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Development of inter-personal relations through spirituality: Study of educational institutions in Ludhiana

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Abstract

The study was conducted to recognize the importance of spirituality for establishing good interpersonal relationships among employees of educational institutions in Ludhiana. Researcher approached 50 employees of different educational institutions in Ludhiana. Researcher interacted with each one of them and gave them a background of this field project and their role in completing and analyzing the research data. Researcher motivated them to come out with innovative ideas to build upon healthy relationships through spirituality. Based on experience of different spiritual experts and books, Researcher designed a questionnaire of 20 small questions each related to a different parameters to develop inter-personal relations through spirituality. These were relating to different aspects and feeling while dealing with them.

From this study it is evident that most of the respondents feel the importance of "Development of Interpersonal Interpersonal relationships Through Spirituality", which will enhance the level of healthy inter-personal relationships, which help in leading a peaceful & happy life and ultimate achievement of success in the realistic goals.

Keywords: Interpersonal relations, spirituality

1. Introduction

Interpersonal Relations: Interpersonal relations can be related to the interactive performance of members of any organization depends on their ability to effectively interact with their family members, friends, relatives as well as superiors, subordinates and co-workers within the organization and consumers, suppliers and general public outside. Interpersonal relations, therefore is a very important issue involving any organization. Most organizations have people problems rather than business problems. People problems are due to faulty interpersonal relations, which hinder the attainment of organizational goals. Efforts are therefore necessary to enhance the interpersonal skills of the people at work as well as at the family & society level.

1.1 Spirituality: Spirituality is the process of transcending the self, transcending the limitations of our evolutionary and learned reactivity, and creating meaning for ourselves through attunement to the structure of the world (which consists of matter, energy and interconnectedness). Engaging in love is the spiritual discipline that puts us on the spiritual path.

There is no single, widely-agreed definition of spirituality. Social scientists have defined spirituality as the search for the sacred, for that which is set apart from the ordinary and worthy of veneration, "a transcendent dimension within human experience...discovered in moments in which the individual questions the meaning of personal existence and attempts to place the self within a broader ontological context."

According to Waaajman (2015) ^[17], the traditional meaning of spirituality is a process of re-formation which "aims to recover the original shape of man, the image of God. To accomplish this, the re-formation is oriented at a mold, which represents the original shape: in Judaism the Torah, in Christianity Christ, in Buddhism Buddha, in the Islam Muhammad.

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In modern times spirituality has come to mean the internal experience of the individual. It still denotes a process of transformation, but in a context separate from organized religious institutions: "spiritual but not religious. Houtman and Aupers suggest that modern spirituality is a blend of humanistic psychology, mystical and esoteric traditions and eastern religions.

Waaïjman points out that "spirituality" is only one term of a range of words which denote the praxis of spirituality. Some other terms are "Hasidism, contemplation, kabala, asceticism, mysticism, perfection, devotion and piety".

Spirituality can be sought not only through traditional organized religions, but also through movements such as liberalism, feminist theology, and green politics. Spirituality is also now associated with mental health, managing substance abuse, marital functioning, parenting, and coping. It has been suggested that spirituality also leads to finding purpose and meaning in life.

1.2 Review of related literature

In the organizations there are many situations involving decision-making processes as a nature of itself. These situations most of the time may include ethical concerns. In order to resolve and understand these ethical concerns or dilemmas, individuals act on the basis of their attitudes and judgments with respect to their personal values and beliefs. These attitudes and judgments predict how an individual would perceive, react and handle the dilemma faced. Since it is clear that attitudes and judgments of the individuals about an ethical issue determine the decision concerning the issue, it is important to state out factors shaping these attitudes and judgments. These factors may be; contingent factors (i.e. conjecture, economical), importance of the ethical concept related to the decision alternatives, qualitative factors (i.e. closeness to decision-maker), moral development level, individual factors (i.e. personality); orientations to ethical approaches and values influencing the individual (Arbak & Çakar, in press). Among these factors, an ethical approach is a perspective to ethical motivation or ethicality found in the literature which an individual bases his/her ethical decisions (Carlson & Kacmar, 1997) [7]. In general, ethical approaches in ethical theory are not the exact answer keys to ethical dilemmas. Ethical theory is a comprehensive field where there is no single answer to a specific ethical situation and there is no theory on which all people would agree. Ethical theory provides individuals an understanding why actions are right or wrong and provides a decision procedure for resolving difficult or paradoxical cases (DeGeorge, 1999) [10]. Additionally, ethical theory challenges business and business people by inviting moral criticism and self-criticism of business practices where it is supportive when there is a need to analyze, handle and prevent conflict in business contexts, with a focus on moral aspects (Brinkmann & Ims, 2004) [4].

