and providing strategies for overcoming these obstacles Covering topics such as equity employment practices high performance culture and professional competencies this book is an excellent resource for educational leaders school managers school administrators policymakers researchers professionals scholars academicians and more

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