# Soulful Serenity: Exploring Workplace Spirituality and Stress among Corporate Employees in India- A Comprehensive Study

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## Abstract
The aim of this article is to study the relationship between four dimensions of workplace spirituality (Compassion, meaningful work, mindfulness and transcendence) and work stress in India. PLS SEM (Structural Equation Modelling) was used as the statistical tool for the study. The technique for conducting the analysis was partial least squared. The study's sample size included a total of 170 individuals, with 83 male and 87 female employees, located throughout India. The chosen methodology for the study is non-probabilistic, specifically adopting the Snowball Sampling technique. The sample comprises people in executive roles from various sectors such as manufacturing, finance, information technology, and healthcare services. The results of the study shows a significant negative correlation between work stress and the meaningful work and compassion dimension of workplace spirituality. Also, it shows a significant positive correlation between work stress and mindfulness. This study highlights the potential of workplace spirituality to address the growing concern of work stress in India. By implementing the effective organisational practices and well-being initiatives, organisations can create a more supportive and fulfilling work environment for their employees.
**Keywords**: Workplace Spirituality, Work Stress, Employees, Mindfulness

## I.      Introduction
        The corporate landscape in India is a dynamic and fast changing system characterised by a combination of traditional values, different cultural influences, and a strong adoption of technical innovations. India's business sector has seen substantial changes over the years, resulting in alterations to organisational structures and employee experiences. This transition is remarkable, primarily because India is recognised as one of the most rapidly growing economies globally. The corporate environment in India showcases an intricate interaction between contemporary and conventional elements, cultural variety, and technical advancements. Gaining a comprehensive understanding of the intricacies of this particular context is of utmost importance for organisations seeking to effectively traverse the complexities and capitalise on the potential advantages offered by the dynamic and constantly evolving Indian business landscape. Concerns regarding the welfare of personnel have emerged as a paramount issue for businesses seeking to cultivate a positive work environment. The workplace serves as more than a mere physical location where personnel carry out their occupational duties; rather, it is an intricate social ecosystem that exerts a substantial influence on their psychological and emotional well-being. Stress, a pervasive concern within the business environment, has the potential to result in detrimental outcomes including diminished efficiency, heightened employee absenteeism, and compromised overall welfare (Chopra, 2009,). Researchers and business executives are increasingly looking at the impact of spirituality in the workplace on stress relief. Amidst the complex

complexities of the modern business world, it is crucial to explore the possible benefits that workplace spirituality might provide. Engaging in this practice not only enhances the well-being of employees, but also contributes to the enduring sustainability and success of businesses.

The interaction between workplace spirituality and employee stress has become a prominent subject of investigation in the current dynamic environment (Vineet Kumar, 2014). There is a growing recognition among organisations that cultivating a sense of purpose, connection, and spiritual values inside the workplace might potentially enhance the overall well-being of their employees. This research aims to study the overarching idea of spirituality in the workplace and its possible impact on mitigating stress, a prominent issue within the corporate domain. The impact of spirituality in the workplace has drawn a lot of attention lately as businesses try to understand how it could affect worker satisfaction, productivity, and organisational culture as a whole. Workplace spirituality describes the acknowledgment and incorporation of an individual's spiritual principles and convictions within the context of their professional setting. This practice aims to cultivate a profound feeling of significance, intention, and interconnectedness among employees in the workplace. In the context of an increasingly demanding corporate environment, employees frequently encounter heightened levels of stress, which can be attributed to a range of variables including job requirements, the equilibrium between work and personal life, and concerns regarding job stability (Bhui et al., 2016, 318-325). The presence of stress in corporate environments has a dual effect, affecting both the psychological well-being of employees and their productivity and job satisfaction. This presents notable obstacles to the overall success of organisations.

Many studies have emphasised the positive influence of workplace spirituality on the well being of employees. For example, (Krishnakumar & Neck, 2002, 153-164) proposed that individuals who are able to express their spirituality at work may experience reduced stress and increased job satisfaction. In a similar vein, those who find meaning and purpose in their work are more likely to report feeling less stressed and more engaged at work. The study of workplace spirituality's possible impact on reducing stress among corporate employees is not only important for the well-being of individual employees, but also has wider

implications for the efficacy and productivity of organisations. The aim of this research is to make a significant addition to the field's advancement by offering a thorough comprehension of the complex correlation between employee stress and workplace spirituality. The findings of this research will offer valuable insights that can be utilised to establish effective ways for cultivating better work environments within the corporate sector.

