

Conceptualising spirituality for management

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CENTRAL PROPOSITION

A common schema.
Diverse experiences.

Conceptual clarity for spirituality across individual and organisational settings.



Read the research

01 Background and question

Spirituality research uses many definitions with different underlying assumptions. This study develops a definition schema to give management scholars common conceptual ground while allowing contextual differences in spiritual experience [1,2].

RESEARCH QUESTION

Which elements belong in an integrative definition of spirituality that can support management research across contexts?

02 Conceptual framework

Schema

Common conceptual structure

Thick definition

Context-specific elaboration

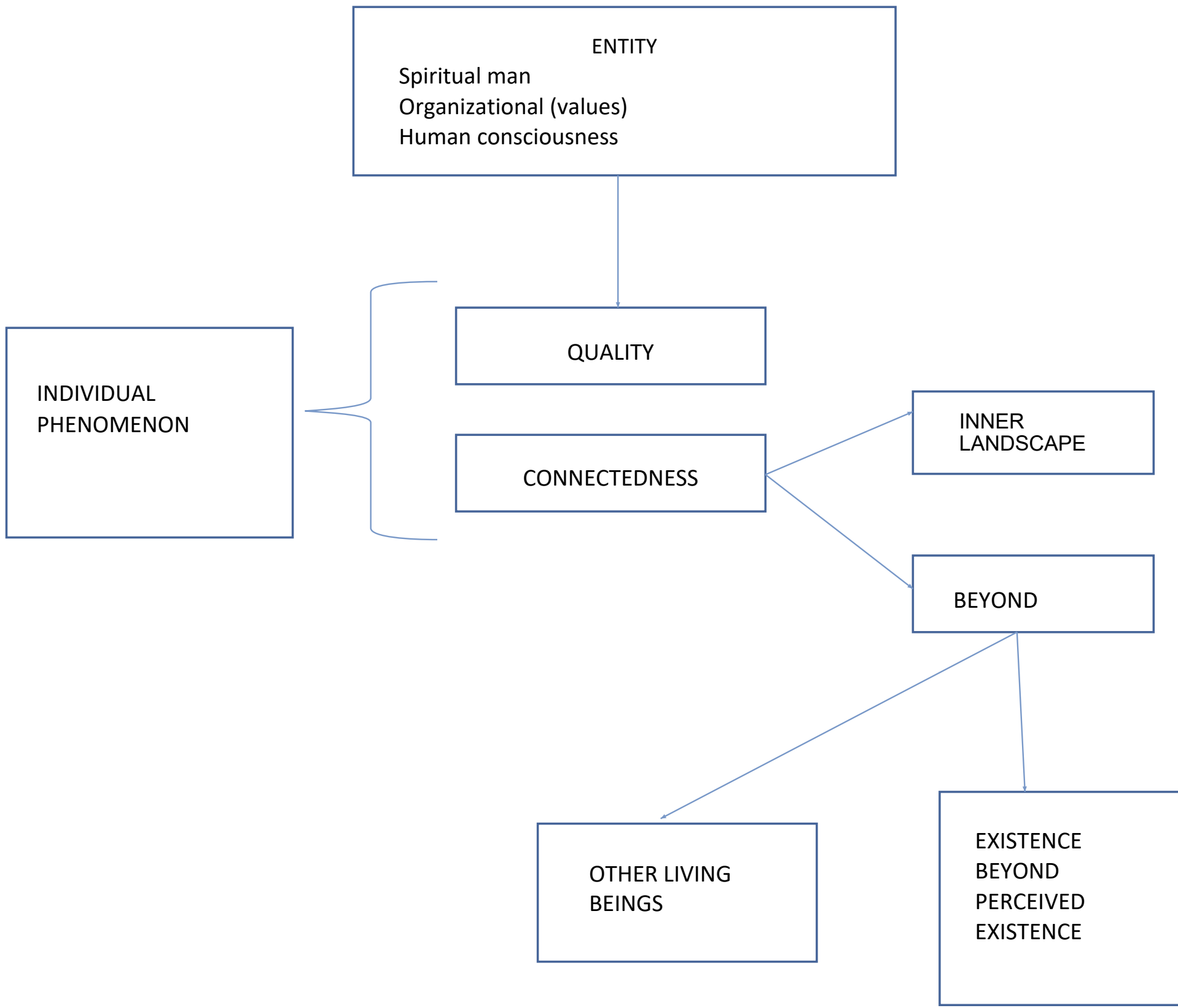
The proposed schema connects an entity’s quality, awareness, connectedness and existence beyond perceived existence. Its elements can be elaborated for a particular context or purpose [1].

03 Evidence and method

From 489 journal articles, 142 definitions were analysed with ATLAS.ti. Tarka was used to develop and cognitively validate the schema. A purposive panel of 50 experts assessed relevance; 16 supplied additional qualitative comments [1,3,4].

