Role of Spirituality in Stress-Free Community Management

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Abstract

Spirituality is a broad and universal field of realizing life and reality behind work and life system in this universe. Whenever we talk about spiritual teaching at the same moment spirituality comes within mind to nourish humanity. Due to growth of materialism and gradual degradation of morality in society and growth of intolerance many countries are worried. That is why we look forward for a solution to give spiritual teaching to the young as well as older generations to have values to understand life and learning the proper art of handling material resources. Creativity is such a quality through which we imagine or generate original ideas to do something new or create something. In straight sense we can say this is inventiveness. Management of ordinary resource either material, informational or socio economic or any issue through mass action of volunteers or stakeholders is considered as community management. In case of human resources or physical resources this is necessary for encouraging sustainable development and to avoid tragedy in workplace to balance workforce. To have high ambition, vision, and planning imagination plays a vital role for achieving goals. This needs positive mental set up. But due to negative thought we face trouble in caring creativity. Positive thoughts shine with propagation of mind to give positive ideas. But this depends on spirituality. Giving spiritual teaching we find values and morality with positive mind that gives rise to high valued ideas. Inventive ideas are very much essential for organizations to develop. This study focuses to know that up to what degree and how spiritual teaching improves creativity. Having an introductory note, objectives, literature review this highlights the importance of this study. Having a brief discussion this is marked in conclusion that spirituality is the only way to develop positive thought and spiritual teaching positively improves creativity among people that reduces stress.

Keywords: - spirituality, management, education, creativity and attitudes.

I. Introduction:-

Goutama Buddha declares, "To walk safely through maze of human life, one needs the light of wisdom and guidance of virtue." (Buddha's quote about guidance) Human life is set to work with enthusiasm, hopes and attitudes and human being has got freedom to work. This is definitely true as being social human being can never be separated from formation of community. While life starts here this leads to formation of civilization. Villages or towns rise with passage of time and these form communities. While we live under diversities within a community safety walking matters a lot. Buddha specifies for safety walking and says that this is only possible with need of wisdom of light. Talking about such wisdom Buddha declares the need of spirituality in human living in individual level or in community is important. Guidance comes from spiritual mind and doing virtuous works too guide for next working plans. Both wisdom and virtue play vital roles in nourishment of life. Maze of human life is designed so naturally that human beings are set in communities where they create opportunities and serve. Virtues come through service to mankind. All developmental works need ideas or plans. Proper management is responsible for organizational development. Safety management needs beautiful mind. Self management is the key of mass management. Handling human affairs without understanding human life becomes dangerous. That is why Buddha indicates for safety walking basing on pillars of virtues and proper spiritual knowledge.

In Buddhism Triratna, which means three jewels are given importance. They are Buddha (great spiritual mentor), Dharma (righteousness and spiritual teaching) and Sangha (this is the community of his followers of spiritual teachings). Buddhism specifically declares about importance of spiritual teachings for community management. Buddhist centre gives information about a community named Triratna Buddhist Order and Community, which is one worldwide movement where women and men involve for service with teachings of Buddha to revive the conditions of modern world. Adopting the best of abilities in life with ethical and moral standards of righteousness (the Dharma) they verify stages of their commitment and understandings. A pleasant mind with spiritual awakening thinks better and plans better than normal mind or than stressed mind. Having new ideas for development is associated directly with creativity. Modern world needs spiritual teachings for better community management. We see many developments today with science and technology that manage our lives so smoothly with fast and proper communication are products of creativity or inventiveness. However, without values and morality such developments do not give us full happiness and hence modern world requires association of spiritual values in life.

Raymond E. Brown (1978) states that considering life with loves and hates and doing assessment for virtuous works is beneficial for community development. He states further that community is group of people living in same place or having certain attitudes and interest in common where they help each other and develop or manage all affairs. Negative minds and noncooperation break the system of community are dangerous and these are stressors. Jenny Dent and Christina Marsh (1982) define spirituality as the inner sense of light of life that has certain values to give understanding to life and work for self-assessment and self-development with divine nature. They state spiritual teaching as a process of guiding humankind with principles of knowledge that conveys about natural laws and opportunities and easily reduce stress. M Scott Peck (1990) states that purpose of human communication should serve the lower or remove walls of misunderstandings, which separate human beings from one another. This separation brings tension and pressure in society is called community stress. Although developed technology has vast communication and brings people closer still we have failed to build true global community. Development of group action basing on principles of tolerance and love, transformation of society can be done in to a true community. He believes that to prevent civilization from destructing itself we should urgently rebuild with all levels like local, national and international with first priority of spiritual survival. Archie Eire Lame Deer and Helene Sarkis (1994) state that spiritual teaching is beautiful illustration of sacred ritualistic healing and purification of confusing and ill management of mind and existing cultural afire of community which develops highly systematic self contented original system that improves creative energies to deal many issues related to life and brings a self discovery to a person or community and offers an intimate sense of walking with balance of conscious world and world of spirit. Richard G. Geldard and Robert Richardson (2001) state that to see things with earlier visions life is devoted to see insights of spiritual awakening for measuring inner strength that is originated from spirituality and this refines ideas in to pure states. For such purpose, spiritual teaching is the beneficial essence, which is necessary to design values of decision making in inner core of spirit. Alan Twelvetrees (2008) urges the need of community, field level community workers and managers in humankind and urges the need of love, cooperation and creativity for better development. Jeffery Armstrong (2010) defines spiritual teaching as a process of educating and implementing knowledge of spiritual values that is concerned with sustainability of Mother Earth, with the roles of elders in community, connection of unconsciousness of science and corporations with subtle unseen realities, which results a spiritual growth with deeper relationship with nature, natural resources and with the better world. Dana Tesone (2010) states that tactics and strategies required for effective management exist with reflective foundations of knowledge and practice to enact inventions of management.

