Call for paper: Deadline March 31, 2019 (Target publication date: October 2019)

Title: The past, the present and the future of integrating faith/religion/spirituality and work: challenges and perspectives.

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Introduction to the special issue

Long confined to the private sphere by the dominant secular worldwide view, faith/religion/spirituality is making its grand return to the public sphere (Ewest, 2018; Hill & Dik, 2012; Miller, 2007). In particular, psychology of religion, management studies and sociology have combined to provide multiple explanations concerning how beliefs and their practice interact with workplace settings (Ashmos & Duchon, 2000; Caroll, 2013; Giacalone & Jurkiewicz, 2010; Hill & Dik, 2012; Neal, 2013). This interdisciplinary approach has demonstrated that religious and spiritual values shape attitudes and behaviors with determinant impacts both at individual and collective levels (LoRusso, 2018; Neubert, 2018; Pargament, et al. 2013). We can synthetize these studies into two main trends:

1) Religion as an instrument at the workplace: This trend considers the way in which religion/spirituality impacts the workplace. In this case, religion/spirituality is analyzed as a determinant of work-related outcomes, such as work engagement, pro-sociality, coping with stress, and well-being (Dong, et al., 2017; Tracey, 2012; Weaver & Agle, 2002). These studies consider religious and spiritual phenomena as being instrumental to work activities. That is to say, religion enters the space of workplace and impacts it.

2) The workplace as an instrument to religion/spirituality: In this perspective, the workplace enters into the sacred world and serves religious/theological purposes. The main concepts related to this approach are work as a sacred calling and the religious/spiritual meaning of work (Duffy & Dik, 2013; Pargament, et al., 2013; Schnell, et al., 2013). For this trend of studies, the workplace is primarily understood as a sacred field where religiosity/spirituality is manifested, and secondarily, as an organizational place where products and services are produced and distributed.

These two trends integrating faith and work are tremendously valuable, in part, because of the interdisciplinary variety of methodologies and conceptualizations. This breadth is reflected by the observation that the number of relevant studies is increasing year after year, highlighting the reciprocal foci of religion and workplace.

Possible themes and topics

This call invites scholars to challenge classical ways of integrating religion/spirituality at work and to propose new concepts and new methodologies at the frontier of the psychology of religion, management and sociology. Here are three, non-exhaustive, avenues of potential interest:

1) The definition of “Faith/Religion/Spirituality at work: a focus on the two components of the concept: the “religion” side and the “work” side.
Faiths/religions/spiritualities have received various and very different definitions, from faith at work to workplace spirituality (Murthy, 2017; Westerink, 2012).

We invite theoretical papers that directly interrogate existing definitions: What is the specificity of the concepts related to religion/spirituality at work compared to the concepts of religion and the public life, for example? What are the lessons already learned (Vergote, 2005) and how could these definitions be improved to allow for a better understanding of religion/spirituality at work?

2) **Methodological challenges and perspectives** in capturing and measuring faith/religion/spirituality at work.

The way faith/religion/spirituality is defined determines the way it is captured and measured in organizations (Kinjerski & Skrypnek, 2006; Lynn, et al. 2009; Miller, et al. 2018; Pandey, et al. 2009). Most studies measuring religion/spirituality at work use self-reported measures. Capturing religious activity within organizational settings implies, however, that external organizational variables must be taken into account.

We invite theoretical and empirical papers focusing on new methodologies, such as case studies, field-tests or ethnographic studies in organizations.

3) **Benefits and pitfalls of the integration of faith at work.**

Is the integration of faith at work a “nice to have” activity at the workplace or a “must have” activity? Pros and cons are expressed in multiple studies (Hill & Dik, 2012).

We invite theoretical papers discussing the “nice to have” versus the “must have” scenarios regarding the role of faith/religion/spirituality at work both from the point of view of the individual and for the organization.

**Submission Process and deadlines**

Authors are encouraged to refer to the [Archive of Psychology of Religion website](https://www.psychologyofreligion.com) for instructions on submitting papers for consideration. All submissions undergo standard peer review process. Submission to the special issue by March 31, 2019 is required through the online submission portal. Please log in or create an account at [author portal](https://authorportal.com) to access the submission portal. Upon submission, please indicate that your paper is for potential inclusion in this Special Issue. For any other questions, please contact Dr. Nicoleta Acatrinei at nicoleta.acatrinei@princeton.edu

**References**


