Spirituality and Ethics with Reference to the Poem, "Don't kill a snake" by Saint Tukaram

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Abstract

The aim of this study is to explore how spirituality relates to ethics and leaders'/employees' ethical actions at work by reviewing the literature on spirituality and ethics. Within this scope, the present paper focuses on inner purification reflect on human character and leadership. Spirituality and ethics were also investigated in terms of decision-making, development, the role they can play in global issues, faith, and secularism. This paper discusses the impact of spirituality on organizational ethics and ethical practices, as well as guidelines and suggestions for incorporating spirituality to help spread ethics at work.

Key Words: spirituality, ethics, leaders, scope, decision making, guidelines and work

Introduction:

Spirituality is becoming more prominent in organizational research. The concept "spirituality" was first studied in relation to "the self" and then in relation to its impact in the workplace in "workplace spirituality" studies. Spirituality has been studied in relation to organizational effectiveness, efficiency, resilience, and leadership as a result of growing interest. In this light, there has been an increase in the number on studies of organizational spirituality and ethics (e.g. Corner, 2009; Ayoun, Rowe, Yassine, 2015; Ananthram, Chan, 2016). In response to the a interest in spirituality and ethics, we take poem of saint Tukaram Don't kill a snake on spirituality and ethics, as well as an examination of how spirituality relates to workplace ethics and behaviors. Saint Tukaram advised spirituality and ethic in the following lines:

> Don't kill a snake
> Before the eyes of saint
> For the saint being

> Include all living thing
> And he's easily
> Hurt. (191)[1]

Saint Tukaram advised all subjects that God is residing in the heart of all animals. All the universe is one. He further said that:

> A single hair
> Plucked from the body
> Causes instant pain
> And the soul that perceives
> Life as a community
> Always suffer.

Today, there are movements taking spiritual and ethical ideals into industry, as profit is no longer the only bottom line, giving way to a "triple bottom line," or a dedication to "people, earth, and profit." McLaughlin (McLaughlin, 2005)[2]. As a result, the quest for workplace spirituality has an ethical component, as it attempts to redefine balancing principles for oneself, culture, humanity, and the environment.

Humanity needs to shift its lenses from a materialist perspective on production and

producers. The ideas associated with the philosophy of spirituality at work usually reject humanity's materialistic stance and encourage personal development. Humanity is referred to as "Homo moralist" rather than "Homo economics" by Dhiman (2016)[3]. According to McPherson (2015)[4], who describes humanity as "homo religious," spiritual people exist. Spirituality is gradually being proposed as a possible counter to the issue of materialism or profiting at the cost of "being a good person" in this regard (McGhee and Grant, 2017, p. 160)[5]. However, finding spiritual liberation and a spiritual mentality in the face of materialism necessitates a significant shift in mindset.

The term "spiritual" refers to an inner existence that is intimately linked to religious forms or in some way to humanistic psychology in order to realize one's full potential (Roof, 2003, p.138)[6]. Melé & Fontrodona (2017)[7] state that nowadays, spirituality is described independently of religion. Isa and Pick (2011)[8], who draw attention to various conceptions of spirituality in relation to religion, (Melé & Fontrodona, 2017). Isa and Pick (2011), who attracts attention to different interpretations of spirituality in religious and secular terms, point out the need for some people at modern workplace to develop meaning for their work and potential through their spirituality understanding and application, be it religious or secular.

Spirituality and deep spirituality are two terms that are often used interchangeably. According to him, spirituality can be divided into two types: shallow spirituality, which is the most, common, and deep spirituality,

which goes beyond ordinary experiences and transcends mass cultural patterns. Religious and aesthetic spirituality was distinguished by Isa and Pick (2011). Spirituality of religion consists of Aesthetic spirituality involves sincerity, love, unity, dignity, help, and equilibrium, as well as prayers, belief in miracles, and valuing, including divine reality, striving for truth. Tukaram explained spirituality and ethics in the following lines:

> To those who equate
> Their being
> With everything even the other
> Is a sensation
> Of the self.

