

## Syllabus

Antioch University Southern California

REL 304 /MGT 390A

# Special Topics in Management: **Integrating Spirituality and Work**

Don McCormick  
9:00 - 5:00, Sat. May 30  
(310) 578-1080 x234

Spring Quarter, 1998  
1 Unit

This workshop examines how people integrate their spiritual lives with their work lives. Topics include: work as a transcendent or meditative experience, selfless service, right livelihood (or spiritually motivated career choice), compassion, and the problems of integrating spirituality with work in a multicultural, pluralistic society. Cultural diversity is emphasized in that Christian, Hindu, Jewish, Buddhist, twelve step and other spiritual perspectives are examined. Students will have the opportunity to explore how they integrate their own spiritual (or deepest secular) values with their work lives.

Through a case study and several assignments that involve students in applying the course concepts to the analysis of their own lives and values, this course provides an opportunity for students to apply the concepts to problems in real-life contexts.

The course also addresses centuries old topics that have been discussed in classic texts such as the Bhagavad Gita and the writings of Chuang Tzu as well as current developments in the field such as the use of new age methods in corporate training.

### **Course objectives:**

1. For the student to gain an introductory understanding of issues that occur in the effort to integrate ones spirituality and work.
2. For the student to become familiar with different conceptions towards work and business taken by spiritual traditions such as Christianity, Buddhism, Hinduism and Judaism. This will be demonstrated through application of the perspectives of different religions to problems in real-life contexts and specific cases.
3. For the students to gain a better understanding of how they integrate their spirituality or deepest values with their work lives.

### **Evaluation criteria:**

- Participation in class discussion (amount of participation, quality of participation, attendance). Attendance is mandatory.
- A paper (described below) is due Monday, sixteen days after the workshop.

- Grade equivalents are available upon request. Students who wish to earn additional credit may do so if they contact me before the end of registration and we design additional learning activities. Students who wish to receive an "incomplete" need to contact me first.

### **Assignments**

Write a paper, about five pages, about how you integrate your spirituality with your work. If you are an atheist, write about how you integrate your deepest values with your work. Discuss how you do it, problems you face, and benefits you experience from your attempts at integration.

Please refer to at least one of the concepts from the readings in your paper. Since this is an upper division social science course, I prefer that you do this using American Psychological Association style of documentation; however, Modern Language Association or other styles will do. Please put your name at the top of each page of your paper.

If you have a difficult time getting started with your essay, you may want to break the task down by addressing some or all of the questions below.

- How would you characterize your spiritual beliefs? (Presbyterian, atheist, agnostic, Orthodox Jewish, Zen Buddhist, eclectic, etc.?)
- In what ways has your spirituality (or if atheist, your deepest values) influenced the way you do things at work?
- What is a specific example of an incident where the relationship between your work and your spiritual life was very good?
- In general, when does your spiritual life and your work life go together well?
- Describe a specific example of a time that your spiritual life and your work life were in strong conflict.
- In general, when does your spiritual life conflict with your work life?
- What problems/issues do you find in trying to balance your spiritual and work lives?
- What problems do you want most help in solving? Are there questions you would like answers to?
- What are the benefits you experience from trying to lead a spiritually sound life at work?
- Is there a change, are there points where things changed for you in terms of the relationship between your spiritual life and work life? Are there milestones or was it gradual?

### **Suggestions for Further Reading**

*In General*

Vaill, P. (1989). The requisites of visionary leadership. In Managing as a performing art (pp. 211-224). San Francisco: Jossey-Bass.

*Hinduism*

Dass, R. & Bush, M. (1992) Compassion in action. Crown.

*Judaism*

Tauber, E. (1990) I shall not want: The Torah outlook on working for a living. Monsey, NY: Shalheves. Tauber has many books and audiotapes on Jewish life, including work, money and business. His company can be reached at 1 (800) 998-0400.

*Taoism*

Vaill, P. (1989). Taoist management: Composedly they went and came. In Managing as a performing art (pp. 175-190). San Francisco: Jossey-Bass.

*Christianity*

Bolles, R. N. (1991) How to find your mission in life. Berkeley, CA: Ten Speed Press.

Williams, O. F. & Houck, J.W. (1978) Full value: Cases in Christian business ethics. New York: Harper & Row Publishers.

