# Understanding Workplace Spirituality Through a Bibliometric Analysis

**Audita Setiawan[1], Nandan Limakrisna[2], Lucy Warsindah[3], Citra Indriyati[4]**

[1]Faculty of Economic, Sangga Buana University, Indonesia,
[2]Faculty of Economic, Persada Indonesia Y.A.I University, Indonesia,
[3]Faculty of Economic, Trisakti University, Indonesia,
[4] Faculty of Engineering, Universitas Sriwijaya, Indonesia)
Email: [1]audita.setiawan@usbypkp.ac.id  [2] correspondent.author@gmail.com, [3] lucy.warsindah@trisakti.ac.id , [4]
citraindriyati@ft.unsri.ac.id

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## ABSTRACT

**Purpose** – The goal of the current study is to investigate the bibliometric analysis of research articles on workplace spirituality that have been included in the Web of Science index.

**Methodology/approach** – The VOS viewer software tool and Biblioshiny, which is used to produce maps, were used in conjunction with Excel sheets to analyze the data in terms of frequency and percentage. A total of 367 research papers that were published between 2020 and 2022 were chosen for this study.

**Findings** – The analysis of the findings revealed instrumental knowledge, including top contributing countries in publication, affiliation, top contributing authors, also author keyword co-occurrence and authors keyword overlay. It is observed from the analysis that a high volume of the research was initiated from India followed by China and Indonesia. The trend show growth in year 2021.

**Novelty/value** – These results hope will provide future researchers more options to take into account as a starting point before beginning a study on workplace spirituality. Keywords Workplace Spirituality, Bibliometric,Web of Science

## INTRODUCTION

Workplace spirituality (WPS), which has a significant impact on an organization's quality and survival in the age of digitalization, globalization and digitization, has grown in popularity in both public and private businesses as a result of its significant impact on an organization's quality and survival in the age of globalization, digitization and digitalization. WPS concept has varied meanings for different individuals and varies in its application to the workplace and religion. WPS could be viewed as a component of individual's, an organization's and society's psychological health (Allam et al., 2021). Workplace spirituality instills past practice of interconnectivity and feelings of trust between individuals who are part of particular work process which then triggers feeling of cooperation and leads to an overall organizational culture  that is driven by motivation, exemplified by positive responses and unanimity and harmony among individuals, consequently, lifting the cumulative performance of individuals and in turn aiding overall organizational excellence (Aesah et al., 2023; Afsar & Rehman, 2015; Iskamto &

Ghazali, 2021; Turmudhi & Ristianawati, 2023). The awareness that workers have an inner life which is nourishes and is nourished by meaningful work taking place in the context of a community (Ashmos & Dennis, 2000). Another definition of workplace spirituality is the personal experience and expression of one's passion in the work environment and workplace and can assist employee in finding pleasure in work, inner awareness and feeling of satisfaction while working within the organizational structure (Anderson & Burchell, 2021). Workplace spirituality is not about religion, although people sometimes express religious beliefs in the workplace and workplace spirituality is an opportunity to show various aspects of one's personality and workplace spirituality is a framework of organizational values that shows the existence of an organizational culture characterized by improve employee performance by fostering communication and understanding with each other (Desiani & Nurhayati, 2024; Handayani & Pendrian, 2023; Rakhman, 2023; Sani & Maharani Ekowati, 2020). The purpose of the research is to review workplace spirituality literatures by providing a bibliometric analysis to answer the following research question (RQ):

RQ1: What is the current state of workplace spirituality research?

RQ2: Which authors and countries are the most significant based on the number of publications?

RQ3: What are main research topics in the area of workplace spirituality based on cluster analysis?

RQ4: How has study on the workplace spirituality changed over time?


