



Religion and the Workplace: Pluralism, Spirituality, Leadership

Douglas A. Hicks

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How can company leaders and employees negotiate their different religious and spiritual commitments in the workplace? This analysis proposes constructive solutions based on a concept of respectful pluralism which allows for the expression of individual beliefs and practices. At a time of international debate over religious conflict and tolerance, workforces in various parts of the world are more diverse than ever before. Religion and spirituality are often strongly linked to employees' identities. From the perspective of the employer, however, they can be distracting or divisive influences.

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