

WORLDVIEWS IN THE WORKPLACE 1

Worldviews in the Workplace

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Date 05/11/2020

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Deism: believes that an intelligent Creator is the source of origin for the universe. They believe that after creating the world, God does not interfere with it because everything was set perfectly in order and maintained by His laws set in place. Because of the perfect order set in place, miracles are not needed. They would only cause conflicts to occur. Deists also believe that revelation is also unnecessary as the expectation is that humans can read and understand God's laws, (moral and physical) in the book of nature. This worldview was most popular during the 17th and 18th centuries when the universe was seen more from a scientific view.

Criticism of this worldview would include: Questions concerning evil as pertaining to illness, natural disasters, life being wasted etc. The question is why would the intelligent Creator of all these things allow this?

Deism also speaks of a universe lacking saving hope and history that is meaningful. This worldview leaves one questioning the problem of a God who is absent from his creation. He is perceived as an impersonal God.

Pantheism: unlike Deism, the Pantheistic worldview believes God is totally immanent. They believe the world in its totality is God. Quite contrary to Deists, Pantheists do not believe there is no separation of creator and creation. All is one whole. They believe that the human soul and the soul of the world are unified as one and anything outside of that is an illusion.

Pantheists reject the idea of a God separate from creation but does embrace reality as something spiritual and worshipful. They believe that as human beings we are drawn to the eternal simply because we are one with the Infinite. They do believe the world offers meaning and a reason to live.

Pantheism believes since there is good and evil in the world, then a part of God has good and evil. Evil is what points you back to oneness with God. They believe there is no right and wrong since all exists as one. They believe that there is no individuality of persons. Such a notion is just an illusion.

Both worldviews are distinctly different. Deism, believes in a Creator separate from his

creation while Pantheism believes the Creator and creation are one and the same.

As a manager, it would be wise to know the best way to approach each worldview pertaining to my employees so that I can get the best input/output from each. Understanding how their point of view contributes to the workplace would be essential. With the example of the Deist, understanding how they view the world as having its own perfect order independent of the Creator, it could be assumed that the individual might function in an orderly fashion as not to break that order. This may or may not be true. Observing and learning his/her work ethics would be really important and truly the only way to assess their work. It could also be assumed that someone with the opposite view of all things existing as one where there is no right or wrong might not see the need to work as hard or show up to work on time because they wouldn't see anything out of order. They may take a more laid back approach. Of course these are only assumptions. As a manager, it would take observations of the employees overtime to get a better understanding of each. Also pairing them together probably wouldn't be the best idea since there would probably be conflicts in the way they work.

The difficulties in having multiple worldviews in an organization is having so many different point of views. Trying to get all the different points of views to merge at some point to create the best output would be the goal. Also, orienting their worldviews to align with the mission and vision of the organization is also crucial. Ultimately each employee is employed to meet the goals of the organization.

Reference:

Diehl, D. (n.d.), Types of Worldviews, Nuack. NY: Nyack College