## LITERATURE REVIEW

Workplace spirituality (WPS) has garnered significant attention as a research issue in the last few years. The implications and effects on WPS on organizations have been covered in number if publications and articles. However, the concept is vast due to the diversity of this study, making a definition challenging to come up with (Daniel, 2010). According to (Mitroff & Denton, 1999), Workplace spirituality entails making an effort to discover one's life's ultimate purpose, forge close relationships with coworkers and other individuals connected to the workplace and ensure that one's fundamental beliefs and the organization's ideal are consistent. Workplace spirituality welcomes each person's particular, subjective value that they bring to thein job (Karakas, 2010). Workplace spirituality is also a framework of organizational value evidenced in the culture that promotes employees' experience of transcendence through the work process, facilitating employee's feelings of connection with others in a way that provides a feeling of completeness and joy (Giacalone & Jurkiewicz, 2003). Workplace spirituality need to be based on the interactive nature of spirituality that means that in order to achieve desired outcomes like prosocial behavior, increased engagement and productivity, organizational and personal spirituality need to entwine with one another. Given these unambiguous signals that see workplace spirituality as a means of fostering an atmosphere that is sustainable (Jena, 2021). Workplace spirituality will support the creation of a culture that values and supports staff members, aids in work design and fosters a sense of community and teamwork (Bhinekawati & Asgha, 2018; Brown, 1992; Desmita & Sihombing, 2024; Karim, 2022; Saputra et al., 2023).

As summary the study of workplace spirituality (WPS) has grown in popularity recently. Its diversity makes its definition difficult. Experts say that finding one's life purposes, forming bonds with coworkers, coordinating personal convictions with company values and appreciating individual contributions are all aspects of workplace spirituality. Its fosters an environment were workers feel transcendent, connected, whole and joyful. Spirituality within the workplace and on a personal level should coexist for desired results like prosocial conduct and higher productivity. This strategy promotes community and team work in the workplace, supports employee, helps with the work design and creates sustainability.

## METHOD

The information for this analysis was gathered using the bibliometric approach. Bibliometric methods have been used for providing quantitative analysis of written publication and become a useful tactic for monitoring and reporting the statistical comprehension of certain term or concept published in a particular subject. Bibliometric analysis can be used by a researcher to analyze and record a source of metadata and knowledge diffusion **(Ellegaard & Wallin, 2015)**. In order to describe the statistics of publications published in a specific topic, including but not limited to: concepts, studies, trends, methodologies, keyword and citation sources. Five steps of the bibliometric analysis will be used in this study, as illustrated in Figure 1. These stages include establishing the search keywords, generating preliminary data statistics, refining search results and data analysis **(Napitupulu, 2021)**. The five steps are carried out in order to gather through information and assessments for studies in the area of workplace spirituality.



figure 1. Five Phase of Bibliometric Analysis

According to (Donthu et al., 2021) The methods for bibliometric analysis fall into two categories: science mapping and performance analysis. Performance analysis essentially takes into consideration the contributions made by research components, while science mapping concentrates on the connections among research constituents. While performance analysis concentrates on the contributions of research components in a particular subject, science mapping focuses on the relationships among research constituents. In this perspective, authors, institutions, publications, countries, and affiliations are components of research. Citations indicate effect and influence, whereas publications serve as a stand-in for productivity. The conceptual exchanges and structural linkages among research elements are covered by the scientific mapping. Science mapping makes use of citation analysis, co-citation analysis, bibliographic coupling, co-word analysis, and co-authorship analysis approaches. These methods are useful for illustrating the bibliometric and intellectual structure of a study topic when paired with network analysis. In this study, we use co-occurrence analysis to forecast future research in the field and identify the main research topic based on theme clusters. Vosviewer and Biblioshiny were used in this study's bibliometric analysis. This study combined quantitative and statistical analysis with bibliometric analysis to characterize the distribution patterns of research publications within specific topics and time period. Using keywords, we begin the data collecting process by looking for relevant literature on our research topic. A keyword is a specific kind of search string that is used to get datasets related to the topic of workplace spirituality. It consists of a well-develop term or phrase. Thus, the combination of keywords used to run a query in the Web of Science (WoS) database was workplace spirituality OR work spirituality OR workplace spiritualities OR organisational spirituality OR organizational spirituality OR organizational spirituality OR spirituality at work. The following complete keyword were looked up using the article's title, keyword and abstract as a guide:
(TITLE-ABS-KEY ( "Workplace spirituality" OR "Work Spirituality" "Workplace Spiritualities" OR "Organisational Spirituality" OR "Organizational Spirituality" OR "Organizational Spiritualities" OR "Spirituality at Work"))