Obeying principles in life show definite direction in decision making that pleases all categories of employees. Mark Forstater and Joanna Manuel (2013) describe spiritual teaching as the process of educating people that imparts knowledge of spirituality that helps in union on all levels of beings, union of soul with Divine, union of mind with respect to body, heart with spirit and soul to another soul and union of soul or a person with nature and natural resources. They define spirituality as a path of finding life and purpose with divinity with inner strength of awakening that truly guides self with moral principles and makes a man creative in right decision making. Mihaly Csikszentmihaly (2013) states that creativity is use of original ideas to create something that comes from a sharp and developed pure mind. Ed Catmull (2014) states, "creativity is not strictly a well of ideas but alchemy i.e. a magical process of transformation, creation or combination of people. Specificity and honesty, getting own way and realization coalescence of art, business and innovation, greatness of result and mindful works are signs of creativity. Creativity completely depends on spiritual strength of a man or community." Margaret Ledwith. (2015) observes that social divisions are widening and are not lessening and are the main causes of communal stress. That is why it is necessary of community development with the practice of social justice and sustainability. Building work with interest, and to understand how manpower works at every level with change, that matters a lot. Social justice comes from spiritually developed minds and spirituality truly guides human beings from inside. Strength of spirituality of a person determines the status of behaviours and attitudes in workplace. Spiritual teaching determines the level of spiritual growth of every human individual and community.

Identification of Problems and Research Formulation:-

Problems are there in negative minds and noncooperation (Raymond E. Brown, 1978), and widening of social divisions (Margaret Ledwith, 2015), walls of misunderstandings (M Scott Peck, 1990) for better community development and creativity as these break the system of community and increase communal stress. To solve the problems there is necessity of love, honesty and cooperation with creativity (Alan Twelvetrees, 2008), and need of spiritual teachings (Jeffery Armstrong 2010, Mark Forstater and Joanna Manuel, 2013). Improvement of creative energy and building work interest for individual and community and sustainable development depend on spirituality and spiritual teachings (Jenny Dent and Christina Marsh, 1982, M. Scott Peck 1990, Archie Eire Lame Deer and Helene Sarkis, 1994, Margaret Ledwith, 2015). Creativity and creative interests depend on spiritual strength (Ed Catmull, 2014). Above authors, agree the relationships of nature, natural resources and human resources with spiritual life and community management needs spiritual teachings for stress control. So, spiritual strength and creative interest both are drawn for this study for stress-free community management.

II. Objectives:

• To know that up to what degree and how spiritual teaching improves creativity that helps in stress control

• To know the impact of spirituality and spiritual teaching on creativity and community development

• To know the relationship between spirituality and creative interests of human beings in stressed period

• To know the strength of spiritual teaching that improves values and morality in community to reduce stress

III. Literature Review:-

Spiritual teaching is a very old concept, which we observe from ancient days. Community management is also very ancient. For smooth running of society based on values and

