**EDI – 2017**

**Stream Title: Religion and spirituality at workplace: Perspectives on diversity and inclusion**

**Stream Leaders:**

Dr Selcuk Uygur & Dr Fahri Karakas

Classical sociology’s Durkheimian approach, regards religion as “a unified set of beliefs and practices relative to sacred things, that is to say, things set apart and forbidden, beliefs and practices which unite into one single moral community, all those who adhere to them” (1964:37). Today, spirituality, though it does not necessarily refer to a religion, is also considered in this fashion as its appearance in the workplace shows similarities with religion and usually cited together in the context of workplace (Paloutzian & Park, 2015; Oman, 2013). Religion and spirituality in the workplace gathers great attention from academics and practitioners recently. It is considered “as the recognition that employees have an inner life that nourishes and nourished by meaningful work that takes place in the context of community… the spirit is nourished in sacred as well as secular places” (Ashmos and Duchon, 2000:137). Therefore, it’s about employees who understand themselves as spiritual beings whose soul need nourishment at work, and it is about experiencing a sense of purpose and meaning in their work beyond the kind of meaning found (Ashmos and Duchon, 2000).

It is observed that there are increasing numbers of literatures in this field (Cash and Grey, 2000; Giacalone and Jurkiewicz, 2003; Giacalone and Jurkiewicz, 2004; Karakas, 2009; Biberman and Altman, 2010; Benefiel et.al. 2014; Uygur and Aydin, 2015). The scope of this literature covers different aspects of management studies, including organization studies, leadership, human resource management and ethics. A review of 140 articles on spirituality at work reveals that spirituality enhances employee well being and quality of life, provides employees a sense of purpose and meaning at work, provides employees a sense of interconnectedness and community (Karakas, 2009). Considering the growing importance of this field, we are aiming to welcome original, empirical, and theoretical contributions to this particular pathway. In this respect, the content of the papers being submitted to this stream may include but not limited to:

* Religious beliefs and spirituality in organizations
* Spirituality and leadership
* Religion, spirituality and business ethics/CSR
* Managing religious and spiritual diversity at workplace
* Challenges for religious and spiritual inclusion at work
* Religiosity and or spirituality as personal factors in decision-making
* Religious and spiritual diversity in education.
* Work-life balance and spirituality/religion

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**Stream Leaders’ Information:**

**Selcuk Uygur:** Dr Uygur is a lecturer in business ethics at Brunel Business School. He has received his PhD degree from Brunel Business School on management researches. Selcuk holds an MBA degree from Baskent University and a BA degree from Inonu University, Turkey. His research interests include work ethic, business ethics and social responsibility, influence of religion in business, enterprise culture and entrepreneurship. His works have been published in the respectful international management journals, including Journal of Business Ethics, and International Journal of Human Resource Management. He is also a frequent reviewer for the mentioned journals. Dr Uygur is a fellow of UK Higher Education Academy since 2014, he is also a member of the *European Business Ethic Network* **(EBEN)** since 2007.

**Fahri Karakas:** Dr Fahri Karakas is a Lecturer in Business and Leadership at Norwich Business School, University of East Anglia.  Dr Karakas has a PhD in Organizational Behaviour from McGill University, Desautels Faculty of Management.  His PhD thesis on benevolent leadership was selected as the winner of 2010 Emerald/EFMD Outstanding Doctoral Research Award in the Leadership and Organization Development category. His research aims to build new ways of understanding how managers can nurture the human spirit and build a collective sense of creativity and vitality in organizations. Dr Karakas published more than 20 articles in international management journals including Journal of Business Ethics.