Our question was narrowed by restricting our search to journal articles only and to English-language publications. Because journal articles go through a more rigorous process of scientific peer review than

other form-such as conference paper, books, book chapters, etc. We also choose English language because English has also grown into a widely used and understood language beyond international borders. Furthermore, we don't have the resources to translate into other languages such as Spanish, German, etc. As a result on October 16, 2023, 367 metadata sets in total not including the year 2023 because it was not completed- were obtained during an initial search from Web of Science database. We ensure that the dataset is clear of duplicates by export and save in RIS format and input the data into Mendeley software. The last search efforts yielded a total of 201 items discovered. The precise steps for the bibliometric analysis and search strategy employed in this investigation are depicted in Figure 2.
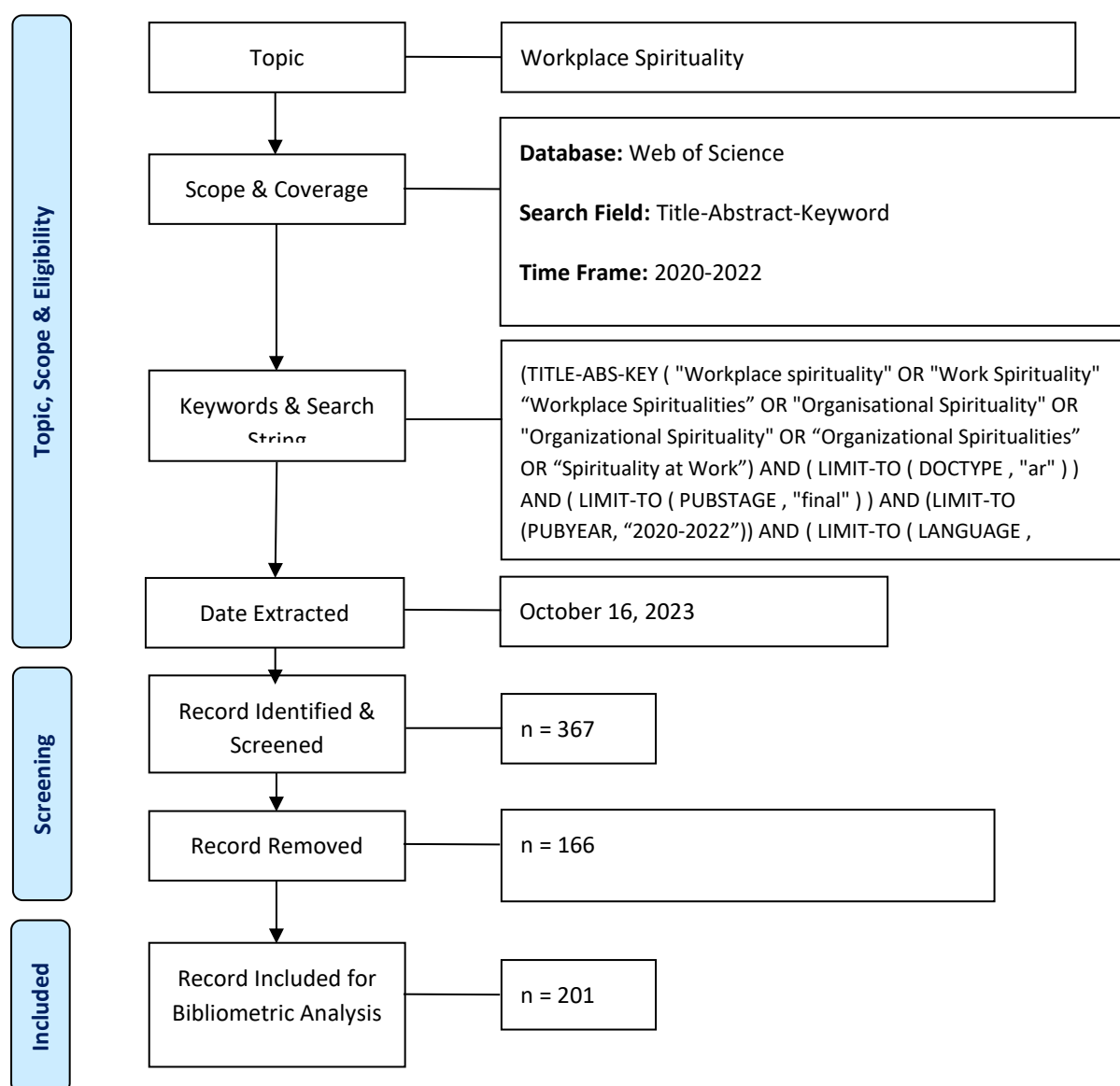


