

“Spirituality as a Predictor of Work–Life Fusion Among Healthcare Professionals: An Empirical Investigation”

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Abstract

This study investigates the influence of spirituality on the management of work-life integration among healthcare professionals, highlighting a comprehensive amalgamation of personal, professional, and emotional aspects. In the demanding healthcare environment, professionals often face stress, emotional fatigue, and ethical dilemmas that impact their health and performance. The study examines the influence of spiritual orientation, as manifested through mindfulness, compassion, purpose, and inner balance, on individuals' ability to reconcile their professional and personal lives. An examination of essential aspects of spirituality, such as spiritual resilience, integration, compassion, and spiritual sensitivity, is conducted to comprehend their impact on work–life integration. The results show that spirituality is an important mental resource that helps people be more emotionally resilient, make better moral choices, and be happier with their lives in general. Moreover, the findings indicate that promoting spirituality within healthcare organizations can enhance employee well-being, fortify organizational culture, and elevate the quality of patient care. This study adds to the growing conversation about how to include spirituality in human resource management and occupational health practices in the healthcare field.

Key factors: Spirituality, Healthcare professional, Spiritual Intelligence, Emotional Intelligence, and work-life fusion, work-life integration.

How to cite this article: Soni S, Pareek V, Rawal K. Spirituality as a Predictor of Work–Life Fusion Among Healthcare Professionals: An Empirical Investigation. *Int J Drug Deliv Technol.* 2026;16(76s): 674.-681 DOI: 10.25258/ijddt.16.76s.62

1.0. Introduction

The healthcare field is naturally hard, with long hours, emotional work, and a lot of responsibility. Healthcare professionals often work in settings that necessitate ongoing cognitive, emotional, and ethical involvement, frequently resulting in indistinct boundaries between personal and professional spheres (Clark, S. C., 2000). The notion of work–life balance has historically been regarded as an ideal condition; however, contemporary discussions have transitioned towards work–life fusion, which signifies a more cohesive and fluid interaction between professional and personal life spheres (Greenhaus & Allen, 2011). Work–life fusion recognizes that, especially in fields like healthcare, rigid separation may be impractical or detrimental. In the midst of these changing views, spirituality has become an important psychological and organizational resource that can change how people see and handle the balance between work and personal life. Spirituality, as opposed to religiosity, is generally characterized as an individual's quest for meaning, purpose, and a sense of connection with oneself, others, and a transcendent reality (Puchalski et al., 2014). In healthcare environments, spirituality has been associated with both

patient care outcomes and the well-being and resilience of healthcare providers (Vachon et al., 2016). Even though it is becoming more important, the role of spirituality in shaping work-life balance for healthcare workers is still not well understood. Healthcare professionals frequently face emotionally challenging circumstances, encompassing patient distress, ethical conflicts, and critical decisions regarding life and death. If not handled well, these kinds of experiences can cause stress, burnout, and lower job satisfaction (Maslach & Leiter, 2016). In this context, spirituality can function as an internal coping mechanism, allowing individuals to derive meaning from their work, cultivate emotional resilience, and sustain psychological equilibrium. Research has shown that people who are spiritually oriented are better able to handle stress and are happier with their jobs and lives in general (Pandey et al., 2019; Zhang et al., 2021).

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In this context, the current study aims to empirically evaluate spirituality as a predictor of work–life integration among healthcare professionals. This study seeks to enhance the existing body of knowledge by synthesizing psychological, organizational, and cultural perspectives in examining this relationship.

1.1. Spiritual Intelligence and Healthcare Practitioners

Spiritual intelligence (SI) is a higher-order concept that combines spiritual awareness with cognitive abilities. This lets people find meaning, purpose, and moral guidance in their personal and professional lives. SI is based on the larger conversation about multiple intelligences and goes beyond emotional intelligence by including transcendental awareness, value-driven behavior, and existential reflection (Emmons, 2003). It shows that you can use spiritual resources to improve your health, adaptability, and overall well-being. In healthcare environments, where professionals frequently face stress, suffering, and ethical intricacies, social intelligence is essential for cultivating resilience and psychological stability (George, L.K. et al., 2000). People who are more spiritually oriented tend to use proactive coping strategies, have less depression, and have better health outcomes (Elmer et al., 2003; Macdonald & Holland, 2003). This study defines spiritual intelligence (SI) in healthcare professionals through four principal dimensions: spiritual resilience, integration, compassion, and spiritual sensitivity. Spiritual resilience means having the inner strength to cope with stress and problems while still feeling a sense of purpose. Being spiritually sensitive means being aware of and respecting your patients' spiritual needs. This helps with ethical practice and holistic healing. These dimensions collectively play a substantial role in work–life integration. Spiritual resilience helps professionals deal with stress at work, and integration helps them find a balance between their personal and professional lives. Compassion improves relationships with other people and lowers the risk of burnout (Pawar, B. S., 2016). Being spiritually sensitive makes you more aware of ethics and more involved with patients. These things work together to create a synergistic relationship between work and personal life, which helps healthcare professionals achieve a meaningful and lasting work-life balance (Trott, D., 1996).