morality spiritual teaching is very much necessary. This concept is brought up by philosophers like Aristotle, Pluto and Socrates. In the doctrine of design and purpose of material world where the reason or explanation for something with respect to its end, purpose or goal is explained is called teleology. Political philosophy of Aristotle with teleology explains the purpose of principles for managing community. Aristotle describes material resources and relationships of human resources with them in very smooth manner. In his political naturalism concept, he begins to reveal the necessity of true knowledge in context of community. His five important principles become very much important for this literature review. He brings forward his ideas under principle of teleology identifying nature of a thing with its final cause and end. Beginning or ending of a thing is also a function or task. Animals and plants have internal sense according to him and he judges upon their nature as they behave. Human beings also behave as per their internal sense. Indicating to both material and spiritual existence of matters and lives on earth Aristotle explains about deep internal sense that is spiritual essence inside and cause of sense of creativity. According to him, human beings have natural functions and fundamental place in existence. His principle of perfection comes in mind to have a view. Aristotle believes in good and evil in both material and human action. He argues that natural end of organism or resource is good but the cause or action what that defeats or impedes the same end is regarded as bad. Aristotle argues that for human resources ultimate good or happiness is dependent on perfection and this means attainment of their natural function that is guarded from inner calling. He analyses and declares that activity of human soul with or without reason becomes important to judge upon. Any activity with association of perfect virtue or excellence of action, determines the perfection of one human individual. His principle of community indicates that city or state is the complete community. Through this only limits of self sufficiency can be attained. His view indicates that human beings must tend to authority of city-state to attain healthy or good life. People outside the community also depend on community for education, health services and moral living. A perfected human being with law and justice is the best and when separated from these is the worst one he states. Aristotle's principles of ruling authority comes within review as he argues and believes that well being of any system , organization or community needs a ruling element who may be a ruler, manager or authority. Establishment of a thing or matter out of numbers of things depend on a ruler rather than ruled. This is necessary for better community management. The principle of the rule of the reason declares that a system or community should contain a rational element which is appropriate for to rule over the non-rational parts because only rational element can take decision for which suits as the best for whole of the people. Groups of older people in United Kingdom practice spiritual and philosophical thinking for community. In a growing environment among civil societies voluntaries groups engage themselves in philosophical thinking and performing action based on spiritual attitudes. Individuals and communities develop skills basing on spiritual teaching, training and developmental programmes. Human abilities are unlimited but we need to recognize only. Abilities have positive effect on creativity. This human capacity generates much more new things or ideas. This universal truth is widely accepted by many philosophers. Birth of inspiration in mind which is made of with determination is interestingly related to creativity. Intellectual and artful activities are sings of creativity. In community life or in individual life creativity acts as fundamental unit. Creativity is very much fundamental to life and this is well marked that creativity remains with all human beings and other creatures too. Constantly building creative abilities in business and customer services is very much essential. Einstein states that focusing vision to solve a problem is vital but defining this more time should be given rather than to solve this. Framing a possible solution points the nourishment of proceeding of works. Sometimes brainstorming decisions fail due to lack of proper problem solving. In vacuumed path creativity is not judged upon. In service of achieving goal creativity becomes beneficial. Sangharakshita, the founder of the Triratna Buddhist Community and Order highlights the central principles of orientation of life and work in

community for supporting life of each other and engaging local communities. This community promotes projects for work of Buddhists to explore work to turn in to spiritual practice. Non Governmental Organization (NGO) is not a part of government and profit business. NGOs are generally set up by common people or citizens and mainly funded by private persons, businesses, industrialists, various governments, or foundations. Social purposes, charitable works, religious and political affairs are taken as service aspects by NGOs for community development. According to the reports around 1.5 millions NGOs work in United States of America, around 277,000 NGOs in Russia and around 2 millions of NGOs work in India.

IV. Importance of the Study:-

While people gather and work together and where there is union of many ideas there is chance of conflict and many get pressure out of this, which has negative impact, is nothing but stress. At present, we observe in organizations that conflicts and noncooperation are growing rapidly due to negative minds and bad attitudes of few employees or persons associated along with workplace. In society, diversities are there is true but in social systems gaps are rapidly initiated due to huge competitions. Limited resources and less creative ideas are not sufficient for mass development as there is no opportunity generated. Education is the backbone of development of knowledge of children and people. But giving only material education is not sufficient for proper management of life and social systems. At present days it is observed from reports that rapid growth of materialism has not solved the community problems rather has increased barriers between social groups. Conflicts and crimes have increased in many countries. This has entirely shocked the modern intellectuals and they try to find out a solution. For smooth management and to fulfil the need of communities new creative or inventive things and decisions are required. For easy and safe handling of affaires based on ethics and morality spiritual teaching is definitely necessary as many authors argue. To implement spiritual teaching in daily life we need to know the relationship of spirituality with creativity and management for which this study merges within.

A. Spiritual principles of creativity those help in Stress Control

There are many impacts of spirituality on creativity out of which we draw few principles for better understanding of nature of creativity and its signs.

Defining and distillation of problem – Having spiritual values within a person strengthens his new and inventive ideas that while any problem comes in front of him, he defines and distils this again and again from which new essence comes forward.

Remains within everybody – Creativity remains within every person as conscious being. Sometimes this is recognized by a person or sometimes not. However, on spiritual awakening creativity explores within the same person and he recognizes this.

Paradoxical nature – Every contradiction contributes a mysterious idea that surrounds it. Creativity is ever intelligent and it requires having willingness to go on questioning and opening new possibilities. This is passionate but very much reflective, energetic and objective oriented.

