



# Handbook of Faith and Spirituality in the Workplace: Emerging Research and Practice

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## Handbook of Faith and Spirituality in the Workplace: Emerging Research and Practice From Brand: Springer

While the field of management has developed as a research discipline over the last century, until the early 1990s there was essentially no acknowledgement that the human spirit plays an important role in the workplace. Over the past twenty years, the tide has begun to turn, as evidenced by the growing number of courses in academia and in corporate training, and an exponential increase in the publications emerging through creative interaction of scholars and practitioners in organizational behaviour, workplace diversity, sustainability, innovation, corporate governance, leadership, and corporate wellness, as well as contributions by psychotherapists, theologians, anthropologists, educators, philosophers, and artists.

This Handbook is the most comprehensive collection to date of essays by the preeminent researchers and practitioners in faith and spirituality in the workplace, featuring not only the most current research and case examples, but visions of what will be, or should be, emerging over the horizon. It includes essays by the people who helped to pioneer the field as well as essays by up and coming young scholars. Among the questions and issues addressed:

- What does it mean to be a “spiritual” organization? How does this perspective challenge traditional approaches to the firm as a purely rational, profit-maximizing enterprise?
- Is faith and spirituality in the workplace a passing fad, or is there a substantial shift occurring in the business paradigm?
- How does this field inform emerging management disciplines such as sustainability, diversity, and social responsibility?
- In what ways are faith and spirituality in the workplace similar to progressive and innovative human resource practices. Does faith and spirituality in the workplace bring something additional to the conversation, and if so, what?

The aim of *The Handbook of Faith and Spirituality in the Workplace* is to

provide researchers, faculty, students, and practitioners with a broad overview of the field from a research perspective, while keeping an eye on building a bridge between scholarship and practice.

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## **Editorial Review**

### Review

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Selected by Choice magazine as an "Outstanding Academic Title" for 2013

"Containing essays from 55 contributors from around the world and across academic fields, this work explores the relatively new discipline of workplace spirituality. ... The volume concludes with a series of reflections on future directions by pioneers in the field. ... this is an important foundational work for a nascent discipline. Summing Up: Highly recommended. Upper-division undergraduate through professional collections." (T. M. Mckenzie, Choice, Vol. 50 (11), July, 2013)

### From the Back Cover

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### About the Author

Judi Neal is the Director of the Tyson Center for Faith and Spirituality in the Workplace at the Sam M. Walton College of Business, University of Arkansas. She received her Ph.D. from Yale. She was the Founder of The International Center for Spirit at Work, and the International Spirit at Work Awards. Judi authored *Edgewalkers: People and Organizations that Take Risks, Build Bridges and Break New Ground*. She helped to co-found the Management, Spirituality and Religion Interest Group at the Academy of Management, and was the group's second Chair. She is also a co-founder of the Journal of Management, Spirituality, and Religion. She is working on a book titled *Creating Enlightened Organizations: Unleashing Full Human Potential at Work* and a book titled *The Spirit of Project Management* with Alan Harpham. She is Professor Emeritus at the University of New Haven, and Academic Director of the Master of Arts in Organizational Leadership program at the Graduate Institute.

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