2.0. Significance of the Study

This study is important for both schools and real-life work. It helps us understand how being spiritual can affect how healthcare workers balance their work lives. Most studies talk about balancing work and life. This one looks at how spirituality can bring them together in a good way.

The study also helps us better understand smart decision-making and how it makes workers happier and healthier. It connects intelligence with bringing personal and work life together. This gives us a way to think about and do future research. The research is a step toward understanding how spirituality helps healthcare workers have a better life and a better job. It gives us facts that show how important spirituality is for people who work in healthcare. This information can help us make sure that healthcare workers are happy and do not get too tired from their jobs.

The people who run hospitals and make decisions about healthcare can use this information to make things better for workers. They can make plans to help workers feel good about their life, not just their job, and to like their job more. Spirituality is important for healthcare workers because it helps them be strong, kind, and fair. The study shows that hospitals and other places where healthcare workers are employed should care about the person, not just the work they do. This means that the people in charge should make sure that healthcare workers feel supported and valued for who they are.

The research talks about spirituality and how it helps healthcare workers have a life and a better job. Healthcare workers who are happy and not too tired can give care to their patients. So, the research is important for healthcare workers and the people they take care of. The study is about how spirituality helps healthcare workers and how it can be used to make things better for them. This is what the research is trying to say about spirituality and healthcare workers.

3.0. Review of Literature

Recent studies show that when people feel a sense of spirituality at work, they are more engaged and happier with their jobs. They also feel better about themselves in very stressful jobs, like healthcare. Spirituality really helps people who work in healthcare. It helps them deal with problems and do their jobs better. For example, some researchers named Baber and others found that when healthcare workers feel spiritual at work, they are more likely to come up with ideas and do their jobs in new and better ways. This means that spirituality does not just make people feel good; it also helps them do their jobs well and adapt to situations in hospitals and clinics. Spirituality in the workplace is very important for healthcare workers. It really makes a difference in their jobs and how they feel about their work. A study found that nurses who are more into things are pretty happy with their jobs and do not want to quit, even when things are really tough, like during the COVID-19 pandemic (Shanafelt, T. Et al., 2020). Lin and other people showed in 2024 that being spiritual at work helps nurses be more mindful and have a balance between work and life. This is important because it helps nurses

feel good about their jobs and not get too stressed out. Some other people also found out that when nurses practice mindfulness, they are more compassionate and can handle their emotions better. This makes them stronger and better at dealing with stress at work (Baminiwatta, A. Et al., 2025).

Beyond healthcare, a lot of research has been done on how organizations work. This research says that being spiritual can really help people deal with stress and do a job at work. Some studies have found that when people are spiritual at work, they are less stressed and they are better at understanding their emotions, which helps them do their job well. For example, some researchers named Kumar and Singh found this out in the year 2023. Spirituality also helps people feel like they can do things; it helps them get involved and committed to their work. This is something that Aboobaker and other people found out in the year 2022 (Aboobaker, N. 2022), and Hunsaker and Jeong in the same year (Hunsaker, W. D. 2022).

People are talking about work-life balance. Now the term is work-life fusion. This concept is studied a lot in healthcare. Research shows that when people manage their work and personal life well, they are happy with their job and committed to their work. They do not get burned out. Kassim and others found this out in 2013 and 2025. Work-life fusion is really important for professionals.

However, the old way of thinking about work-life balance does not really work for people in the healthcare field because their personal and professional lives are very connected. Arora and Reddy said in 2024 that nowadays people face a lot of challenges at work, and things move fast, which makes it very hard to balance work and life. This review examines the concept of intelligence and how it can help people strike a good balance between their work and lives. Spiritual intelligence is different from other kinds of intelligence because it is about what is really important to people, like what they value and what makes them feel connected to others. Singh and Tomar did a study in 2021 about how workplace spirituality affects the health and productivity of workers in Delhi-NCR. When countries trade with each other, companies have to compete with a lot of other companies. The study found that workplace spirituality is really important for creating a work environment where people feel supported and have a reason to work hard. This makes people want to do their jobs.