**Theoretical Background**
*Workplace Spirituality*
"Workplace spirituality involves a sense of wholeness, connectedness, and a reverence for a greater sense of meaning in our work. It involves a deep sense of purpose, values, and mission, and a connection to a sense of community." (Ashmos & Duchon, 2000, #). The notion of workplace spirituality is increasingly acknowledged in the realm of organisational behaviour and management. The focus lies on the seamless incorporation of an individual's subjective perception of significance, intention, and principles with their occupational pursuits. The statement recognises the idea that employees should not be seen only as economic resources, but rather as individuals with their own subjective experiences, including spiritual and ethical dimensions. The notion suggests that by acknowledging and fostering the spiritual well-being of employees, businesses can create a work environment that is more engaging and fulfilling, leading to increased job satisfaction, general wellness, and performance.

1. The impact of workplace spirituality on several areas of the employee experience has drawn more attention in recent years. Scholars have investigated the ways in which workplace spirituality affects stress levels, organizational civic behavior, commitment, and job happiness. Here are a few noteworthy investigations and conclusions in this field: (Milliman & Czaplewski, 2003, #) An empirical investigation was carried out to examine the connection between employee work attitudes and workplace spirituality. The results of this study show a clear relationship between greater degrees of job involvement, organizational commitment, and job happiness and workplace spirituality.

2. (Gotsis and associates, 2007) did an empirical investigation on the connection between organizational commitment and workplace spirituality. This study provided verifiable proof

of a relationship between organizational commitment and workplace spirituality.
3. A comprehensive examination of the body of research on the connection between spirituality and organizational effectiveness (Karakas & F, 2009, #). This thorough investigation into the impact of workplace spirituality on worker performance found that it can enhance general well-being, job satisfaction, and engagement.
4. Examining and assessing the connection between spirituality and administrative jobs (Cavanagh, 1999, #). According to Cavanagh, integrating spirituality into the workplace can help people find deep meaning in their work and manage stress.

Considering the aforementioned findings and the changing characteristics of the job market, it is evident that the investigation of workplace spirituality is gaining more importance in the field of organisational research and implementation. To achieve a balance between material and spiritual well-being, it is crucial for individuals and organisations to understand the consequences related to workplace spirituality. Understanding is crucial for cultivating work environments marked by increased harmony and fulfilment.

**Dimensions of Workplace Spirituality**

1. **Compassion**: Compassion in the workplace entails demonstrating empathy, benevolence, and comprehension towards colleagues and other individuals inside the organisation. It entails tending to the welfare of others and providing assistance at times of necessity. (Lilius et al., 2008, #)

2. **Meaningful Work**: Meaningful work refers to the conviction that one's occupation holds importance, is in harmony with personal principles, and contributes to a larger objective. It entails discovering a profound sense of satisfaction and meaning in one's vocational pursuits. (Cameron & Dutton, 2003, #)

3. **Transcendence**: Transcendence in the workplace entails surpassing one's individual self and attaining a profound connection with something greater or more significant. It can present itself as a profound spiritual or transcendent encounter that goes beyond the ordinary everyday activities.. (Benefiel, 2003, #).

4. **Mindfulness**: The practice of mindfulness involves participating in the present moment with awareness and consciousness while avoiding judgement or opinion formation. Within a professional setting, the practice of mindfulness encompasses several methods, including meditation and controlled breathing, aimed at diminishing stress levels, enhancing concentration, and promoting overall welfare. (Glomb et al., 2011, #)

These dimensions are integral to understanding and fostering workplace spirituality. They contribute to a more positive and harmonious work environment, where employees experience greater satisfaction, well-being, and a sense of fulfilment in their professional lives.