Regarding ethical theory assists individuals and organizations on the basis of decision making, ethical approaches in ethical theory determine the tendency of individuals to specific actions. But it is important to state that something applicable for one approach may be inconvenient for other one. Such comprehensiveness assists individuals evaluate the ethical dilemmas they experience in the frame of different perspectives and provide support for defending superiority of one of the alternative to other alternatives (Arbak & Çakar, 1998) [2]. In particular,

individuals oriented to different ethical approaches may make distinctive judgments on ethical dilemmas and conflict situations that may lead individuals' different behaviors (Poel & Royakkers, 2007) [13]. Since an ethical approach is interacted with value system of an individual linked to their ethical judgment; they may have effect on conflict handling styles. According to Rahim and Bonoma (1979), each conflict handling style is a motivational factor on the basis of two dimensions as "concern for self" and "concern for other", additionally, as mentioned by Barki and Hartwick (2001) [3], styles in general are admitted as strategies or behavioral orientations actors adopt when they directly experience conflict. When individuals experience conflict they also need to give some decisions for acting or determining a handling behavior. For different situations in organizations, either involving ethical dilemma or including different variables, individuals give decisions and each time by being aware or unaware they would follow some ethical approaches as a part of their personal value systems. Today, contemporary institutions experience much more diversity in the forms of various aspects and they operate in numerous countries with different environmental constraints. In regard to that, increasing diversity in institutions is expected to be tolerated and potential conflicts due to dissimilarities and interdependency are expected to be managed effectively. As the individuals may experience conflicts due to range of differences including values and beliefs, and make decisions on how to handle an interpersonal conflict, a relationship between "orientations of individuals to ethical approaches" and "interpersonal conflict handling styles" as a response behavior can be settled. The main purpose and argument of this study is to find out and analyze such a relationship

2. Objective

"Development of Inter-personal relations Through Spirituality" is to recognize the importance of spirituality for establishing good interpersonal relationships in institutions

2.1 Research question

Why is spirituality working well in development of interpersonal relations.

3. Methodology

As the main objective of this study is to look into the exploratory study makes use of the secondary data and emphasis is more on the analysis and interpretation of the existing available information.

3.1 Delimitations of the study

The study was conducted on educational Institutions of Ludhiana city.

3.2 Sample

Random sampling technique is used to select 50 employees of educational institutes of Ludhiana city.

3.3 Tool

Questionnaire was used for the obtaining valuable inputs from respondents. Researcher prepared a questionnaire of 20 questions which was filled from the selected sample size of 50 employees of different educational institutions in Ludhiana.

3.4 Statistical technique used

Percentage difference.

3.5 Analysis and Interpretation of Data

Consolidated Responses on Development of Inter-personal relationships Through Spirituality: As the question comprises, full responses of the questionnaire, the respondent's responses are also wavering with the different questions. Final conclusion of the study is that the maximum respondents who represents the society who were taken as sample say that they are in agreement with the subject that the development of inter-personal relations through spirituality is possible.

Table 1

| Consolidated responses | | | |
|------------------------|--------|-----------|---------|
| Yes | No | Not aware | Total |
| 608 | 240 | 152 | 1000 |
| 60.80% | 24.00% | 15.20% | 100.00% |

Data reveals that 608 out of 1000 responses (60.80 percent) are in agreement with the statement. On contrary 240 responses (24.00 percent) are not in agreement with the statement. Rest 152 responses (15.20 percent) are not aware of the same.

3.6 Findings

Findings suggest that Spirituality-A Gateway for Healthy Inter-personal relationships may be very effective in finding the solution as well as resolving the inter-personal relationships conflicts and improvement in strengthening of the inter-personal relationships.

Findings indicate that the respondents rated the importance of asking about the expectations from the inter-personal relationships and how to inculcate value based virtues and inner powers, which could help individuals to know and analyze the concerns of the inter-personal relationships and select & adopt requisite ethical standards in current and future inter-personal relationships perplexities. Findings also suggest that as India is one of the fastest developing economics of the world, and its population also increasing thereby more & more inter-personal relationships conflicts are emerging due to financial, social, physical and marital and other inter-personal relationships problems. Therefore in such highly complex and confused environment, only those people will remain stable who imbibe holistic values & ethics in themselves

4. Conclusion

For developing and continuance of healthy inter-personal relationships, the value education & spirituality liberates us from all these negative and irrational attitudes and asks us to give up fatalistic mentality, to build up our confidence, to be in high spirits and to march forward. Though this study gives an innovative techniques to be adopted.

Inter-personal relationships do not grow and develop until individuals trust each other. Trust is learned from past interactions with another. Trust is developed as the parties self-disclose personal information and learn that they will not be hurt by making themselves vulnerable to each other. Increased trust leads to the sharing of more personal information between the parties, which enhances regenerative interaction patterns and contributes to improved problem solving and productivity.

When interacting with others, sometimes you get the reactions you want, but other times you don't. Your interpersonal effectiveness is the degree to which the consequences of your behavior match your intentions. You can improve interpersonal effectiveness by disclosing your intentions, receiving feedback on your behavior, and modifying your behavior until it has the consequences you intend it to have a healthy inter-personal relationship is a strong, deep, or close association/acquaintance between two or more people that may range in duration from brief to enduring.

4.1 Implications

An individual can improve the inter-personal relationships by a more positive attitude to influence others. Some suggestions for healthy inter-personal relationships with family members, friends, co-workers, employees, superiors or just any type of inter-personal relationship are as below:

- Don't criticize, condemn, or complain about people..
- Appreciate people
- Solve your own problems by solving other people's problems
- Be genuinely interested in others
- Smile
- Be a good listener
- Make others feel important
- Avoid arguing, and understand that you really aren't always right

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