As the literature is examined, the qualities of spirituality are primarily "a bond with the Creator/Power, transcendence of the self/a deep emotional state, an inner existence surfaced in one's life, serving a superior purpose, finding the calling/meaning in one's life," and "serving a superior goal, seeking the calling/meaning in one's life." They all point to one thing: people strive to relate their inner lives and values to the outside world. In their actions, thoughts, and decisions, they behave either secretly or openly. McGhee and Grant (2017, p. 160)[8] identified four themes in their explanation of spirituality: (1) transcendence (rise beyond one's self and/or context), (2) interconnectedness (deeper relation with others), sense (finding a reason in life), and (4) a developmental aspect (innerness)

When it comes to defining spirituality in the workplace, there are a few different perspectives. For others, spirituality simply means integrating personal values such as

ethics, morality, and high-quality work, according to McLaughlin (2005). For some, it entails treating coworkers with respect and responsibility. For another, it is about engaging in spiritual activities such as prayer, meditation, and so on. Or others, it means doing ethically sound business in a socially conscious manner in order to have a positive effect on the environment and support the society in order to make the world a better place. Spirituality is one of the most powerful forces in human life, influencing the values, community, customs, and decisions of the majority of societies. It enables people to comprehend their surroundings and give meaning to their lives and nature, as well as forming one's ethical, moral principles, attitudes, and values (Creighton-Smith et al., 2017). As a result, there are a number of priorities s a result, there are a number of priorities that shape our lives and guide our ethical decisions. According to Edwards (2016)[9], there are many variables that influence the degree of value: 1) God and individual thinking souls, 2) acts of love, grace, and justice, and 3) systemic facts or truths, convictions, rules, and formalities. Spirituality, which also means God and conscious souls, is inextricably linked to God and conscious souls.

The ethical decision-making process in relation to spirituality often manifests itself in purchasing practices that can harm the environment directly or indirectly. The findings indicate that the higher a consumer's moral consciousness, the more likely he or she is to have an ethical bent (Vitell et al. 2016, p.147)[10]. Spirituality, according to another report, may be a predictor of green-purchase in the future.

Vitell et al. (2016) have discovered that an individual's faith and moral identity power have a significant impact on how they determine ethical customer circumstances. How to follow ethics and spiritually saint Tukaram revealed in the following lines:

> Says Tuka
> I give you
> The very root
> Of ethics
> Be happy to worship
> The lord of all
> In your own being

Secularization has dominated for a long time, but it is now giving way to spirituality .Many studies have attempted to determine the impact of faith on ethical conduct and the connection between spirituality and ethics over the years. In the context of slam, spirituality and ethics are examined. (2017, Suib & Said)[11] Both words in Islam are connected by seven principles, according to them (care, generous, honesty, justice, loyalty, respect, and responsible). They also say that ethics improve service quality, inspire staff, and increase consumer satisfaction and benefit, and that spirituality promotes positive energy, improves performance, motivates people to do good deeds, improves self-awareness, and increases cohesion. And fosters a sense of social responsibility. Similarly, in his thesis on postmodernity, spirituality, and ethics, Escobar (2011, p.59)[12] argues that ethics and spirituality are interdependent since they form and are fundamental to each other. According to Isa and Pick (2011), there is a strong connection and relationship between ethics, spirituality, and aesthetics. Burkhardt (2010), who delves deeply into spiritual religiosity, claims that the spiritual

component of ethics is lost if there is no submission or adherence to God's will.

Literature has commonly acknowledged the distinction between faith and spirituality while the terms spirituality and religion are sometimes used interchangeably, the latter is more formal, institutionalized, and structured. McPherson is a character in the film McPherson (2015pirituality, they say, contributes to organized and agreed-upon rituals in the broadest sense, which are shared by other adherents. The birth of modern faith-like groupings and cults may be seen as examples, which are founded on the spiritual quest of different individuals coming together and forming new forms, but these groups are not necessarily based on either religion and can include adherents from various religions.) Though spirituality is usually on a personal level, religion can also be understood on a personal level. If both words can be regarded as one or two distinct definitions, one must exercise extreme caution when making decisions in the realm of spirituality final thoughts

Conclusion:

The relationship between spirituality and ethics has yielded a variety of findings. Although most writers agree on the philosophical relationship between spirituality and ethics, there is little agreement among the writers on empirical studies that suggest a sound relationship between the two words. However, empirical studies that claim a substantial association between the words outnumber those that deny the existence of such a relationship. As a result, it can be concluded that there is a growing positive consensus in the studies on the empirically validated relationship between spirituality and ethics. An organization's spirituality or spiritual life is shared by its members. Spirituality is thought to influence decision-making not only in the corporate or organizational sense, but also in larger-scale issues such as environmental issues. Spirituality is often seen as a significant influence on customer habits and decisions. Spirituality will undoubtedly play an important role in the long-term survival and resolution of new world problems, particularly in light of new trends. So it's no surprise that spirituality and ethics will play an increasingly important role in a person's well-being as well as humanity's/the world's overall wellbeing in the coming decades. Spirituality and religiosity have a lot in common, despite the fact that much of the literature considers them to be separate. Spirituality, though a rather personal idea, can contribute to the formation of groups or systems that are similar to religious structures. There have also been several spiritual classifications, one of which is more associated with secular viewpoints and the other with more indigenous perspectives.

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