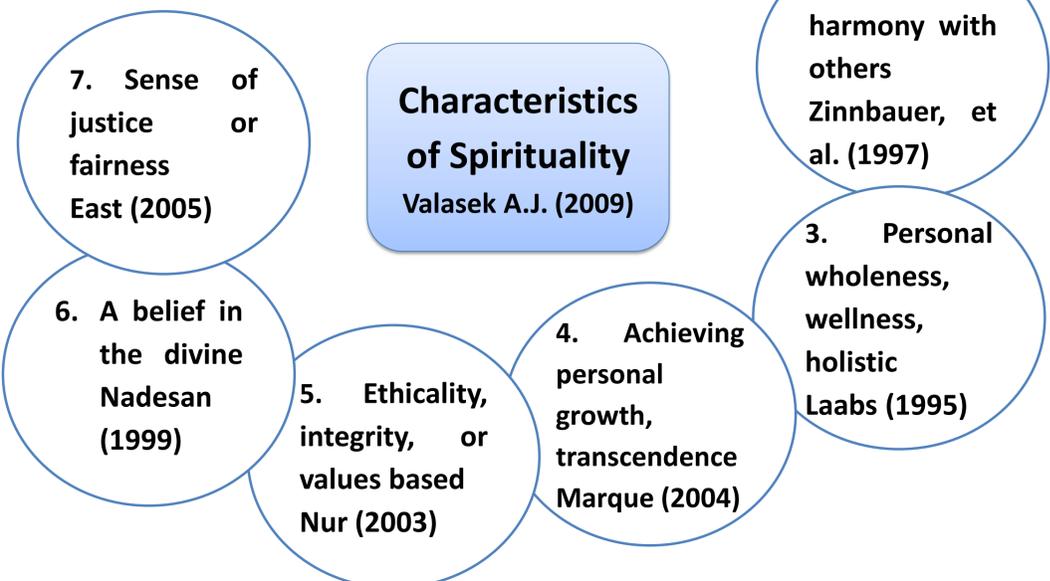


### Introduction:

- Spirituality is the personal quest for understanding answers to ultimate questions about life, about meaning, and about relationship to the sacred or transcendent, which may (or may not) lead to or arise from the development of religious rituals and the formation of community. Koenig et.al.(2009)



### Analysis:

In these researches, research methods as content analysis; focus-group interviews; Interview; scenario based quantitative approach; SEM; soft-modeling' analysis; Statistical Analysis and verbatim analysis with help of research techniques as two stage sampling technique; principal component factor analysis; Focus group methodology, Interview; Multiple methods (semi structured interview; interviews, document analysis, website analysis and observation); semi structured interview; Spiritual Transcendence Scale (STS) and Survey were used.