The study by Ladan, Jalal, and Amin in 2019 took a look at how spiritual intelligence affects the balance between work and life. It also looked at how happy healthcare workers are with their jobs. This study used a group of healthcare workers in Kurdistan, Iraq. The goal was to see how work-life balance and job satisfaction are connected to intelligence. The study by Ladan, Jalal, and Amin shows that spiritual intelligence is really important for healthcare workers. Intelligence and workplace spirituality are vital for healthcare workers. They need these things to have a balance between work and life. They also need these things to be happy with

their jobs. Intelligence and workplace spirituality help healthcare workers in many ways.

The study uses numbers and standard tests to look at intelligence, work-life balance, and job happiness. It finds that spiritual intelligence is strongly linked to both work-life balance and job happiness in healthcare workers. The results show that healthcare workers with spiritual intelligence have better work-life balance and are happier with their jobs. This study tries to fill a gap by looking into how spirituality affects work-life balance in healthcare workers. It combines ideas from workplace spirituality and work-life research. The goal is to understand how spiritual resources can improve happiness and help organizations work better. The study aims to add to what we know about resources and their role in healthcare workers' well-being and job performance. Healthcare professionals with spiritual intelligence tend to have better work-life balance. Spiritual intelligence also plays a role in job satisfaction among healthcare professionals.

4.0. Research Gap

Previous studies by Arora and Reddy (2024 and Balaji and Nithya 2023 as well as Singh and Tomar (2021 and Ladan and others 2019 and Hosseini and others 2019 have looked at intelligence. They wanted to see how it affects things like productivity and job satisfaction. Spiritual intelligence also has work-life aspects. It has different parts to it. There is still not enough research on spiritual intelligence. We need to know more about how compassion and being spiritually sensitive can help healthcare professionals mix their work and personal life. Most studies just look at ways to balance work and life. They do not really look at how to bring personal and professional life together in a healthcare setting, which can be very stressful. Spiritual intelligence is important here. We need to understand intelligence better. In the healthcare sector, we do not have a lot of information about how things really work. The Indian healthcare sector is a place where what people believe in and what they think is important can really affect how they behave at work and deal with problems. So, this study is trying to learn more about how spirituality impacts healthcare professionals' ability to manage their work-life and personal life. The study is looking at how spirituality affects healthcare professionals' ability to balance their work and personal life effectively.

5.0. Objective: To assess the impact of spirituality factors on work-life fusion among healthcare professionals.

6.0. Methodology

This study looks at how spirituality affects the way healthcare professionals balance their work and life. The researchers used an approach to understand how things really are in hospitals. They wanted to see the patterns and relationships between people in hospitals. The study was done in different hospitals in India, big and small, some with special ratings and some without. India has a number of hospitals, more than 200,000, which is a lot of places to learn from. To make sure the

study is fair, the researchers chose 30 hospitals in cities across the country. These cities are important for healthcare. Have many different kinds of patients and workers. We used a way to pick people to answer our questions. We went to healthcare institutions and got a total of 423 healthcare professionals to take part, including doctors and other staff who are not doctors. We made a list of questions to ask these healthcare professionals about how their personal life and work life

are connected and how they feel about spirituality. We also looked at what other people have written about this topic in journals, magazines, and reports from institutions, and we searched for information on the internet. We wanted to make sure our questions were good and would give us answers, so we checked them using a special test called Cronbach's alpha coefficient to make sure they were consistent and reliable.

7.0. Results

Table 1: Reliability Values for Factors among Healthcare Professionals

Dimensions	Cronbach's Alpha	Items
Spirituality	.916	22
Work Life Fusion	.895	21

The Cronbach's Alpha value for Spirituality is really high at 0.916. This is for the Spirituality scale that has 22 items. So, we can say that the Spirituality scale is very good at measuring attributes. The Work-Life

Fusion dimension is also very reliable. The Cronbach's Alpha for Work-Life Fusion is 0.895. The Work-Life Fusion scale has 21 items. This value, for Work-Life Fusion, is also good enough to show that it is reliable.

