Orthodoxy and Orthopraxis

Religion and Performance in the Workplace

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Date August 12, 2023

Professor

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Assignment

Scholar-Practitioner Name:

I am Hong Quoc Hong. I believed in Jesus Christ in 1975 in Vietnam country when I was 17 years old. I have worked for a public sector agency in the United States for more than 20 years.

I have been married for more than 40 years and have two grown-up children. I am actively involved in the First Baptist Atlanta church. I have studied several Theology and biblical courses and would like to become a preacher in the future.

1. Event Selected for Reflection (Expedition to a Site) It is best to limit the scope of the event or situation to a person, group, or organizational level in which you are involved.

Yes, it is better to reduce the research to a specific small group that I am working with now. The workplace is a very big topic: military, public, education, medical, business…I will focus my research only on the small group, the public sector about 100 employees at the Atlanta office.

* 1. Why I choose this topic.

I choose this topic because it is important to me to examine religion and performance in my workplace. The research will help me improve my performance and bring my God to the working place that I love, care about, and want to improve.

 1.3. How did you react/respond initially?

I like this topic because it satisfies me in my religious background and in my workplace where I can prove my skill, earn a living, and be proud of my achievements. I understand that I have an Almighty God who gave me the job and all things that I have: health, knowledge, skills, and abilities… and I spend more time in the workplace than in any other place daily. Therefore, both religion and the workplace are very important to me.

 1.4. Why does it provoke reflection about God, about yourself, about ministry?

I would like to study God who created the world and engineers all circumstances. Why I came to this world? Why have I immigrated to the United States of America? Why I obtained this job? I credited all things that happened in my life to my God. My job duty is to serve people and treat people with dignity and respect. I must perform the duty professionally, firmly, and fair. Thank you for the job, I can have the salary to live a decent life and be happy about the performance that fulfills the duty.

1. Situational Dimensions (Excavation of Site Strata) what layers of issues are present in the selected event?

 2.1 The Role of religion and Performance in the Workplace

Religion has an important role in shaping values and beliefs. These values and beliefs will help or harm the organization’s performance. For example, if all Christian employees obey the biblical concepts about: do not steal, and not lying. The moral

 of the organization will be improved in a positive direction and reduce financial loss or criminal charges for the organization and the employees.

* 1. The Impact of religion on work ethics and behavior

Religion will enhance work ethics and behavior. The Bible stated that: treat others as you want to be treated and you work for God, not for men. These biblical concepts will effectively improve morals, work ethics, and behaviors. The organization will find a harmonious atmosphere where employees create teamwork, care, and devote their best to others and the organization.

* 1. Accepting religious beliefs and practices in the workplace

An organization that accepted religious beliefs and practices in the workplace will have a good reputation, benefits, and prosperity in business. Chick Fil A is one example. It does not open on Sundays.

**I Introduction**

* Definition of religion and performance in the workplace
* Important of understanding the relationship between religion and performance in the workplace

**II Religion and performance in the Workplace**

* The role of religion in shaping values and belief
* Impact of religion on work ethics and behaviors
* Accommodating religious beliefs and practices in the workplace

III **Challenges for Managing Religion and performance in the Workplace**

* Potential conflicts between personal religious beliefs and workplace expectation
* Guiding religious diversity in the workplace
* Balancing the need for religious freedom with the need for a productive work environment

There may be conflicts between personal religious beliefs and workplace expectations. Employees may abuse their beliefs and take advantage of the policy and they will harm the expectation of the workplace. For example, if the policy approved one group of religions to take a day off to observe a religious event, that policy may have to approve all other religious groups and that will cause trouble for the workplace in operating and achieving the productivity result.

**IV Strategies for managing Religion and Performance in the Workplace**

* Providing accommodations for religious belief and practice
* Promoting open communication and understanding between employees of different religious backgrounds
* Implementing policies and procedures to address conflicts and discrimination related to religion

The organization should provide accommodations for religious practices. In the workplace today, there are multiple different religions, so the policies and treatments should be fair and harmonious to satisfy the employees without sacrificing the benefits workplace. The workplace should promote conversation and understanding among diverse employees. For example, several workplaces have the policy to work a 24/7 schedule, it should have a discussion among employees to choose volunteers to work on Sundays or traditional religious holidays among employees, so the workplace will continue to operate regularly, and the employees still can practice their religious ceremonies.