figure 2. Flow Diagram of Search Strategy

## RESULT AND DISCUSSION

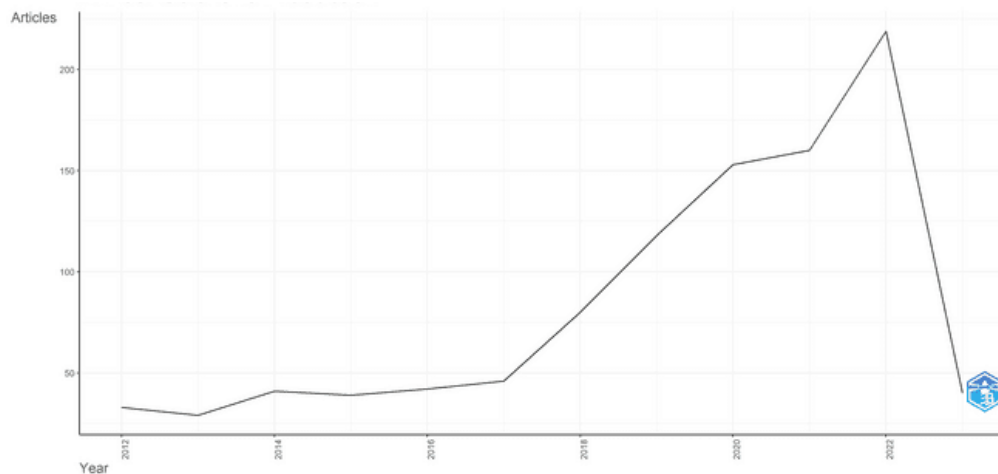RQ 1: What is the current state of Workplace Spirituality



figure 3. Publishing Trend in the area of Workplace Spirituality

Figure 1 displays the specific years when the relevant publications were retrieved. Additionally, it shows the pattern of the number of articles produced over time. According to the book, research into workplace spirituality started in 1996. The first publication, which was released in 1996 is about finding spirituality at work. Grown patterns publication showcases the initial slow growth, a significant in increase activity after 2017 and also shown the potential for the improvement the research of workplace spirituality.

RQ 2: Which authors and countries are the most significant based on the number of publications?

Analyzing the number of documents each author produces can help determine which nations and writers are the most well-know in the field of workplace spirituality. By doing this, researchers will able to steer themselves in the right direction. Bilblioshiny was one of the tools used by the researchers to create a thorough list of the top ten authors and nation in the subject. The task indicated earlier was accomplished by employing bibliographic data files and then carrying out co-authorship analysis. The result of this investigations are shown in Figure 4. The study's finding demonstrated that a few writers and nations had attained noteworthy document rates, indicating their important contributions to the area.

There are 469 writers who are actively conducting research on workplace spirituality. All together, these academics have produces 200 research studies between 2020 until 2022. A breakdown of the author who have published the most on this subject is shown in Figure 4. This implies that certain writers have published numerous papers that have significantly advanced the field. Garg N has had a significant impact in the area of workplace spirituality with his seven published publications. With five articles, Vu MC comes in second, followed by Aboobaker N, Adawiyah WR and Saxena A with four articles.
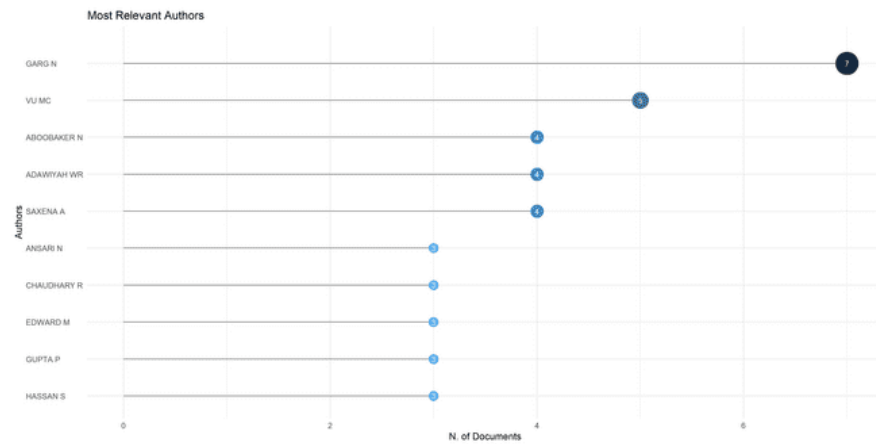
figure 4. The most relevant author based the number of document