7.1. Factor Analysis on Spirituality of Healthcare Professionals

Table 2: KMO and Bartlett's Test on Spirituality of Healthcare Professionals

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.924
Bartlett's Test of Sphericity	Approx. Chi-Square	4788.721
	Df	231
	Sig.	.000

The Kaiser-Meyer-Olkin Measure of Sampling Adequacy is 0.924. This is a number because it is well above 0.60. This means that the Kaiser-Meyer-Olkin Measure of Sampling Adequacy is high enough. The sample size is adequate. The variables have enough in common for us to do reliable factor extraction. We also did Bartlett's Test of Sphericity. The Chi-Square value is 4788.721. It has 231 degrees of freedom, and the significance level is 0.000. This tells us that the

correlation matrix is not a list of zeros and ones. The Kaiser-Meyer-Olkin Measure of Sampling Adequacy and Bartlett's Test of Sphericity show that there are relationships among the variables. This means we can do factor analysis on the variables. The variables are related to each other in various ways. So, it is okay to proceed with factor analysis of the variables. *Variables 06, 07, and 08 were deleted as these have less than .5 loading values.*

Table 3: Factor Rotation Loading Values on the Spirituality construct among healthcare professionals

Factor	Variables	Loading Value	Eigen value	Cumulative variance (%)
Spirituality Resilience	(V17) My faith in a superpower or supreme power helps me manage the challenges of my personal life	.792	4.928	22.398
	(V20) My spiritual beliefs make me empathetic while dealing with others, especially patients.	.790		
	(V19) I feel a relationship with a superpower/ supreme power/ universal intelligence	.772		
	(V18) I believe spirituality helps me to find meaning in my life experiences while dealing with patients.	.719		
	(V21) My spiritual beliefs have a significant impact on my joys and sorrows	.650		
	(V22) My spirituality helps me to avoid burnout	.625		
	(V16) I believe my spirituality directly affects the quality of care I provide	.614		
Integration	(V13) My workplace encourages a culture that respects diverse spiritual beliefs.	.734	3.659	39.031
	(V14) I believe spirituality should be a standard part of medical education and training.	.688		
	(V10) I have attended training related to spirituality in healthcare.	.618		

	(V12) I pray or meditate as part of my routine to cope with the challenges of my profession.	.600		
	(V11) I believe that spirituality can positively impact the healing process of patients.	.552		
Compassion	(V01) I feel a sense of purpose in my work as a healthcare professional.	.769	3.063	52.956
	(V03) As a healthcare professional, I consider my work something more than just a job.	.728		
	(V15) I feel a sense of inner peace when I am able to help others heal.	.614		
	(V02) Spirituality plays a significant role in my ability to provide compassionate care.	.558		
	(V04) My personal spiritual beliefs influence my approach to patient care.	.528		
Spiritual Sensitivity	(V05) I do not believe in addressing a patient's spiritual needs as an important aspect of holistic healthcare.	.859	1.712	60.738
	(V09) I do not feel supported by my workplace in integrating spirituality into my professional practice.	.768		

The results of the factor rotation for Spirituality among healthcare professionals show four areas. These areas explain 60.738% of the variation, which is a strong underlying pattern. The first area is called Spiritual Resilience. It explains 22.398% of the variation on its own. This area has values of .614 to .792. It includes things like faith, being able to understand and share the feelings of others, and finding meaning and emotional strength that come from Spirituality. Spiritual Resilience helps healthcare professionals cope with situations. The second area is called Integration. It explains a part of the cumulative variation, which is 39.031%. This area is about having support from institutions for practices. It also includes training and recognizing Spirituality in healthcare settings. Integration is important for Spirituality. Integration helps healthcare professionals to work well with Spirituality. The factor rotation results for Spirituality among healthcare professionals reveal that Spirituality has four parts. These parts work together to explain 60.738% of the variation. Spiritual Resilience and Integration are two of the parts of Spirituality. Spirituality is important for healthcare professionals. The factor rotation results show that Spirituality is a construct. The results also show that Spiritual Resilience and Integration are related to Spirituality.

Compassion is a part of this. It makes up fifty-three percent of the things that affect how we care for patients. This is because compassion is about being kind and understanding. It is also about being at peace with ourselves and trying to see things from people's point of view. Compassion is important in care, and it is driven by what people believe in.