#### Antecedents and Consequences Analysis

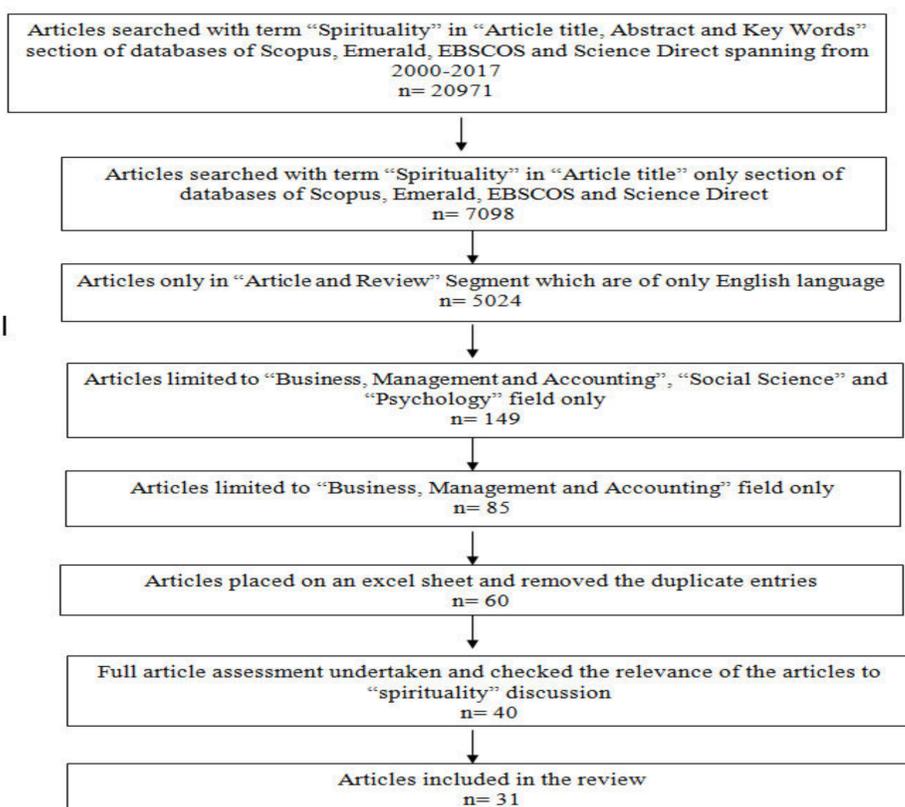
1. The individual focused antecedents present psychological (Emotion, Feeling, Values, Will, Motivation, Philosophy, Sense of community etc.) and personal (alignments with organizational values, religiousness, interconnection with human being, nature and all living things) variables.
2. The organizational focused antecedents represent factors that are more in control of firm (Control, Instrumentality and convergence) and psychological (Motivation, Philosophy, Sense of community, Spiritual orientation, and Values).
3. Individual focused consequences represent Social factors (Altruism, Civic virtue, Interconnectedness, and Network Commitment), Psychological factors (Commitment, Compassionate, Conscientiousness, Courtesy, Ethical Intention, Judgment, perception, Intention to Quit, and Mindfulness), and perceptual factors (Perception, meaningful work).
4. Organisational focused consequences represent social (Interconnectedness, Social Commitment), Psychological (Meaning of Work, Network Commitment, Organizational Commitment, Perceived Moral Intensity and Social Commitment) and other factors (Explicit Knowledge, Implicit Knowledge, Effective teaching, and service quality).

### Literature Review:

Quest for integrated development attract business management world towards the spirituality. Leadership development (Allen S., Williams P., 2017), behavioral aspects of employees (Chawla V., Guda S., 2017), network commitment and trust (Kurt Y. et.al. 2016), workplace spirituality (Gatling A. et.al., 2016), employee wellbeing (Pawar B.S., 2016), organizational ethics (Ayoun B., et.al., 2015), employee performance (Osman-Gani A.M. et.al., 2013), and spirituality in globalization context (Kale S.H., 2004) etc. are the areas where business management tries to effective solutions with help of spirituality.

### Methods:

- This systematic review is having two objectives; first to present the current state of spirituality research; second to provide few unexplored areas of spirituality research where future researchers can dwell upon.



### Results:

#### Major Gaps identified

1. Exploration of whether spirituality differs across different industries
2. Development of a valid and reliable measure of spirituality
3. Investigation of the role of employer employees interaction in spirituality
4. Exploration of negative effects of spirituality
5. Undertaking longitudinal research to further understand spirituality
6. Further exploration and empirical validation of causal relationships between spirituality and other related constructs
7. Analyze spiritually driven networks and investigate the distinctive network characteristics
8. Research in spirituality which leads generalize-able results across nation and religious context
9. Spirituality is at its nascent stage in field of management and management learning, it needs more research to be done

### Conclusions:

1. This research study concludes that to tackle the challenges of management in present context spirituality is providing sound base.
2. If we see it is only in the past two decades or so that it has become a topic of systematic enquiry in the social science literature.
3. This research will serve as a base for managerial research to explore the field of spirituality in management field to help business world finding inner quite and global harmony.

### Important References:

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