



*What have these six different organisations got in common?*



*Faith in the Workplace:*  
*An exploratory study of the experiences*  
*in Dublin-based tech companies*  
*By Desmond Gibney*  
*NCI School of Business*

*“Over the past few decades, as traditional support systems such as the extended family, religious communities, and government institutions have lost influence, the workplace has emerged as a primary domain where people seek to fulfill their spiritual and social (as well as economic) needs. Companies promise employees meaningful work and a sense of community, not just a salary. We make work a pillar of our identity and turn to the workplace for help throughout our lives.”*

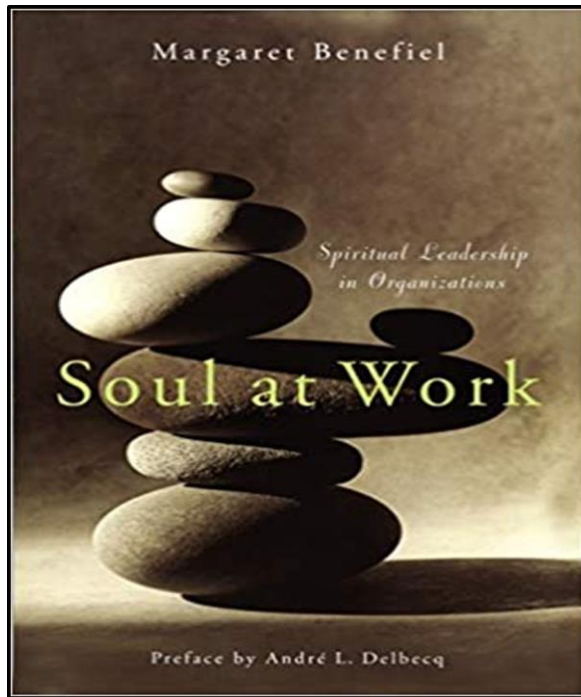
*Motivations for  
companies?*

*A genuine integration of spirituality or an instrument to improve the performance of the business?*

*A type of care for employees that would otherwise be unmet and to contribute positively to the culture of the business?*

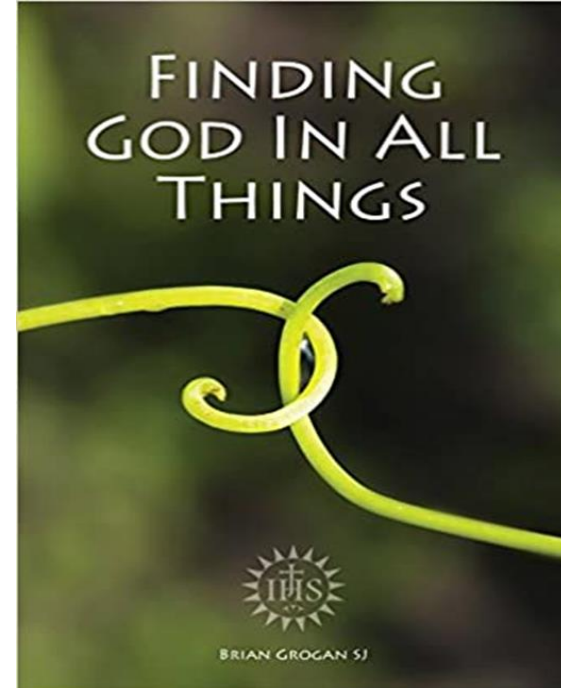
*Evidence of management's care for employees as whole persons?*

*What is Spirituality?*



***Margaret Benefiel:** Spirituality may or may not be connected to religion, and includes “intellectual, emotional, and relational depth of human character, as well as continuing capability and yearning for personal development and evolution”*

***Brian Grogan SJ:** Think of Spirituality in terms of a relationship. “A Spirituality is asserting that God can be found in the area of experience being dealt with. Our experiences, no matter how humble or messy, are the raw material in which we find God”*