*Stress*
Stress, within the realm of psychology and health, is commonly characterised as a condition of mental or emotional tension that arises from demanding or unfavourable circumstances. It might appear as physiological, psychological, or behavioural reactions to pressures from the environment or within oneself. Stress can exert both immediate and enduring impacts on an individual's overall welfare. (Lazarus & Folkman, 1984, #). Perceived stress, a common psychological phenomenon, plays a significant role in the daily lives of individuals and has far-reaching implications for physical and mental health.Perceived stress is the personal evaluation of the amount of stress in one's life, determined by assessing the challenges one encounters and their perceived capacity to handle those challenges. The assessment of stressors is subjective, involving psychological, emotional, and cognitive factors rather than relying on objective measurements of external occurrences. (Yongu et al., 2016, #). The concept of perceived stress has been instrumental in understanding how individuals react to and manage the stressors they encounter. It is widely recognized that high levels of perceived stress can have adverse effects on health, well-being, and quality of life.

The Holmes and Rahe Stress Scale (1967) is a notable early attempt to quantify and categorize life events that can contribute to perceived stress. It assigns a numerical value to various life events (e.g., marriage, job loss, or illness) to estimate their potential impact on an individual's stress level. This measure has played a fundamental role in examining the correlation between life events, perceived stress, and health effects.

Perceived stress is closely associated with the general stress response, which includes

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physiological, psychological, and behavioural reactions to stressors. The concept of perceived stress has been used in research and clinical practice to assess stress levels and understand their impact on various aspects of well-being, including physical and mental health. Taking references from Lazarus and Folkman's Transactional Model of Stress and Coping (1984) highlights the significance of cognitive assessment in the perception of stress. This approach emphasises that felt stress arises from an individual's appraisal of the challenges they encounter and their judgement of the coping mechanisms at their disposal.

The Perceived Stress Scale (PSS), created by Cohen, Kamarck, and Mermelstein in 1983, is a widely used tool for assessing how stressful people believe certain circumstances in their lives to be. The assessment consists of self-report questions designed to gauge how much people believe their lives are chaotic, unpredictable, and out of control.

The problem of stress within businesses is widespread and significant, affecting both the welfare of employees and the overall functioning of the workplace. The observed phenomena arises from a wide array of causes, including but not limited to severe work requirements, strict time limitations, interpersonal conflicts, and the unstable nature of employment. The importance of stress as a crucial matter has been recognised as businesses adjust to economic, technical, and sociological advancements.

**Objectives**
●   To study the association between workplace spirituality and stress among individuals in the business sector in India is influenced by personality.

**Hypotheses:**
H1: Corporate employees' work stress is significantly negatively correlated with their level of compassion at work.
H2: Among corporate employees, meaningful work will significantly and negatively correlate with work-related stress.
H3: Among corporate employees, mindfulness at work will significantly negatively correlate with work stress.
H4: Among corporate personnel, transcendence at work will significantly negatively correlate with job stress.

**Need for the study**
Stress is a pervasive issue among corporate employees in India, with studies indicating that up to 80% of employees experience significant levels of stress (Jain & Batra, 2015). This stress can have adverse effects on employees' physical and emotional well-being, productivity, and general welfare. Workplace spirituality encompasses various aspects such as engaging in meaningful work, fostering a feeling of community, and upholding organisational values. Workplace spirituality has a direct impact on job happiness, organisational dedication, and employee attachment. Additionally, it plays a crucial role in influencing the level of stress and tension experienced by employees. Although workplace spirituality has been acknowledged in Western countries, particularly in North America and Europe, its significance in Indian workplaces remains less comprehended. It is necessary to conduct research in order to investigate the manifestation of workplace spirituality in Indian organisations and its influence on employee stress.

Also, the workplace spirituality has not been much explored taking the corporate sector as a whole. Since employees from various age groups face a tremendous amount of stress due to handling multiple tasks at one go and with managing the ongoing pressure amongst their peers in order to grow in their career. Comprehending the significance of workplace spirituality in managing stress might provide valuable insights for creating successful measures to alleviate stress among corporate personnel in India. This can enhance the overall work atmosphere by fostering support and productivity. Therefore, the objective of this study is to comprehend the impact of workplace spirituality on stress levels among corporate employees in India.