In conclusions, the data shows how many authors are working on studies about workplace spirituality, how many studies have been published overall, which writers rank highest in terms of publications and which author has contributed the most. This realization clarifies the main players and their influence on the subject across time.
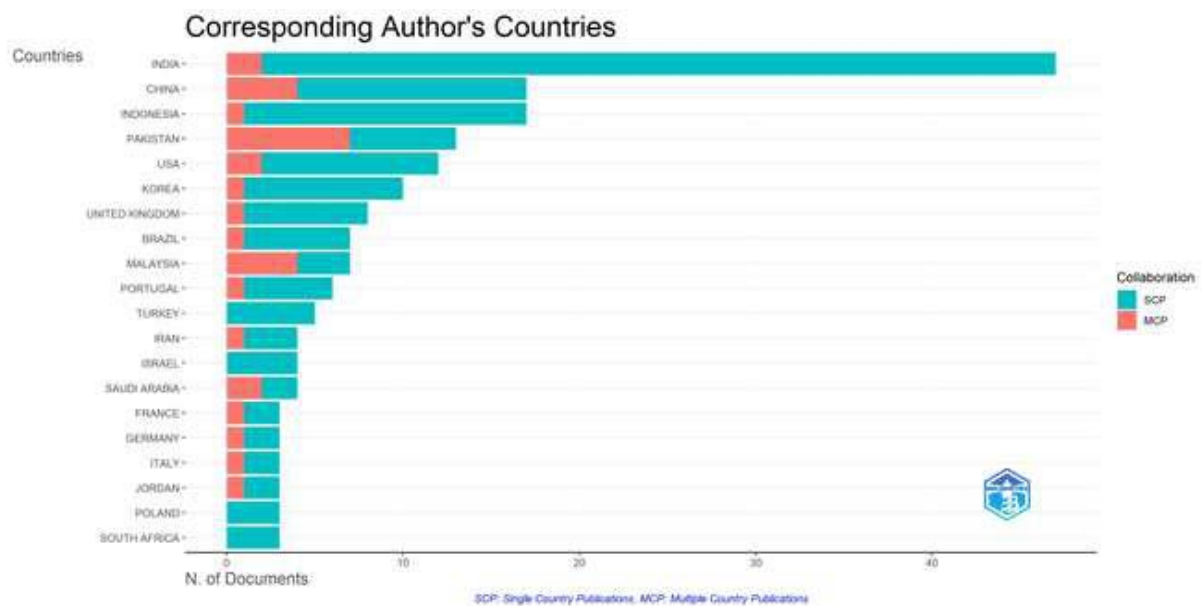


figure 5. The most relevant author based the number of document

The Web of Science database shows that researchers are interested in 42 different countries when it comes to workplace spirituality subject. This suggests that there's a lot curiosity about this subject around the world. The top 10 nations that have significantly influenced research on the workplace spirituality subject are shown in Figure 5. With 47 publications published, India is the most productive nation in terms of research output. With 17 papers, China and Indonesia are in second place. Pakistan comes in third with 13 articles. This suggest that when it comes to workplace spirituality, India is the nation with the most influence. Its prolific output of articles is probably what accounts for this influence. Furthermore, it is seen that China and India have the most cooperative publications, indicating that scholars in there two nations frequently collaborate on projects pertaining to workplace spirituality. Conversely, four countries have not collaborated on any papers with other countries. This implies that the majority of the research from these nations may be carried out inside their own borders. In conclusion, the data sheds light on the geographic dispersion of workplace spirituality research projects. It identifies the top nations in terms of research production, their cooperative endeavors and the significant contribution India makes to this field.