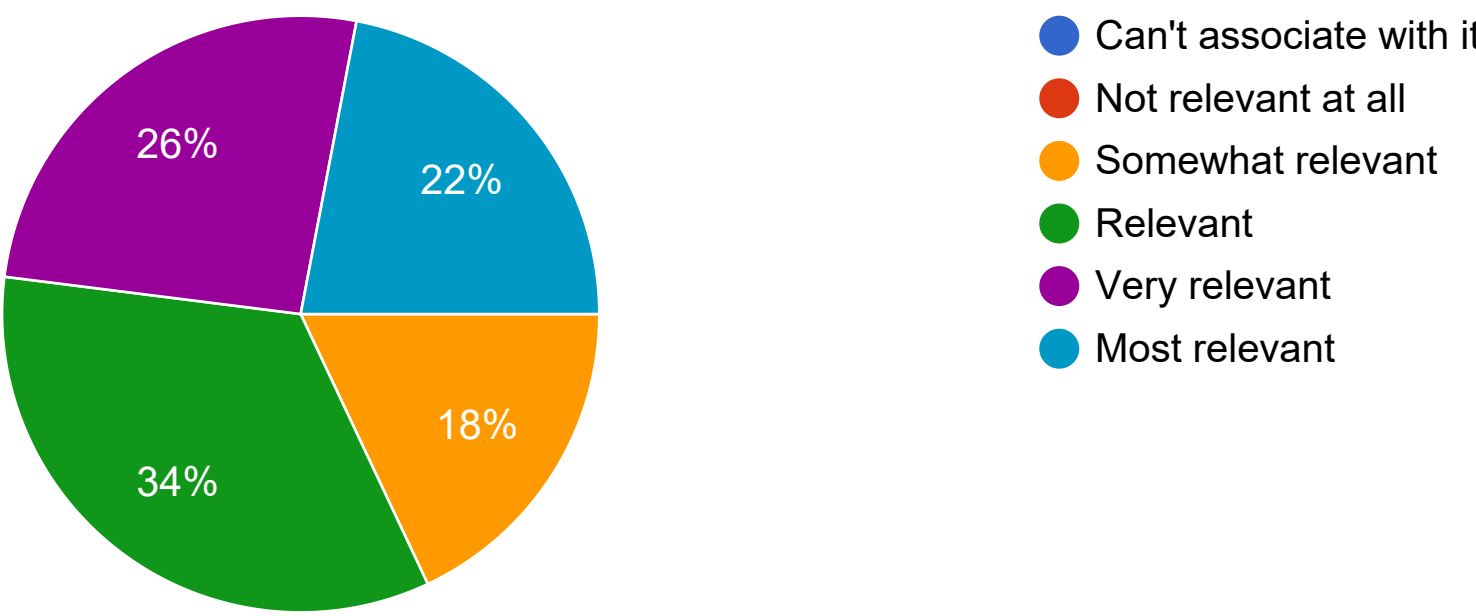
04 Original schema and expert responses

Both visuals below are reproduced from the paper: the proposed schema and the original expert-response chart [1].



Original Figure 2, “Schema”, from [1], p. 340.

What is your opinion about the following meta-definition: spirituality is any entity’s quality of being aware of the connectedness with one’s existence beyond perceived existence
50 responses



Original Figure 3, expert opinions (n = 50), from [1], p. 346.

05 Findings and contributions

A Common ground with openness

A schema clarifies the concept’s structure while allowing different traditions, levels and meanings to be expressed [1].

B 82% rated the schema relevant

Among 50 experts, 82% rated it relevant to most relevant; 18% rated it somewhat relevant [1, Figure 3].

C Expert comments refine interpretation

Comments raised connectedness, sacredness, wording and the meaning of existence beyond what is perceived [1].

06 Discussion

The schema supports dialogue about the doing, being and happening aspects of spirituality. Expert feedback shows both the usefulness of a broad definition and the need to explain how its terms work in practice [1].

07 Limitations and next steps

Relevance ratings reflect a purposively selected expert panel. They do not establish universal agreement or prove organisational benefits. Further contextual application and validation remain necessary [1].

CONCLUSION

A shared conceptual schema can support spirituality research while leaving room for context-specific interpretations [1].

SELECTED REFERENCES

[1] Nandram, S. S., Bindlish, P. K., & Joshi, G. (2024). Conceptualising spirituality for management. International Journal of Indian Culture and Business Management, 32(3), 330-356. doi:10.1504/IJICBM.2024.140099.

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[3] Guha, N. (2012). Tarka as cognitive validator. Journal of Indian Philosophy, 40(1), 47-66.

[4] Bindlish, P. K., Nandram, S. S., & Gupta, R. K. (2019). Definition schema for redefining leadership: An integrative approach. International Journal of Indian Culture and Business Management, 18(1), 34-58.