## II.     Review of Literature
(Tutar & Oruç, 2020, 1005-1017) examined how different personality traits affected how spirituality showed up in the workplace. A sample of 408 participants—individuals working as administrative personnel in Turkish public institutions—were included in the study. This research study uses predictive design and is quantitative in nature. The confirmatory factor analysis data technique was employed in the investigation. Scales measuring workplace spirituality and the five-factor personality traits were used to gather data. The results of the study show that workaholic tendencies and extraversion have a beneficial effect on workplace spirituality, while agreeableness, neuroticism, and openness do not. (Jena & Pradhan, 2018, 380–404) investigated how different personality traits affected how spirituality

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showed up in the workplace. A sample of 408 participants—mostly administrative professionals working in Turkish public institutions—were included in the study. This research study uses predictive design and is quantitative in nature. The confirmatory factor analysis data technique was employed in the investigation. Scales measuring workplace spirituality and the five-factor personality traits were used to gather data. The results of the study show that workaholic tendencies and extraversion have a beneficial effect on workplace spirituality, while agreeableness, neuroticism, and openness do not. (Mahipalan & Sheena S., 2019, 725-739) explored how spirituality affected people's psychological well-being (PWB) and stress levels, as well as how stress functioned as a mediator in the relationship between spirituality and well-being. This is a quantitative study that makes use of non-probability sampling and a structured questionnaire. A total of 322 secondary school instructors provided data for the study. Partial least squares-based structural equation modeling was used to analyze the data. The findings show a negative association between stress levels related to one's profession and spirituality as well as a direct correlation between spirituality and psychological well-being (PWB). Furthermore, it was found that the relationship between spirituality and well-being was mediated by subjective stress in a significant way. (Gibson, n.d., 2013) conducted emotional intelligence analysis to look at the effects of workplace spirituality. Data from two South Texas institutions' total of 199 business majors were collected for the study. The sample strategy used was the Bootstrap Resampling methodology, and the Schutte Trait EQ scale was used. After component analysis was used to assess the data, it was shown that there was a positive association between employee emotional intelligence and the three aspects of workplace spirituality—meaningful work, inner life, and community. (Saxena et al., n.d., 779–803) studied how workplace spirituality affected oil and gas employees' ability to manage stress. This study compares and analyzes the stress levels that the Indian oil and gas industries face. It is a quantitative analysis. Data was collected from 202 employees in the oil and gas industry who held roles both onshore and offshore. These employees worked for ONGC, RIL, BPCL, and IOCL. The techniques of multiple linear regression were applied to the data. The results of the study show that there is a negative relationship between onshore employees' stress levels and all six categories of workplace spirituality. The result implies that standard working conditions—that is, the onshore workplace—offer enough opportunity for workplace spirituality to outweigh its impact on work-related stress. The relationship between stress and health was investigated by (Kumar & Kumar, 2014, 344–351), who took workplace spirituality into account as a moderating factor. Data was collected from 150 managers who worked for a variety of governmental and private organizations. The degree of stress was measured using the Occupational Stress Index (OSI), which was created by Srivastava and Singh. In addition, the General Health Questionnaire-28 was utilized to evaluate workers' health, and the Spirituality at Work Scale was utilized to gauge respondents' levels of spirituality at work. The results of the study show that there is a significant inverse association between stress and health, and that this relationship is mediated by workplace spirituality. The surrogate signs of spirituality in the workplace were studied by Moore and Jasper (2006). To get the information, 228 responses in total were gathered. Confirmatory factor analysis is the quantitative research method used in this study. The findings point to a misalignment in how the different facets of workplace spirituality line up. This study offers theoretical and empirical support for a technique that uses recognized dimensions that have been mutually certified to put spiritual ideas into practice. (Sprung et al., 2012, 930-934) conducted a study to examine the relationship between employee outcomes and workplace aggression, with spirituality serving as a moderating factor. For this study, 854 people provided data, and a quantitative research design was used. We used regression analysis to examine the collected data. The study clarified that spirituality affects workplace antagonism as well as how employees respond to various aspects of the work environment. (Luis Daniel, 2015, 29-43) carried out a study on the correlation between workplace spirituality and stress. There were 854 participants in the study, which included the regions of Mexico and the United States. Structural Equation Modelling was used to analyze the data in a quantitative study design. The study's conclusions are insightful for business professionals and human resources managers, emphasising the need for meaningful job activities in controlling, supervising, and reducing workplace stress. Moreover, it is apparent that meaningful pursuits in both countries can be a useful means of mitigating work-related stress. (Iqbal et al., 2020, 351-369) examined the extent to which nurses were engaged in their work as a result of their workplace spirituality. 138 nurses from two Indonesian government hospitals are included in the dataset. A cross-sectional survey was conducted,

