



राष्ट्रहिताय संस्कृतम्

Vol. No. X, Issue - 2 (II), January-June 2023  
ISSN - 2277-7067

**Kavikulaguru Kalidas Sanskrit University**  
Ramtek, Dist. Nagpur, Maharashtra

Peer Reviewed

**Journal of  
Fundamental &  
Comparative Research**

UGC CARE Listed Journal

**शोधसंहिता**

New Research Frontiers

A Bi-annual Interdisciplinary Research Journal of KKSU  
*Peer Reviewed Journal of Fundamental & Comparative Research*

# शोधसंहिता

UGC CARE Listed Journal

ISSN No. 2277-7067

**Patron :** **Prof. Shrinivasa Varkhed**  
Hon'ble Vice Chancellor

**Chief Editor :** **Prof. Madhusudan Penna**  
Director, Research & Publication, KKSU

**Editor :** **Dr. Rajendra C. Jain**  
Dept. of Sanskrit Language & Literature

**Co-Editor :** **Dr. Deepak Kapade**, Librarian (I/c)  
**Dr. Renuka Bokare**, PRO, KKSU

## Editorial Board :

- Prof. Nanda J. Puri
- Prof. Lalita Chandratre
- Prof. Krishnakumar Pandey
- Prof. Vijaykumar C. G.
- Prof. Kavita Holey

## Peer Review Committee :

- Dr. Leena Rastogi, Nagpur
- Dr. V. Subrahmanyam, Hyderabad
- Dr. Dinesh Rasal, Pune
- Dr. Upendra Bhargav, Ujjain
- Dr. Archana Aloni, Nagpur
- Dr. Dinkar Marathe, Ratnagiri

**Published by :** Registrar, KKSU, Ramtek

© KKSU, Ramtek



**KAVIKULAGURU KALIDAS SANSKRIT UNIVERSITY**  
**RAMTEK**



S. No.	Content	Author's	Page No.
1	INFLUENCE MARKETING CHALLENGES AND ISSUE	Anand Kumar Dr. Jitendra Kumar	1-10
2	MSMES AS THE 'BACKBONE OF THE COUNTRY' ENHANCING INDIA'S GROWTH	Sonali Bansal Dr. S K Bhogal	11-17
3	FINANCIAL PERFORMANCE ANALYSIS OF PRIVATE SECTOR AND PUBLIC SECTOR BANK IN INDIA	Dr. Dipali sachdeva	18-29
4	A STUDY ON KNOWLEDGE AMONG MOTHERS ABOUT NUTRITION IN VIJAYAPURA TALUKA	Yaliballi Pratibhavati Dr, Ramesh M. Sonkamble	30-41
5	ASSESSING WORKPLACE SPIRITUALITY AND BUSINESS ETHICS AS CRITICAL RESOURCES IN THE 21ST CENTURY	Dr. Musheer Ahmed Priyanka Mishra	42-52
6	EFFECTS OF LAND AND AQUATIC PLYOMETRIC TRAINING ON ACCELERATION	Dr. Shantanu Mistri	53-61
7	RURAL DEVELOPMENT PROGRAMMES IN ASSAM: AN OVERVIEW	Pubali Sharma Poli Gogoi	62-69
8	राष्ट्रीय काव्यधारा में मैथिलीशरण गुप्त का स्थान	प्रो० रीतु	70-75
9	EDUCATIONAL STATUS OF THE WOMEN – A CASE STUDY OF THE CAPITAL CITY OF PATNA, BIHAR	Nandita Krishna Madhumita Ghosh	76-82
10	AN EFFICIENT DEEP LEARNING OF SIMPLE PULSE COUPLED NN TECHNIQUES USED TO DETECT LUNG CARCINOMA	Dr.K.S.Gowrilakshmi Dr.S.Shylaja	83-94
11	REVERSE MIGRATION PUT AN EFFECT ON THE INTERNATIONAL LABOR MARKET: AN OVERVIEW	Rohit Kumar Rana	95-101



**ASSESSING WORKPLACE SPIRITUALITY AND BUSINESS ETHICS AS CRITICAL RESOURCES  
IN THE 21ST CENTURY**

**Dr. Musheer Ahmed**

Associate Professor, Department of Business Administration, Khawaja Moinuddin Chishti Language University  
Lucknow

**Priyanka Mishra**

PhD Research Scholar, Department of Business Administration, Khawaja Moinuddin Chishti Language  
University Lucknow, Email id-khwajapriyanka17@gmail.com

**Orientation:** Organization's morality is one of the complex issues in the turbulent economic environment. Layoff, recession, extreme pressure, cutthroat competition affects behavior aspects of employees like trust, integrity, honesty badly in a competitive environment. Only a few individuals can cope with the changes and challenges. Thus, it is necessary to take measures to deal with the challenges and changes.

**Research purpose:** This study aimed to explore the link between workplace spirituality and the ethics practiced by the employees.

**Motivation for the study:** Two crucial factors essential for survival and profitability and most important for the organization's sustainability are workplace spirituality and business ethics. It is necessary to detect the determinants and dimension and its study as spiritual and ethical organizations. In the coming days, due to their utmost importance in the industry, moral and spiritual employees are treated as a resource for the organization.

**Research Approach:** This study is based on a review of previous literature available and qualitative. Sources of secondary data are journals and research papers.

**Principal Findings:** After a rigorous study of available literature, it is found that there is a significant linkage of workplace spirituality with business ethics. Both are related to values, honesty, trust, integrity, and a sense of connectedness.

**Contribution:** This study enriched the literature on workplace spirituality and business ethics.

**Keywords:** Workplace Spirituality, Business Ethics, Dynamic Environment.

## INTRODUCTION

Despite many ethical policies, rules, and norms, unethical practices are highly present in the organization (Tiwari & Pathak, 2018).

This topic has attracted academic and corporate researchers in the last 20 years. (Houghton, Neck & Krishnakumar, 2016). In today's era, fulfilling a spiritual need is most important because it also fulfils emotional and mental health, which leads to peace and inner nourishment. Spirituality in the Organization allows employees to perform their work roles thoroughly and enhance work engagement (Van der Walt 2018). The degree to which employees engaged in their work role depends on how much Spirituality they experienced.