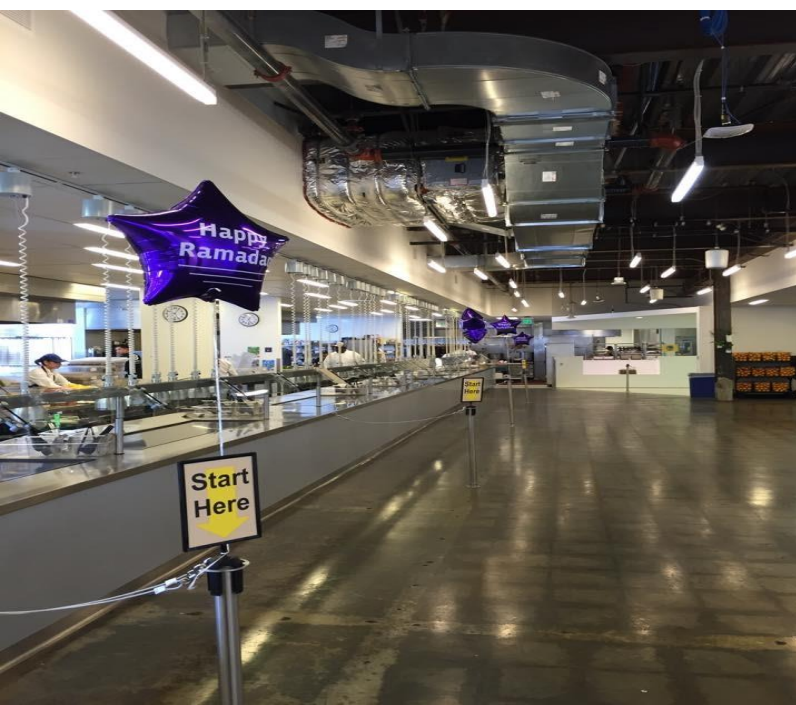


*Manifestation of Faith  
in tech companies?*

*Case study of a hypothetical situation where network groups operated for various minorities; employees now intended to form a Christian network group.*

*'The Case of the Religious Network Group' by Ray Friedman, 1999, Vol. 77, Issue 4, pp.28-40*





*“In Ramadan, we do a big Iftar dinner where we invite people to fast with us for one day, and we collect for charity. A lot of non-Muslims actually join this, and they fast with us for one day and then they share their experience, how was it for you fasting for a full day.” (Interview with Faisal, social networking company)*

*Implementation:  
Through HR/EAPs or  
through Facilities?*

*Research carried out by JLL in November 2020 about what new priorities that employees expect.*