Constructive – Creativity is very constructive in nature as this originates from spiritual mind, generates new ideas and things, improves productivity, values and spreads imagination and brings practical applications as output.

Courageous – Creativity values on any image or incidence and with willingness, certainty and expansiveness. Strong determination and self trust proves new ideas and concepts. That is why creativity is ever courageous.

Perceptive – Seeing, learning and perceiving are different things generally. Visual concept and concrete perception have difference. One spiritually developed highly creative person

perceives things and matters in new ways, detects them and makes wonderful connections with them for new discoveries or inventions.

Can be inspired – Thought of freedom and pleasing environment explores with stimulus of creativity and reflects collective ideas. This also inspires others in surrounding to generate newness within them.

Childhood nature – Children are more sensitive in thinking and new ideas as they are less self-centred and more spiritual rather than adults. Even of grown up persons, adults or age old persons show childish behaviours those have strong ability of creativity.

Acceptance of ambiguities – Many managers, authorities and people do not like ambiguities in their lives and get irritation or anger. Ambiguities make them uncomfortable. While a spiritual person or creative thinker does not fall in such situation like them and accepts ambiguities, embraces discomfort situations and he promises with possibility of his new focuses. This improves his potential energy of creativity.

B. Benefits of Spiritual teaching in Stress Control

There are many benefits we get while we get spiritual teaching. Spiritual values are learned through this activity and we understand and adopt spirituality as a major path in workplace.

Development of self-determination – Determination in life matters a lot. Self determination does not allow a person to go back from his original state or decisions. This easily cracks stress and brings pleasurable mind state.

Self-sustaining – Without any outside assistance or support a person continues to work as per his wise decisions and becomes able to continue his duty in healthy state of mind and body. Stress does not able to alter to healthy mind and body much.

Development of democratic communities – Spiritual teaching helps in developing democratic communities as values are understood well and respective rights are given to respective persons. While rights are understood and cooperation is developed at that time stress is automatically reduced in community.

Spiritual enquiry to action and decision making – After getting spiritual teaching a person thinks and judges on his plan and action whether this is right or wrong, benefits him and others or not and decisions are good and beneficial or not etc. While he performs right duties, he does not fall in confusion or in trap of stress.

Independence in critical situation – A spiritually valued and taught person remains independent in his performance even in critical situations and without any dilemmas takes decision rightly. In critical situation, stress comes due to obstacles but a spiritual person remains unbend and easily overcomes.

Purposeful, pleasurable and reflective thinking – Spiritual teaching benefits life of a person with giving understanding on life's purpose and the person always keeps reflective mind to think and remains in pleasurable state. Such thinking reduces stress as mind comes above obstacles and dilemmas.

Promotion of community well-being – Spiritual trained persons while remain in community they not only think of self well being but also think well being of community and mass development with new plans. This pleasure of mass communication helps in reducing stress.

V. Discussion:-

Light of wisdom and virtue guides human beings to walk safely in community life. Buddha highlights importance of spirituality in service of mankind. Buddhism focuses on community development.

Philosophers like Aristotle, Pluto and Socrates give their wonderful doctrines about link of human life with community and nature and natural resources. Many authors highlight importance of spirituality in human life. Creativity is very much fundamental to life and this is there within everybody. During this modern age growth of materialism has not solved the problems of conflict and crimes rather these have increased stress that has shocked us. During such critical time, this is necessary to have spiritual teaching for both self and community development and management. There are many principles of creativity and few are noted here as creativity defines and distils problems, remains within everyone, paradoxical in nature, constructive, courageous and perspective has childhood nature and accepts ambiguities. Spiritual teaching gives benefits in development of self determination, self sustaining, development of democratic communities, enquiry to action and decision making, for purposeful and reflective thinking and for promotion of community wellbeing and building stress-free community. Problems are identified as negative minds and noncooperation and widening of social divisions and walls of misunderstandings in modern days are causes of stress and that is why spiritual teaching is preventive fact for this.

VI. Conclusion:-

After having this study we find that there is deep and positive relationship of spiritual teaching with creativity and spiritual teaching truly improves creative interest among employees and persons. Spiritual teaching benefits with development of knowledge and organizational skills and guides for proper usage of natural resources. Spirituality is the basis of sustainable development in community level. This study confirms that there is necessity of spiritual teaching for development of human resources with respect to community living and creativity to control stress. Such a study helps mangers and various authorities and employees of not only NGOs but of many government and private organizations in proper planning, coordinating, cooperating and development of new productive ideas in stress-free environment. This also helps in decision making during critical situations and achieving organizational goals. This is confirms that stress tends towards negativity and originates from negative perceptions but spirituality entirely suppresses stress up to maximum level.

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