RQ 3: What are main research topic in the area of workplace spirituality based on cluster analysis?

The co-occurrence analysis methodology was develop by an analysis of author keywords. A threshold of five occurrences or more was established. 49 keywords out of the original pool of 597 keyword were successfully obtained. Though they are worded differently, many keyword have similar meaning, thus it is necessary to clean some of them up first. Term relates to workplace spirituality, such as "spirituality at work" and "employee spirituality" are frequently employed in academic writing. For this reason, you must use Vosviewer's thesaurus to combine the previously specified keywords. Finally, a total of 23 keywords have been chosen for more examination. More often occurring keywords can be interpreted as being more popular in the workplace spirituality setting.
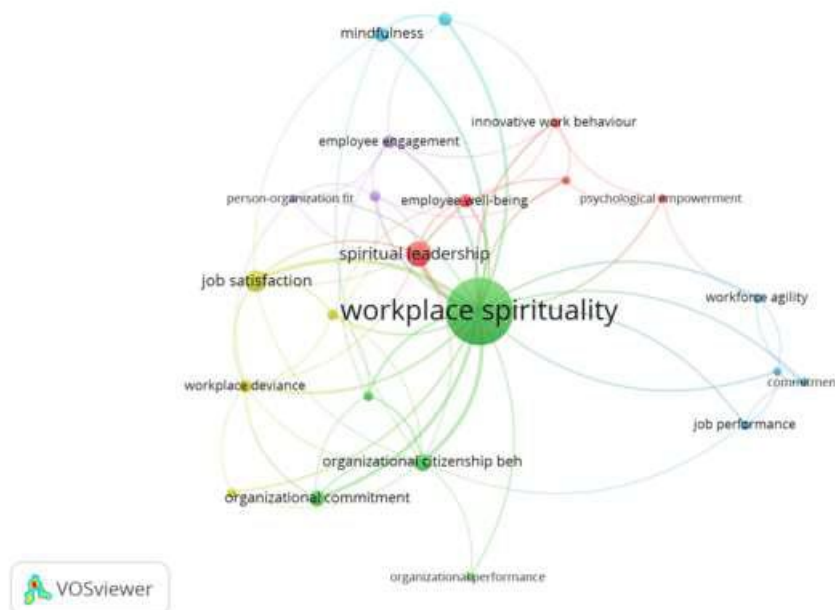


figure 6. Author Keyword Co-Occurrence Network

Figure 6 presents a visual representation of the co-occurrence of keywords in the analysis. There are six main clusters that are relevant to the integration of workplace spirituality, according to the mapping data analysis. The six clusters found in the keywork co-occurrence analysis are explained in detail in the paragraphs that follow.

- Cluster 1 (Red) consists of 5 keywords. The main keywords are employee engagement, organizational commitment, person-organizational fit, work engagement and workplace deviance. These keywords framework that integrates the key concepts of employee well-being, innovative work behavior, psychological empowerment, self-determination theory and spiritual leadership within the context of organizational dynamics. This keyword serves as a conceptual and practical guide for organization seeking to create environments where employees thrive personally and contribute innovatively to the organization's success.

- Cluster 2 (Green) consists of 5 keywords. With the main keywords are emotional intelligence, organizational citizenship behavior, organizational commitment, organizational performance and workplace spirituality. This cluster recognizes that emotional intelligence promotes improved employee cooperation and interpersonal relationship, which is turn promotes more virtuous organizational citizenship behaviors. Better organizational performance result from this positive feedback loop. Incorporating workplace spirituality also emphasizes the importance of higher purposes and values in the job, which promotes a more contented and peaceful work environment.

- Cluster 3 (Blue) comprises of 4 keywords. The main keywords are commitment, engagement, job performance and workforce agility. These keywords highlight the interaction between workforce agility, job performance, engagement, and commitment. It acknowledges that highly productive workers are more likely to be devoted and engaged, and that a flexible workforce is better able to adapt to changing business requirements. By using this paradigm, organizations can foster an environment where employees are more engaged and committed, which improves job performance. They also focus on improving the workforce's agility so that they can stay flexible and competitive in a setting that is changing quickly.