Spiritual Sensitivity is also important. It makes up sixty-one percent of the things that affect how we care for patients. This is about being aware of the part of a person's life and how it affects their health. It is also about the support we get at work for caring for people in a way that respects their spiritual beliefs. So when we put all these things together, we get a picture of what spirituality means in healthcare. It helps healthcare professionals have attitudes and be able to deal with difficult emotions. It also helps us provide compassionate care to our patients. Compassion and Spiritual Sensitivity are parts of this.

H01: I don't think spirituality affects healthcare professionals' work-life balance.

This includes things like being spiritually strong, feeling connected, being caring, and being sensitive to things.

Ha1: I think spirituality really does play a role in how healthcare professionals balance work and life.

This includes things like being spiritually strong, feeling connected, being caring, and being sensitive to things. Spirituality helps them handle stress and be more present in their lives. Healthcare professionals with spirituality tend to have better work-life fusion. They are more compassionate and understanding in their work. Spiritual sensitivity helps them connect with patients on a personal level. Spiritual integration also helps them find meaning in their work. Spiritual resilience helps them cope with challenges. Spirituality is important for healthcare professionals. It affects how they do their job and live their lives.

Table 4: Correlations

		WLF	Spiritual resilience	Integration	Compassion	Sensitivity
Pearson Correlation	WLF	1.000	.374	.562	.322	.359
	Spiritual resilience	.374	1.000	.654	.626	.086
	Integration	.562	.654	1.000	.578	.182
	Compassion	.322	.626	.578	1.000	.021
	Sensitivity	.359	.086	.182	.021	1.000
Sig. (1-tailed)	WLF	.	.000	.000	.000	.000
	Spiritual resilience	.000	.	.000	.000	.039
	Integration	.000	.000	.	.000	.000
	Compassion	.000	.000	.000	.	.332
	Sensitivity	.000	.039	.000	.332	.

The study of how things are connected shows that all four parts of spirituality. Spiritual flexibility, integration, compassion, and spiritual sensitivity. Are connected to work-life fusion among healthcare professionals in a very good way. The strongest connection was between integration and work-life fusion, which means that people who combine their beliefs with their daily life have a better balance between their work and personal life. Spiritual resilience also has an effect, which means that being able to deal with stress and stay strong inside helps people mix their work and life in a smooth way. Compassion and spiritual sensitivity are also important, which shows that caring about others and being aware of their feelings helps people have emotional balance

and get along with others. The study shows that spirituality is very important for healthcare professionals to have good mental health and be emotionally stable, and balance their work and life. Spirituality and work-life fusion are connected in a way that helps healthcare professionals have lives. The connection between spirituality and work-life fusion is very strong, which means that healthcare professionals who are spiritual have lives. Overall, the study found that spirituality is very important for healthcare professionals to have a balance between their work and life, and that spiritual flexibility, integration, compassion, and spiritual sensitivity all play a big role in this.

Table 5: Model Summary^b

Model	R	R Square	Adjusted R-Square	Std. Error of the Estimate	Change Statistics				
					Change in R Square	F Change	Df1	Df2	Sig. F Change
1	.620 ^a	.385	.379	9.41876	.385	65.288	4	418	.000

A. Predictors: (Constant), Sensitivity, compassion, integration, spiritual resilience

B. Dependent Variable: Work Life Fusion

The correlation coefficient shows a positive link between spirituality and work-life balance. It is 0.620, which is quite high. This means that as spirituality increases, work-life balance also tends to increase. The R-squared value is 0.385. This tells us that 38.5% of the variation in work-life balance can be explained by four factors. These factors are flexibility, integration, compassion, and sensitivity. The F-change value is 65.288. The p-value is less than 0.001. This confirms that the model is statistically significant. In words, spirituality does contribute to work-life balance. The results suggest that healthcare professionals with spiritual flexibility, integration, compassion, and sensitivity tend to have better work-life balance. They are more likely to achieve a balance between their work and personal life. Spirituality plays a role in this. It helps healthcare professionals to merge their work and personal life. The spirituality dimension and work-life fusion are closely linked. The spiritual factors mentioned earlier contribute to this link. Healthcare professionals who demonstrate these factors are more likely to achieve work-life fusion. Work-life fusion is an aspect of a healthcare professional's life. It affects their well-being and job satisfaction. The study highlights the importance of spirituality in achieving work-life fusion. The spirituality dimension is a factor in this. Merging working life with life is crucial for healthcare professionals. Spirituality helps them to do this.