*Survey Question: What kind of services would you delight in having access to?*



#### Well-being services



#### Advanced food services



#### Health services



#### Sports services



#### 'Life is easy' services



#### Mobility solutions



#### Service desks such as IT desks



#### Cultural services



#### Beauty services



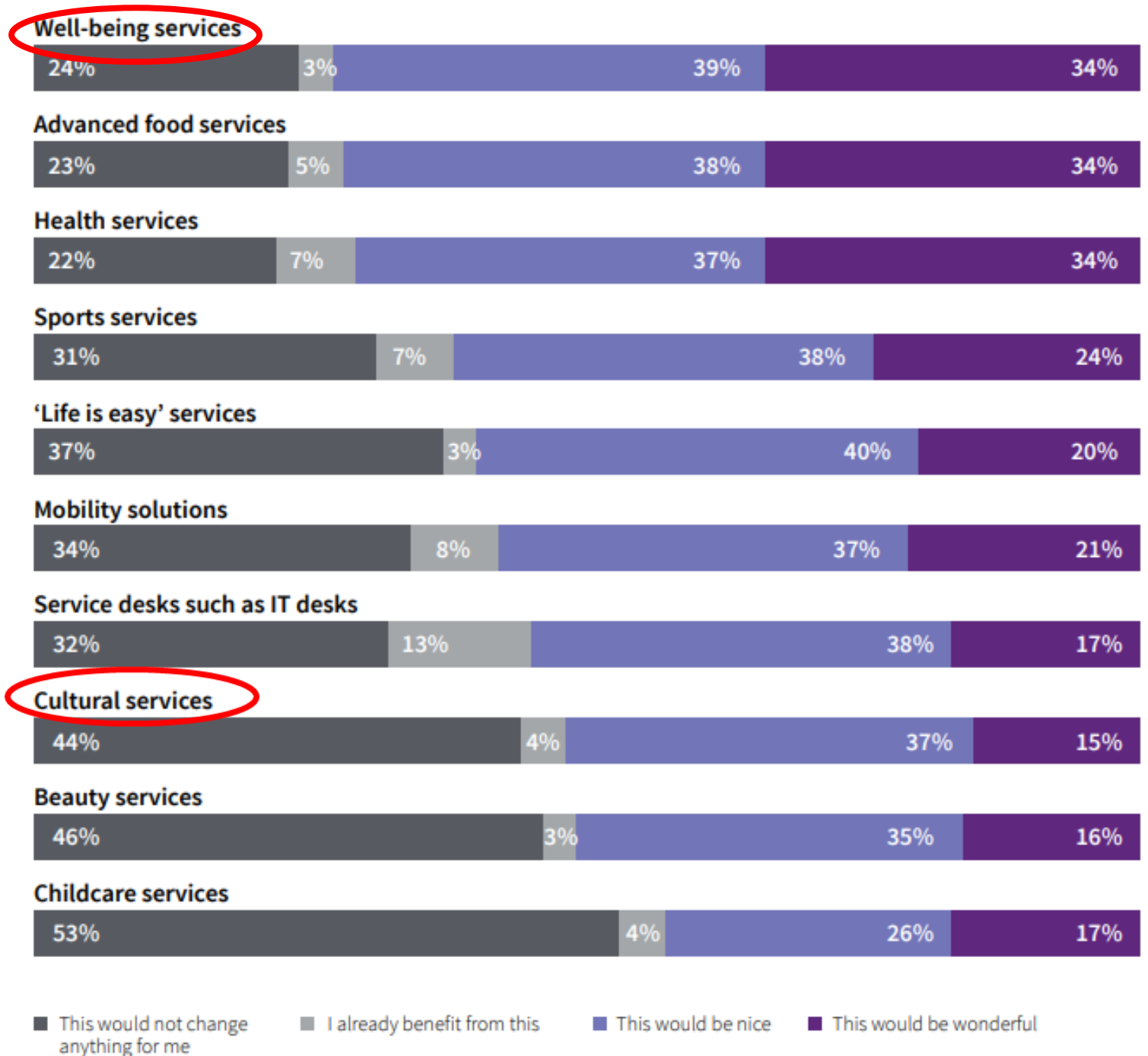
#### Childcare services



■ This would not change anything for me   ■ I already benefit from this   ■ This would be nice   ■ This would be wonderful

*Research carried out by JLL in November 2020 about what new priorities that employees expect.*

*Survey Question: What kind of services would you delight in having access to?*



*Dealing with Loss and Grief:  
Experiences in one  
tech company*

*“We had an employee who passed away. He was a well-loved employee, he had a team at work; we were all in shock anyway that something like that could happen, but also the fact that his parents lived abroad.*

*We had an All Hands meeting and I think we had a minute’s silence, and then we also had a way to tell his parents how much we valued him, but I don’t remember anything faith-based or religious.”*

*(Interview with Jennifer, professional networking company)*

*“If the messaging was ‘We’re going to have a multifaith-based time to reflect, or a ceremony to celebrate a life or a passing and that it’s not mandatory, it is entirely up to you’, I think that a lot of people would turn up.*

*In these companies it’s all very busy, right, so as soon as that All Hands is over you go back to work. It would be a good way for people to say ‘I feel like I’ve stopped for a moment, and at least acknowledged that somebody’s life was impacted’, because otherwise things just move so quickly!”*

*(Interview with Jennifer, professional networking company)*

*“And then constantly in the back of your mind you’re going, ‘My God, that person literally walked out of here, like me today on my way home, and at the end of the road was literally just mown down!’ So yeah, marking the occasion in a multifaith way probably would work.”*

*(Interview with Jennifer, professional networking company)*

*Thanks for listening!*



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