and structural equation modeling was used to assess the findings. The study's conclusions showed a strong link between nurses' improved professional engagement and their spirituality at work. (Albuquerque et al., 2014, 59–82) evaluated the relationship between organizational performance and workplace spirituality in the primary health care services industry. A cohort of 266 healthcare workers participated in the study, and a quantitative analysis was carried out. The data was analyzed using regression analysis. The results suggest that there is a mediating role for workplace spirituality and sense of community in the relationship between work groups and both objective and perceived organizational performance. The primary health care services emphasized the value of workplace spirituality. The results of work teams with a stronger sense of community were superior in terms of performance, indicating that policy decisions pertaining to primary health care should take this into account. (Garg, 2017, pages 1–19) studied the relationship between workplace spirituality and employee well-being was investigated by the researchers. Among the 207 managers in total, 49% were women and 76% were men. A standardized questionnaire was used to collect the data. In partnership with NCA, they were the first to start the study on workplace spirituality. It is founded on spiritual principles and Indian concepts, such as the Karma Theory. According to the study, workplace spirituality is a crucial precondition for workers' general wellbeing. Adams and Csiernik (2002) examined the connection between employment, stress, and spirituality. 154 professionals from seven different work environments used five different measures to look into how stress affects spirituality and how it might help reduce stress at work. Studies have shown that spirituality is a powerful tool for enhancing wellbeing and reducing the negative consequences of work-related stress. (Lee & Jin, 2019) examined the connection between cancer survivors who are going back to work and workplace spirituality, job stress, and job satisfaction. Examining the mediating role of workplace spirituality on the previously described relationship was the goal of the study. a group of 126 cancer survivors who went back to work six months before the study's conclusion. This study supported the idea that workplace spirituality acts as a moderator in the relationship between job satisfaction and working stress. Establishing a structured program to foster workplace spirituality—a spiritual strategy meant to lessen stress and increase job satisfaction—is necessary.

## III.     Methodology

**Sample:**

The study's sample size included a total of 170 individuals, with 83 male and 87 female employees, located throughout India. The chosen methodology for the study is non-probabilistic, specifically adopting the Snowball Sampling technique. The sample comprises people in executive roles from various sectors such as manufacturing, finance, information technology, and healthcare services. The questionnaire was distributed by email and physical copies.

**Scale and Measurement:**

The questionnaire featured the WPS (Workplace Spirituality) scale and The Perceived Stress Scale (PSS-10). The Perceived Stress Scale (PSS-10) is a 10-item questionnaire that was initially created by Cohen et al. (1983) and then adapted to measure workplace stress. The WPS scale is a 22-item questionnaire developed by Petchsawang and Duchon (2009). The WPS scale consists of four dimensions - Compassion, Meaningful Work, Mindfulness and Transcendence. Besides WS and work stress, several control variables were considered in the analysis. Variables such as age, income, qualification, gender and religion were included. The scale has 4 items in Compassion, 7 things in Meaningful Work, 5 items in Transcendence, and 6 items in Mindfulness. The participants were instructed to provide their responses using a 5-point Likert scale, where 1 indicated severe disagreement and 5 indicated strong agreement.

Work stress was assessed using a four-item tool derived from The Perceived Stress Scale developed by Cohen et al. (1983), employing a 5-point Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree).

