



### Short Review Paper

## Business Ethics and Spirituality for Work Life Balance: A Review

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### Abstract

*The link between religion and work is not new. Due to the globalization, organizations need effective management with multiple roles and responsibilities. Ethics purify and filter the business organization objectives, and delivering value to aspiring spiritual growth of the organization. The purpose of this paper is to review ethics and spirituality at work place and to explore how ethics and spirituality improves employees' performances and organizational effectiveness. The paper reviews about some papers on workplace spirituality to review their findings on how ethics and spirituality supports organizational performance. The purpose of this study was to review ethics with regards to work life balance in the contemporary organization and to identify its future aspect. Through review of the literature on ethics and spirituality supportive to work life balance issues will be covered in this paper.*

**Keywords:** Ethics, Spirituality, Work-life–Balance.

### Introduction

India is facing drastic change in its values and beliefs. As a developing country due to globalization traditional way of working shifting to modern way of working which creating work pressure ,problem like long working hours, unsupportive working environment. This in turn affecting work life of employees. These problems have triggered in human kind a renewed search for peace that is essentially a spiritual journey. This approach recognizes that work of employee not only with their hands but also with their hearts or spirit.

Our action affect not only but also those around us .Many of our professional decisions involve ethics. If we tell alien we can lose someone's trust and undermine our own integrity.

Questions of morality and ethics can be found at all level of society. Ethical Behavior is equally important in the work place as it is in or personal lives.

Ethics refers to a set of rules that describe acceptable conduct in society Ethic serves as a guide to moral daily living and helps us judge whether our behavior can justified<sup>1</sup>.

In response to change employer have to take initiative for balancing work life . as it is not a problem for employee only, it's a problem for employer as well because it affects organizational goal. This paper proposes the for bringing about the much needed ethical excellence in to organization because its purify and filter the objective of business organization, and delivering value not only for employer but also for employees, leading to aspiring spiritual growth of the organization which would supportive for work life balance.

Ethics and spirituality provides employees a sense of community and connectedness which in turn increases employees commitment, belongingness, and effective. In fact ethics and spirituality at work addresses human activities relating to personal development, honesty, meaningfulness, trust, job commitment which is concern with our way of thinking, emotions, feelings and behavior of Individuals.

### Definition of Ethics

Ethics refers to a system of moral principle – a sense of right and wrong, and good or bad action and the motives and consequences of these action. Ethics as the same as the generally accepted norms of good and bad practices. If dishonesty is immoral in society than any businessperson practicing a dishonest act is treated as indulging in unethical action.

Ethical standards guide individuals and the company to act in an honest and trustworthy manner in all matters. These standards should encourage employees to make the right decisions for the company, not the individual, and give them the courage to come forward should they notice dishonest and unethical behavior. Company programs focused on ethics help lay out company standards and expected practices as they relate to ethical behavior and decisions.

### Definitions of spirituality at work

Roots of work life balance lie in spirituality. If the roots get affected the tree will letter or sooner face the consequences. Spirituality Means “a process of self enlightenment” and “a worldview plus a path” or “access to the sacred force that

impels life” and “the unique inner search for the fullest personal development through participation into transcendent mystery.” In these definitions, spirituality is mostly described as an idiosyncratic, multifaceted, elusive concept; difficult to be captured in a common definition. Its “defining spirituality in the workplace is like capturing an angel - it's ethereal and beautiful, but perplexing”. The term “spirituality” comes from the Latin word “spiritus” is defined as “an animating or vital principle held to give life to physical organisms”. Scientist Stated that “the vital principle or animating force within living beings; that which constitutes one's unseen intangible being; the real sense or significance of something”. Ioan Lazar, Codurata Osoian, & Patracia Ratiu (2010) defined spirituality is “the basic feeling of being connected with one's complete self, others and the entire universe<sup>1</sup>.”

In Bhagwat geeta lord Krishna speaks to Arjuna about not a personality and social relationships, but his sermon provides to Arjuna exceptional knowledge about attaining of the sacred blessed system of internal life that involves into sublimation of the worldly human personality into the godly spiritual existence, of a supreme person who ultimately becomes one with God. Ultimately this explores all those essentials of life that have been sermonized by the lord from the angle of spirituality and its application in running modern life for balancing<sup>2</sup>.

