

# Integrative Spirituality in the Fourth Industrial Revolution

From How We Do Things to Why We Exist

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CENTRAL PROPOSITION

Technology changes.  
Purpose matters.

An integrative approach to human meaning, knowledge and organisational design.



Read the research

01 Background and question

Technological change raises questions about work, identity and what it means to be human. This lecture argues that responding to the Fourth Industrial Revolution requires a broader understanding of reality and human purpose [1,2].

RESEARCH QUESTION

How can integrative spirituality guide the way people and organisations engage with technological change?

02 Conceptual framework

Holistic

Understand all relevant aspects and perspectives

Integrative

Relate those perspectives in a coherent whole

The knower, what is known and the process of knowing belong together. Different viewpoints can disclose different aspects of the same reality [1].

03 Evidence and method

A philosophical lecture combines Vedic sources, management literature and reflection on technological change. The proposed definition of spirituality is developed with the three stages of Tarka: enumeration, differentiation and consistency testing [1].

04 An original view of integrativeness

The lecture’s original illustration makes the observer’s perspective visible: each view reveals part of a shared whole [1].

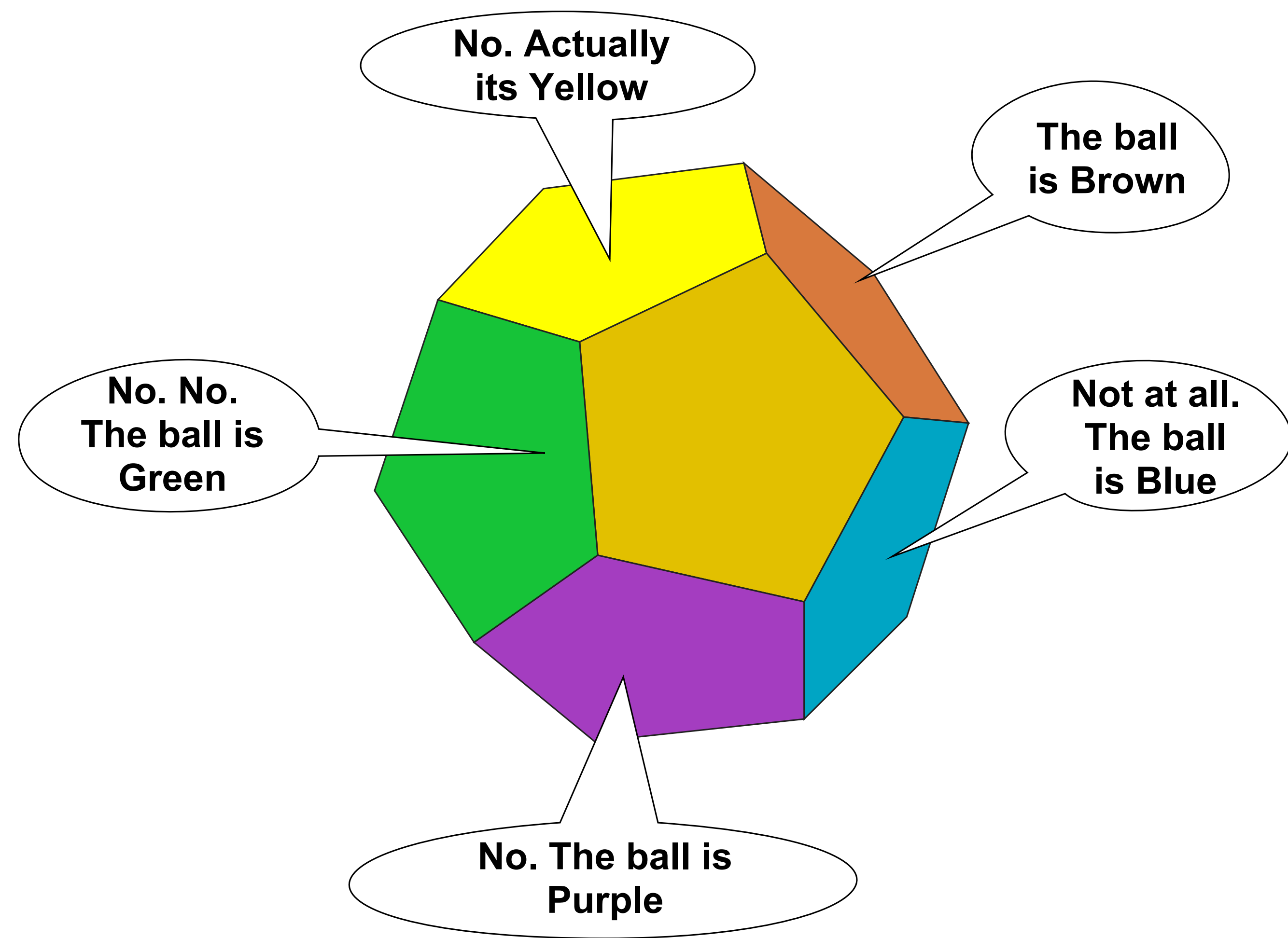


Figure 1 Holistic and Integrativeness

Original Figure 1, “Holistic and Integrativeness”, reproduced from [1], p. 5.

| Knower             | Knowing                      | Known                     |
|--------------------|------------------------------|---------------------------|
| Who is perceiving? | How is understanding formed? | What is being understood? |

05 Findings and contributions

A Extend the frame of inquiry

The observer and their worldview influence what is recognised as knowledge, purpose and relevant evidence [1].

B Move from technique to purpose

Questions about why we exist complement questions about how technology improves performance and efficiency [1,2].

C Set a research agenda

The lecture identifies organisational design, entrepreneurial decisions and spiritual guidance as connected areas for further inquiry [1].

06 Discussion

Integrative spirituality connects inquiry into meaning with practical organisational questions. Existing work on spirituality and performance provides context, while the lecture calls for wider research on socio-technical-spiritual designs [1,3,4].

07 Limitations and next steps

This is a conceptual inaugural lecture. Its proposals are a research agenda; they do not establish causal effects of spirituality on technological or organisational outcomes [1].

CONCLUSION

Technological transformation invites reflection on human purpose alongside advances in capability and efficiency [1].

SELECTED REFERENCES

[1] Nandram, S. S. (2019). Integrative Spirituality in the Fourth Industrial Revolution: From How We Do Things to Why We Exist. Inaugural lecture, Vrije Universiteit Amsterdam.

[2] Schwab, K. (2016). The Fourth Industrial Revolution. Penguin Random House.

[3] Karakas, F. (2010). Spirituality and performance in organizations: A literature review. Journal of Business Ethics, 94(1), 89-106.

[4] Nandram, S. S., & Bindlish, P. K. (2017). Understanding integrative worldview. In Managing VUCA Through Integrative Self Management (pp. 25-41). Springer.