**Statistical Technique:**

The statistical method employed in this study was structural equation modelling, or SEM. According to Hair et al. (2020), SEM analysis enables the combination of measurement and factor analysis into a single operation, in contrast to first-generation techniques like regression (Wong, 2013). Partial least squares (PLS) analysis was the method employed for the analysis. PLS is more robust against soft distributional assumptions and smaller sample sizes than covariance-based methods like AMOS or LISREL. Furthermore, PLS is more resilient to changes from a multivariate distribution and can be used for both exploratory and

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confirmatory research. High $\square^2$ and significant t-values are the statistical goals it seeks to achieve. (Hair et al., 2017).

**Measurement Model:**

Several tests for the measurement model were used prior to the testing of the hypotheses. Initially, convergent and discriminant validity tests were performed. When there is a strong correlation between two measures of the same construct, convergent validity is demonstrated. When the loadings of the indicators measuring the same latent variable are equal to or greater than 0.5, it can be said that the model has satisfactory convergent validity (Hair et al., 1998). The loading for all the indications was greater than 0.5.

Second, a reliability test was carried out. The degree to which a measure yields consistent results when used multiple times is known as its reliability (Hair Jr et al., 2020, 101-110). One tool for assessing dependability is Cronbach's alpha. Cronbach's alpha can have acceptable levels beyond 0.7. Every reported Cronbach's alpha level in this study is greater than 0.7. (George and Mallery, 2003)

The degree to which one variable differs from another is known as discriminant validity. (Hair et al., 2019) A technique to assess discriminant validity is to examine the extracted average variance (AVE). According to (Hair Jr et al., 2020), the AVE ought to be greater than all of the relevant relationships.

|  | **Cronbach's Alpha** | **Composite Reliability** | **Average Variance Extracted** |
|---|---|---|---|
| Compassion | 0.789 | 0.814 | 0.529 |
| Meaningful Work | 0.907 | 0.925 | 0.640 |
| Mindfulness | 0.842 | 0.885 | 0.573 |
| Stress | 0.788 | 0.844 | 0.507 |
| Transcendence | 0.813 | 0.866 | 0.578 |

Ultimately, a multicollinearity test was also performed. According to Kline (2009), multicollinearity occurs when there are extremely high correlations between the variables. The variance influence factor is taken into account in the multicollinearity test (VIF). In order to determine if a model is free of multicollinearity issues, (Hair Jr et al., 2020, 101-110) and (Kline, 2009) recommend that the VIF be less than 5. The analysis's findings indicate that every variable had a value less than 5.

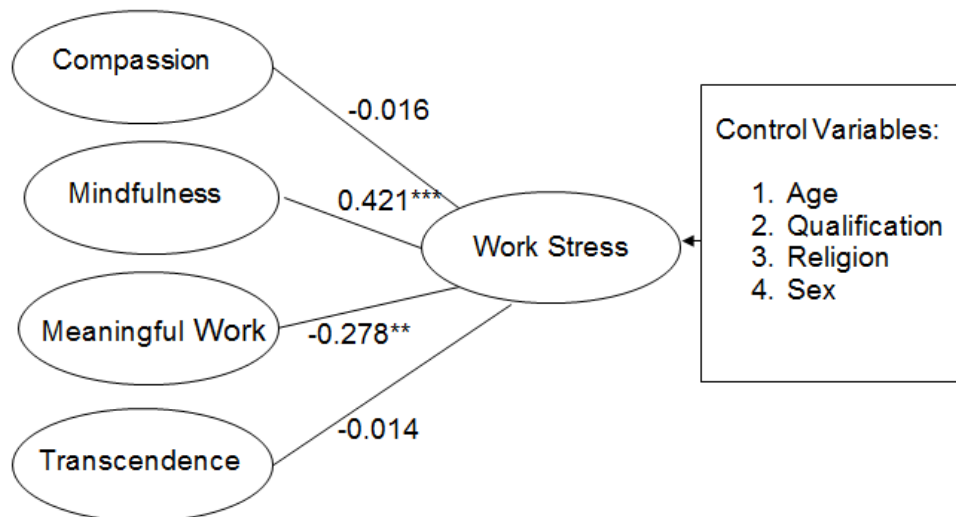|  | **VIF** |
|---|---|
| **Compassion** <br> I can easily put myself in other people's shoes <br> I am aware of and sympathise with others <br> I try to help my coworkers relieve their sufferings <br> I am aware of my coworkers' needs | 2.078 <br> 1.803 <br> 2.034 <br> 2.233 |
| **Meaningful Work** <br> I experience joy in my work. <br> I look forward to coming to work most days. <br> I believe others experience joy as a result of my work. <br> My spirit is energised by my work. <br> I see a connection between my work and the larger social good of my community <br> I understand what gives my work personal meaning. <br> The work I do is connected to what I think is important in life | 2.742 <br> 2.668 <br> 1.703 <br> 2.594 <br> 3.222 <br> 2.346 <br> 1.983 |

