Abstract

This paper aims to provide a number of insights about the "what", "why", and "how" of workplace/organizational spirituality, providing a clear and broader conceptualization and themes of the phenomenon. It presents an integrated framework leading towards building and maintaining a spirituality-based workplace. This framework encompasses five "core pillars" or "pathways": (1) organizational culture; (2) organization's mission, vision; (3) leadership; (4) human resource development; and, (5) organization structure and job design. Each can partially contribute to building a spiritual organization. But to build and maintain a truly spiritual organization, it requires to simultaneously and steadily proceed on all "pathways" or fronts.

Keywords: spirituality, spiritual organization, building sustainable spiritual organization: an integrated framework (conceptual research)