Williams, O. F. & Houck, J.W. (eds) (1982) The Judeo-Christian vision and the modern corporation. Notre Dame, IN: University of Notre Dame Press.

*Islam*

Nasr, S. H. (1987) Traditional Islam in the modern world. New York: Kegan Paul.

*Buddhism*

Whitmyer, C. (Ed.). (1994) Mindfulness and meaningful work: Explorations in right livelihood. Berkeley, CA: Parallax Press.

## Readings

The readings use both classic texts (such as the Bhagavad Gita) and contemporary articles (such as Moore's "Work as Opus") that come from my ongoing review of the literature on this topic.

<u>Introduction</u>	<u>No. of pages</u>
Moore: Work as Opus	1
McCormick: Spirituality in the Workplace: An Introduction (working draft)	9
Chappell: From Toothpaste to Theology	4
Learned, Dooley & Katz: Personal Values and Business Decisions	10
<u>Selfless Service</u>	
Prabhavananda & Isherwood: Karma Yoga	6
<u>Work as Meditation</u>	
McCormick: Work as Meditation	5
Jon D. Lori: Work-Practice	4
Chuang Tzu: The Need to Win, Duke Hwan and the Wheelright, The Woodcarver	4
<u>Career Choice</u>	
Williams & Houck: The Story of Harold Geneen's ITT	5
Levine: Spirit in the World	7
<u>Compassion</u>	
National Council of Catholic Bishops: A pastoral message--Economic justice for all	12
<u>Acceptance</u>	
Tauber: Trust	18

*Ethical Problems, Religious Pluralism in a Multicultural Society*

Baig: Profiting with help from above.	6
Zemke: What's new in the new age	9
Weinstein & Serrano: Vernon injected religious views on job, officials say	2
McCormick: The Ethics of Integrating Spirituality With Work	<u>5</u>
Total pages of reading	110

**Bibliographic Information on the Readings**

- Baig, E. C. (1987, April 27). Profiting with help from above. Fortune, pp. 36-46.
- Chappell, T. (1993). From toothpaste to theology. New Age Journal pp. 82-86, 148-151.
- Chuang Tzu (1965). The need to win, Duke Hwan and the wheelright, The woodcarver. Translated by Merton, T. S. In The way of Chuang Tzu (pp. 107, 82, 83, 110, 111). New York: New Directions.
- Learned, E. P.; Dooley, A. R. & Katz, R. L. (1959). Personal values and business decisions. Harvard Business Review, 37 (2), 111-120.
- Levine, S. (1979). Spirit in the World. In A gradual awakening (pp. 145-151). New York: Anchor Books.
- Lori, J. D. (undated). Work-Practice. In Zen Center of Los Angeles' Aspects of Zen practice. (Available from ZCLA, 923 S. Normandie Avenue, Los Angeles, CA 90006).
- McCormick, D.W. (1994). Spirituality and management. Journal of Managerial Psychology, 9 (6), 5-8.
- Moore, T. (1992). Work as opus. In Care of the soul (pp. 180-181). New York City: HarperCollins.
- National Council of Catholic Bishops (1986). A pastoral message: Economic justice for all. D.C.: United States Catholic Conference, Inc.
- Prabhavananda, S. & Isherwood, C. [Translators] (1972). Karma Yoga. Bhagavad Gita Hollywood, CA: Vedanta Press.
- Tauber, E. (1990). Trust. In I Shall Not Want: The Torah Outlook on Working for a Living, Second Edition (pp. 35-52). Monsey, NY: Shalheves.
- Weinstein, H. & Serrano, R. A. (February 5, 1992). Vernon injected religious views on job, officials say. Los Angeles Times, pp. A1, A14
- Williams, O. F. & Houck, J. W. (1978) The story of Harold Geneen's ITT. Full value: Cases in Christian business ethics. New York: Harper & Row.
- Zemke, R. (1987, September). What's new in the new age. Training, pp. 25-33.

## Spirituality in the Workplace

This workshop examines how people bring their spirituality in the workplace. Topics include different ways that people blend their spiritual lives with their work lives, the ethics of integrating spirituality with work, spiritual approaches to leadership, and right livelihood.

Reading assignment: Read the course reader before class and prepare to discuss it. Bring to class any questions or comments you have about the readings.