| | |
|---|---|
| **Mindfulness** | |
| I do jobs or tasks automatically, without being aware of what I am doing. | 1.867 |
| I find myself working without paying attention. | 2.443 |
| At work, I break things because of carelessness, not paying attention, or thinking of something else. | 1.737 |
| | 1.143 |
| I rush through work activities without being really attentive to them. | 2.824 |
| I go to the places on automatic pilot, and then wonder why I went there. | 1.444 |
| It seems I am working automatically without much awareness of what I'm doing. | |
| **Transcendence** | |
| At times, I experience an energy or vitality at work that is difficult to describe. | 1.832 |
| I experience moments at work where everything is blissful | 3.170 |
| At times, I experience happiness at work. | 2.374 |
| I have moments at work in which I have no sense of time or space. | 2.173 |
| At moments, I experience complete joy and ecstasy at work. | 2.528 |
| **Work Stress** | |
| How often have you been upset because of something that happened unexpectedly at work? | 2.617 |
| How often have you felt that you were unable to control the important things in your job ? | 2.487 |
| How often have you felt nervous and stressed at work? | 1.586 |
| How often have you felt that confident about your ability to handle your personal problems ? | 1.496 |
| How often have you been able to control irritations in your work ? | 1.670 |
| How often have you felt that you were on top of things? | 1.482 |
| How often have you been angered because of things that happened that were outside of your control ? | 1.530 |
| | 1.465 |
| How often have you felt difficulties piling up so high that you could not overcome them at work? | |

## IV. Results

The analysis's findings are presented in the figure along with the R2 value and path coefficients. H1 indicates that there is a strong inverse link between work stress and compassion. The results obtained indicate a negative link, while not statistically significant, between the two variables. H2 indicates that there is a strong inverse link between work stress and meaningful work. The resultant data indicates a statistically significant negative correlation between the two variables. H3 indicates that there is a strong association between work stress and mindfulness. The resultant data indicates a statistically significant positive correlation between the two variables. H4 indicates that Transcendence and Work Stress have a strong inverse relationship. The result obtained indicates a negative, however negligible, association between the two variables. The model's coefficient of determination (R2) value is 0.38.

**Notes:** ***, ** and * indicate significant level at 1, 5 and 10 per cent, respectively

## V. Conclusion

The research aimed to investigate the associations between various workplace factors—specifically, Compassion, Meaningful Work, Mindfulness, Transcendence—and work stress among corporate employees. The analysis yielded the following key findings: While the data suggests a negative relationship between Compassion and Work Stress, this association was found to be statistically insignificant. This implies that, contrary to the hypothesis (H1), there is no conclusive evidence of a significant negative link between compassion at work and reduced work stress among corporate employees. There is a general tendency that employees who perceive a compassionate work environment are likely to experience a sense of community and support from colleagues and superiors. Compassion in the workplace may act as a social support mechanism. However the research results show no significant relationship between Compassion and Work Stress.