V. Conclusion

* The importance of respecting and understanding the role of religion in the workplace
* The benefit of a diverse and comprehensive work environment where religion is valued and adapted

To compete with the worldwide challenges, big organizations respect and understand the important role of religion in the workplace. Religion can bring benefits to a workplace and enhance the performance of employees.

In general, religion can be both harmful and helpful and a source of inspiration and a potential source of disagreement in the workplace. It is essential for employers to understand and respect their employee’s religious beliefs and to create a workplace culture that is comprehensive and supportive of diversity

Religion is an important part of many employees or individuals' lives and can meaningfully impact their behavior and performance in the workplace. Some persons or groups may feel a strong duty to follow their religion's principles and practices, which may conflict with certain policies or expectations at work. On the other hand, some groups or individuals may find that their religious beliefs inspire and motivate them to excel in their careers.

There are a few important behaviors in that religion can influence an individual's performance in the workplace. First, religious beliefs may dictate certain behaviors or practices that an individual feels they must follow, even if they conflict with workplace expectations. For example, an employee who is required to work on a day of rest or worship may feel conflicted or stressed, potentially impacting their productivity. Similarly, an individual who follows a religious observation as praying time at a specific time (such as 2 pm daily or Sundays) may cause the teamwork or operation of the workplace difficult to adapt.

In addition, religion may change an individual's values and goals, which can impact their motivation and drive in workplace activity. For example, someone who values love, harmony, compassion, and charity may be more motivated to work for a company with a mission to serve others, while someone who values ambition, management by objective, and performance competition may be more motivated to work for a company with a strong focus on performance.

In general, religion can be both harmful and helpful and a source of inspiration and a potential source of disagreement in the workplace. It is essential for employers to understand and respect their employee’s religious beliefs and to create a workplace culture that is comprehensive and supportive of diversity.

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In this study, Durkheim’s structural functionalism and his approach to religion and social solidarity will be used to gain an in-depth understanding of the workplace spirituality approach in management literature. In this context, workplace spirituality is defined as the inner lives of employees fueled by meaningful work that is realized in the context of a community. The concept of organizational spirituality, the ultimate aim of building strong connections within an individual’s life and between his or her work colleagues, is defined by efforts to comply with specific beliefs and values in the workplace. In fact, it is more clearly understood as the strong relationships that employees will develop with each other, their jobs, and workplace. As well as the views of famous structural-functionalist Durkheim on society and religion, the common approaches that can illuminate the possible impact of these views on workplace spirituality and spiritual leadership theories will be discussed in detail. Later, the position and function of religion in both Durkheimian and workplace spirituality approaches will be explained. Therefore, this study is important in giving a theoretical understanding of the importance of spiritual literature and its holistic viewpoint that overlaps with Durkheims views on religion.

Jufrizen, J., Sari, M., Nasution, M. I., Akrim, A., & Fahmi, M. (2019). Spiritual Leadership And Workplace Spirituality: The Role Of Organizational Commitment.

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This study presents the results of the correlation between Christian behaviors, which are operationalized as church attendance and Bible reading in this study, and self-control in the workplace. Over 350 part-time or full-time employees who are over 18 years old and residing in the United States were asked to complete a survey, which was developed by Maloney et al. (2012). Responses were received by 284 employees. The individuals measured 13 factors of self-control. In ranking the factors, the employees who participated in Bible study groups also had strong levels of self-control in the workplace. In addition, church attendance played a role in self-control in the workplace, but the correlation was not significant.

This article argues that public relations ought to lead the integration of spirituality and religion in an organization’s workplace. Because no model of this opportunity exists for internal public relations (a.k.a. employee relations or internal communication), this article looks at scholarship about spirituality and religion in the workplace to show links among organizational performance, employee engagement, and public relations operations, particularly that focused on employees. From this research-based approach, guiding principles for public relations’ lead role in integrating spirituality and religion in an organization’s workplace and an operational framework for internal public relations are given so public relations professionals can make the integration reality and effective for all.