

SPIRITUAL AND ETHICAL FOUNDATIONS OF ORGANIZATIONAL DEVELOPMENT

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Abstract

Organizations need a culture of truth and transparency to remove cobwebs hiding the truth. Such culture and systems can exist only by the commitment of the leadership to truth. The truth of swadharma (duty orientation) can help harmonise the diverse expectations of all the different stakeholders. Spiritual foundations of organizational development will guide the leaders to work for loka sangraha - good of the community / society. The present paper is an academic endeavour in this regard. It is a theoretical paper aiming at internal laws of control (as discussed in traditional Indian psycho - philosophical and social structure) for effectiveness and harmony at workplace. The author has developed a conceptual framework for 'Spiritual Foundation of Organizational Development'. The conceptualization advocates faith - driven leader - member relationship in order to put rta (the moral order) into practice - the practice of divine justice. The central theme of the paper revolves around the development of a holy work environment in order to create moral - based personal resources of its employees.