## Work life Balance

The best work life balance is different for each of us because we all have different priorities and different lives. However, at the core of an effective work life balance definition are two key every day concepts that are relevant to each of us. Work life balance is an effective management of multiple role and responsibilities at work, at home and in other aspects of life. Work life balance is has important for the life of employees as well as employees attitude towards the organization.

In the globalization era every organization focused for higher productivity and performance from their employees which is possible if they have better work life balance. Work life balance defined as satisfactory level of involvement in multiple roles of one's life<sup>3</sup>. Effective way to deal with work life problem is to establish ethical practices favorable to work life balance. These practices consider expected moral and code of conduct set up by the society for smooth conduct of day to day life of individuals. The literature of work life balance has suggested a number of practices associated with favorable employee perception of work life balance. It is a philosophy, a set of principle, which holds that people are most important resources in the organization as they are trustworthy, responsible and capable of making valuable contribution and they should be treated with dignity and respect.

Work life balance is the appropriate arrangement of role time commitments that allows good functioning at work and home, with minimum role conflict and maximum satisfaction. R Baral

& S. Bhargava further refers that Work life balance to harmonious or satisfying arrangements between an individuals work obligations and his/her personal life<sup>3</sup>.

Work life balance can be perceived employees and they accomplish a better fit between their personal and professional life. Therefore, work life balance is defined as: The perception that work and non-work activities are compatible and promote growth in accordance with an individuals current priorities<sup>3</sup>.

Vigor refers to high level of energy and mental reliance while working, the willingness to invest efforts in one's work and persistence even in the face of difficulties. Dedication is characterized by a sense of significance, enthusiasm, inspiration, pride and challenges at work. Work engagement can lead to positive emotions, better health, creation of more job resources. Engagement can also transferred to coworkers. Jack Massersmith (2007) report that engagement is positively related to job satisfaction (i.e., career satisfaction, interpersonal relation satisfaction, ability utilization) in a cross sectional study<sup>4</sup>.

## Interrelationship of Ethics and Spiritual Competence with Work-life Balance

In any organization treated employee positively then in the response employee will feel comfortable, improve performance and coordination to respond in kind, through positive behavior or attitude. Work life balance of the employee can be improved by taking care of factors like organizational values, ethical sense among the employee, behavior of superiors towards their subordinate in order to train talent, enhance quality of work and to keep the employees happy<sup>5</sup>.

Quality of an employee's personal and family life impacts quality of work and that there are business reasons to promote work and non work integration. For this implementation of ethical practices and strategy is critical for organizations employee without living them unsatisfied, burnt out and unfulfilled. Implementations of work life balance practices with in organization reduces work life conflict and affect the working of employee attitude and organizational environment also. It increased job satisfaction and enhanced control over work schedule as a result employee turnover, absenteeism and reduces stress and increased productivity.

Ethics is a branch of moral philosophy that prompts to behave in the expected moral set up by the society for smooth conduct of day to day life of the individuals. The main objective of the study pertain to both moral and immoral behavior in order to make well founded judgments and arrive at adequate recommendations<sup>4</sup>.

Ethics has two fold objectives: i. It evaluates human practices and give perspective advice on how to act morally in a specific situation. ii. To provide solutions and policies when facing the present dilemma and future dangers, based on well informed opinions.

For work life balance key practices of ethics applied across functional areas in an enterprise include continuous and breakthrough improvement. Organization relies heavily on the type of the strategy, techniques and tools for measuring work life balance. Subsequently, identifying best practices and their implementation eventually decides work life balance in organization.

## Conclusion

This study brings out review on work life balance issues and ethical practices and spiritual competence supportive to work life balance. Work life balance and employee job satisfaction are increasingly being identified as progressive indicator related to the function and sustainability of organization satisfy employee tend to be more productive.

Ethical practices generate the value which is highly supportive for work life balance and improve the organizational performance and finally organization achieve excellence. Work life balance is highly significance because it is very much correlated with the ethical practices and spiritual management in routine working life, which increased organizational performance and shows the coordination and collaboration among the member of the organization.

The study contribute how an organization set the standard to use the knowledge of ethics and spirituality for work life balance

and organizational performance. Ethical practices and work place spirituality in HR practices is not illogical. Therefore, its proved that in many situation the relevance of ethics and spiritual sense for growth of individual as well as organization.

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