8.0. Findings & Discussions

The study found that there is a connection between spirituality and how healthcare professionals balance their work and life. Spirituality includes things like resilience, integration, compassion, and spiritual sensitivity. When healthcare professionals can combine their values and beliefs with their personal and work

life, they are more likely to feel happy and fulfilled. This balance helps them deal with work situations and feel more stable emotionally. The study results are similar to those of researchers like Ladan et al. Hosseini et al. Found in 2019. They discovered that healthcare professionals with spiritual intelligence tend to be more satisfied with their jobs, feel better emotionally, and have a better balance between work and life. This shows that spirituality is important for healthcare professionals to navigate their demanding work environments with emotional stability and coherence and that spiritual values and beliefs play a big role in achieving this balance, which is essential for work–life fusion among healthcare professionals and ultimately, for spiritual resilience, integration, compassion, and spiritual sensitivity.

The study we did adds to what we know about how being spiritual helps doctors and nurses. It shows that being spiritual is not a way to deal with stress but a way to guide them and make them stronger. It also helps them be more caring and make sure their work and personal life match their values. A study by Zarei et al. In 2018, found that spiritually intelligent nurses have a balance between their work and personal life. This study said that being spiritually intelligent helps nurses do their job better and take care of patients. Doctors and nurses who are spiritual can find meaning in their work. They can handle stress in a way. They can make sure what they do at work matches what they believe in. Healthcare groups should see being spiritual as important for their workers' mental health. They should help their workers be spiritual. This will make workers happier and healthier. It will also help workers balance their work and personal life.

9.0. Recommendations

- ✓ Healthcare institutions should use mindfulness, meditation, and reflection to help professionals be stronger emotionally and spiritually.
- ✓ Organizations need to make work more flexible and supportive so it fits with what employees need spiritually and helps them balance work and life.
- ✓ Regular workshops on being kind, understanding, and sensitive to others' feelings should be held to improve relationships and the workplace culture.
- ✓ Healthcare professionals and leaders should lead by example, focusing on doing the thing, being motivated by a sense of purpose, and caring for others with compassion.
- ✓ Healthcare organizations should create spaces for wellness. Offer counselling to help employees feel refreshed, reflect on their experiences, and maintain good mental health.

10.0. Future Research Scope

The study shows that spirituality is really important for healthcare professionals to balance their work and life. It also gives us some ideas for what we can study. We can do research in different kinds of healthcare settings and look at different jobs and organizations. If we do studies over a period of time, we can learn more about how spirituality changes and how it affects people's well-being and work-life balance. We can also compare healthcare to high-stress jobs like teaching and police work to see what is unique about each one and what they have in common. This can help us understand things better. Additionally, research in the future should look into things that can affect the results, like intelligence, the culture of an organization, and burnout. This can help us understand how things work in detail. We can use methods like in-depth interviews and narrative inquiry to get a picture of people's real-life experiences. Studies that try to help people with mindfulness and spirituality programs could also be useful. These studies can show us how to make people more resilient, productive, and happy at work. They can help us find ways to improve well-being in professional settings. We should study intelligent organizational culture and burnout to understand their role. Also, mindfulness and spirituality programs can improve resilience, productivity, and well-being.

11.0. Funding declaration

The authors declare that this research received no specific grant from any funding agency in the public, commercial, or not-for-profit sectors. No external financial support was obtained for this study.

12.0. Ethical declaration

This study was conducted in accordance with ethical standards. No human or animal subjects were involved. The authors declare no conflict of interest and ensure integrity, originality, and transparency in the research and publication process.

13.0 Consent to Participate declaration

All participants were informed about the aim and objectives of the study. The participants provided

voluntary consent to participate in this study. Confidentiality and anonymity were maintained throughout the study. Participation was offered with the option to withdraw at any stage without consequences.

14.0 Consent to Publish declaration

The authors confirm that the manuscript is original, not under consideration elsewhere, and all authors have approved its submission and consent to publication in the journal.

Conclusion

The study about how spirituality affects healthcare professionals and how they balance work and life shows that spirituality is really important for feeling calm and being able to handle situations. It helps them balance their work life and personal life. The study found that there are four parts of spirituality that matter. Being strong spiritually, being able to integrate spirituality into daily life, being compassionate, and being sensitive to spiritual things. These things really help healthcare professionals balance work and life. Two of these things. Integration and spiritual strength. Are they important for balancing work and life? This means that when people do work that fits with what they believe in and value, they are less stressed and happier. So, spirituality is like an inner voice that helps people cope with problems, get along better with others, and feel good overall, even in very stressful healthcare jobs.

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