

World Views in the Workplace

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A World view has been defined as a comprehensive perception or interpretation of life and reality as a whole (Diehl) It is an individual or groups attempt to make sense of reality, morality, existence and meaning. While the author of the worldview paper David Diehl states that there may be limitless world views, he examines the six major categories and finds differences and similarities between them as they are examined for their coherence, comprehensiveness, and other tests of logic. While most of these worldview attempt to answer the questions of reality, but I find more interesting the struggles that come when testing for coherence with questions of the origination of morality. How do we know what is right or wrong? Is it Devine, or is it a matter of convenience or social cooperation? An area that seems to trouble them all is the problem of science and empirical evidence, that is used in the modern world to solve problems and advance our understanding of knowledge. Materialism has a foundational belief that all of reality is function of matter and energy, and that all will be revealed as our understanding of these functions expands (Diehl). While this offers a consistent and coherent explanation of the natural world, it does little to explain a theory of morality other than we act in accordance to what is good for us. In contrast pantheism holds the all things are of the Devine, and originate from this one source, that morality is obtained through the quest to be at one with the Devine. This view does not test well against the empirical evidence that all things of this world are not of thought or spirit (Diehl).

My personal beliefs aside, I have adopted a view of human knowledge (my own expressly) as entirely incomplete. There is not one world view that is superior to another, because our human view of knowledge is imperfect - No one really knows. One of the key attributes of global leader is a willingness to expand their intellectual capital and having an eagerness to learn new things about different cultures (Mansour, 2017). As a leader in my organization, my goal is to maintain an openness to different views that are not congruent with my own, and foster an environment where individuals feel comfortable within their views, and are working in a place where tolerance is part of the culture, starting with me.

A diverse workforce in our modern society is not without its risks and challenges. Immediate areas of concern would be the management of conflict that may arise from competing worldviews. Allowing for religious accommodations will require managers to be aware of the issues of fairness, and how they may come in conflict with other organizational guidelines and policies. There is the constant risk of running into legal complexities as individuals may feel that their views or rights are not supported or if there is preferential treatment between groups and individuals. There may also be inherent conflict between religions or cultures due to historical, political or practical issues. All of these factors exist in the modern workplace today, requiring organizations to actively train, observe and maintain a level of awareness regarding the employee environment to be supportive and not vulnerable to legal or public relations backlash at the same time.

Employee Productivity is a key economic factor in determining the success of an organization or economy on a whole. According to Gallup productivity can be seen as vital metric for measuring almost everything related to economic growth. The study goes further to suggest that as managers allowing employees to feel supported in their individual strengths keeps a higher level of employee engagement, leading to higher productivity (Gallup, 2017.) In keeping with this line of practice, Gensing-Pophal states that organizations that allow individuals to express their personal and religious beliefs can be of great benefit.

Studies of diversity, says Leiber, indicate that an organizations' effort to embrace diversity "Really has a bottom line impact and really can enhance teamwork." (Gensing-Pophal, 2006.)

An organization that is seen as accepting and willing to embrace diverse views of thought and practice will have a much better chance of creating a 'strength based' culture, directly impacting productivity. Key factors of highly successful organizations, such teamwork, employee retention and productivity all stand to increase by not only having a diverse workforce, but a management team that is accepting of that diverse culture and actively promotes it.

References:

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