- Cluster 4 (Yellow) consists of 4 keywords with employee performance, ethical climate, job satisfaction and workplace deviance. These keywords are one of the idea that ethical behavior and a positive ethical climate are conducive to higher levels of job satisfaction and employee performance. When employees perceive their organization as ethical and supportive, they are more likely to be

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- P-workplace deviance, as employees are less likely to engage in counterproductive behaviors when they are satisfied and committed to ethical standards.

- Cluster 5 (Purple) present of 3 keywords. These keywords are employee engagement, person-organization fit and work engagement. With these keywords we can recognizes that aligning employees with the organization's mission and culture through person-organization fit can significantly impact their level of engagement and work satisfaction. This alignment leads to employees who not only perform well but also feel a strong sense of purpose and belonging within the organization.

- Cluster 6 (Light Blue) with 2 keywords employee wellbeing and mindfulness. Despite being undervalued in the workplace, employee wellbeing is now starting to gain traction and has been demonstrated to be essential to organizational success (Beer et al., 2015). Through the development of efficient employee voice mechanisms, the provision of continuous managerial support and the creation of a friendly work environment can foster favorable sentiments regarding employees' well-being(Guest, 2017).

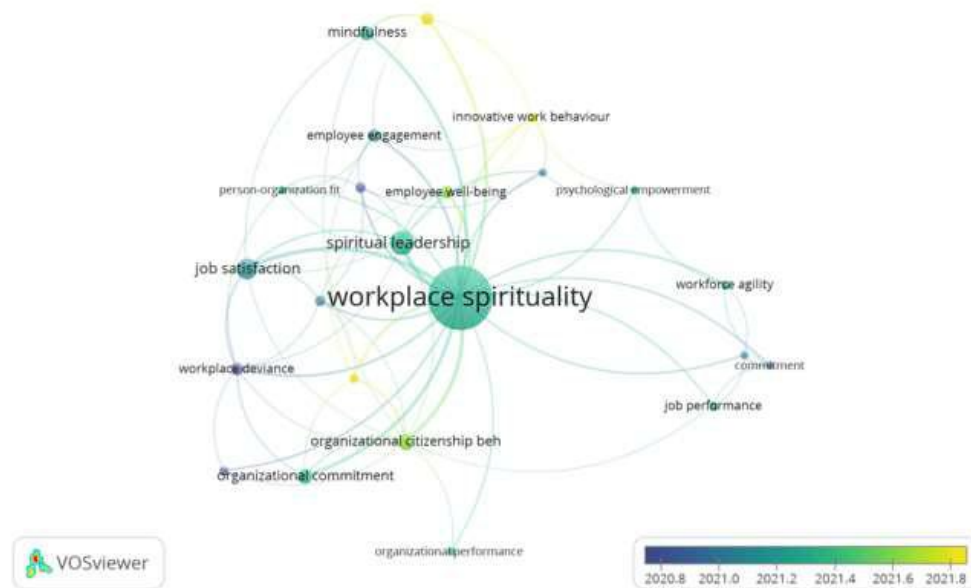RQ 4: How has study on workplace spirituality changed overtime?



figure 7. Author Keyword Co-Occurrence Network

Figure 7 illustrates the changes in research topics over different years. The colours represent specific time periods, with blue representing the years around 2020, yellow representing the years around 2022, and potentially other colours representing subsequent years. Each time period is associated with certain dominant keywords that reflect the primary focus of research during that period.

From 2020 to 2021 The dominant keywords in this period include terms related to workplace deviance, organizational commitment and work engagement.

From 2021 to 2022: The research focus shifted to keywords related to employee wellbeing, innovative work behaviour and emotional intelligence.

## CONCLUSION

A bibliometric examination of WPS is started in this investigation. Researching bibliometrics is a novel approach that adds to the body of knowledge in the modern literature. This bibliometric analysis used Web of Science as one of highly cited database beside Scopus. A total of 367 documents covering the years 2020 to 2022 were obtained from the Web of Science database. According to the statistics, Garg N. authored the most articles, with seven articles related to workplace spirituality. Even still, the majority of WPS research is carried out in India but we found a lot of other countries had has interest in workplace spirituality subject.

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