

DR. MARK LOO

**ASSOCIATE PROFESSOR,
MANAGEMENT**

DR. YVONNE WONG

**SESSIONAL INSTRUCTOR,
PSYCHOLOGY**



SPIRITUALITY ACCOMMODATIONS AT WORKPLACE

Objective: Identify the types of spirituality accommodations at the workplace.

Methodology: A questionnaire with four constructs was developed based on a study of the spirituality accommodations among 40 top employers in North America. Traditional Religion and New Age help employees experience spirituality through vertical-connectedness such as prayer and meditation. Community Service develops other-connectedness, spirituality through serving others. Creativity is cultivated through talent development programs such as creative thinking and management skills, spirituality via inner-connectedness to tap inner strengths and problem solve challenges.

Results: 252 usable questionnaires were collected from employees aged 20+ in Canada, 90.1% online and 9.9% personally administered survey. Community Service is the highest form of spirituality accommodation followed by Creativity, Traditional Religion and New Age.

Creativity has a strong relationship with Community Service ($r=0.663^{**}$), moderate with New Age ($r=0.577^{**}$) and weak with Traditional Religion ($r=0.334^{**}$).

Community Service has a medium relationship with New Age ($r=0.519^{**}$) and weak with Traditional religion ($r=0.357^{**}$).

Traditional religion has a weak to moderate relationship with New Age ($r=0.400^{**}$), Community Service ($r=0.357^{**}$) and Creativity ($r=0.337^{**}$).

There were significant differences between Gender, Ethnicity, Marital Status, Education, Religious Affiliation, Industry and Province in the four constructs.

Managerial Implications:

Creativity and Community Service are the two main provisions to build productivity and public relations for the employer. Employee needs for practices in Traditional Religions and New Age are less met. A committee reflecting diversity to evaluate spirituality accommodations is proposed as part of the annual strategic plan of the employer organization.