The analysis supports H2, indicating a significant negative relationship between Meaningful Work and Work Stress. This implies that higher levels of meaningful work are associated with lower work stress among corporate employees. Meaningful work often provides individuals with a sense of purpose and identity in their professional roles. When employees find their work meaningful, it can act as a source of intrinsic motivation and satisfaction. SAccording to Self-Determination Theory (SDT), people have a fundamental psychological desire for relatedness, competence, and autonomy (Robbins, 2017). Meaningful work satisfies the need for relatedness, contributing to

employees' well-being and reducing stress. The significant negative association between Meaningful Work and Work Stress underscores the importance of designing job roles that give employees a sense of purpose and significance. Organisations may benefit from fostering environments that allow employees to find meaning in their work, potentially mitigating stress and enhancing overall job satisfaction. Meaningful work is associated with increased levels of psychological well-being. When employees derive a sense of meaning from their work, it positively influences their mental health and reduces stress levels. Positive Psychology theories emphasise the importance of factors that contribute to a fulfilling life. Meaningful work aligns with the Positive Psychology framework, promoting well-being and resilience (Turner et al, 2002).

In contrast to the expected negative association proposed by H3, the results reveal a significant positive relationship between Mindfulness and Work Stress. This suggests that, unexpectedly, higher mindfulness at work is linked to increased work stress among corporate employees. The unexpected positive relationship between Mindfulness and Work Stress prompts further exploration into the nuanced effects of mindfulness practices in corporate settings. This counterintuitive result may indicate that the application of mindfulness requires careful consideration of contextual factors, organisational culture, and individual differences. Mindfulness can heighten one's awareness of their thoughts, feelings, and sensations, both positive and negative. This increased awareness could lead to a more intense experience of negative emotions, such as stress, anxiety, or frustration. Some employees may feel

pressured to be constantly mindful in the workplace, which can lead to feelings of stress and burnout. This is because mindfulness can be seen as another task or obligation, rather than a tool for managing stress.

Similar to Compassion (H1), there is a negative relationship between Transcendence and Work Stress, but it is statistically insignificant. Therefore, the data does not provide sufficient support for a significant negative association between transcendence at work and reduced work stress among corporate employees.

**Implications**

The research study on the effect of workplace spirituality on the stress experienced by corporate employees in India holds several implications that can inform organisational practices, employee well-being initiatives, and future research endeavours. Organisations in India should recognize the significance of workplace spirituality in mitigating stress among employees. Integrating spirituality-related practices, such as mindfulness programs, purpose-driven work initiatives, and values-based leadership, into well-being programs can be beneficial. Leadership training programs should emphasise the role of leaders in fostering a spiritually supportive workplace. Leaders who exhibit qualities associated with workplace spirituality, such as compassion, ethical decision-making, and a sense of purpose, can positively influence the stress levels of their teams. Understanding and incorporating aspects of workplace spirituality can contribute to higher levels of employee engagement and retention. Employees who find meaning and a sense of community in their work environment are likely to be more committed to their roles and the organisation. Given the diverse cultural landscape in India, organisations should approach workplace spirituality with cultural sensitivity. Tailoring programs to respect and integrate diverse spiritual beliefs and practices can enhance their effectiveness and inclusivity.

Organisations can develop stress management strategies that include elements of workplace spirituality. This might involve creating designated spaces for quiet reflection, providing resources for mindfulness practices, and encouraging a workplace culture that supports employees' spiritual well-being. HR policies could be adapted to reflect the importance of workplace spirituality in fostering a positive work environment. This may involve incorporating spiritual dimensions into performance evaluations, recognizing and rewarding employees who contribute to a spiritually

supportive workplace, and aligning organisational values with employees' spiritual beliefs. Providing training in mindfulness practices can be an effective strategy to help employees cope with stress. Organisations can offer workshops, resources, and tools that promote mindfulness, contributing to improved mental well-being.

Organisations can integrate spiritual values into their core mission and values. This alignment can contribute to a positive organisational culture that emphasises compassion, meaningful work, mindfulness, and transcendence, thereby reducing workplace stress. Workplace spirituality often involves recognizing the holistic nature of individuals. Organisations can support employees in achieving a healthier work-life balance by acknowledging the importance of both professional and personal aspects of their lives. Organisations are encouraged to engage in longitudinal studies to assess the long-term impact of workplace spirituality initiatives on employee stress. Continuous improvement strategies can be implemented based on ongoing research findings to refine and enhance workplace spirituality programs. The study suggests avenues for further research on workplace spirituality and stress in the Indian context. Future studies could delve deeper into specific cultural nuances, industry variations, and the long-term impact of workplace spirituality initiatives on employee well-being.

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