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Spiritual Knowledge

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National University of Political Studies and Public Administration

Spiritual knowledge – context



Source: Photo by Ravi Kant from [Pixels](#)

- The theory of knowledge fields (Bratianu, 2015): rational, emotional and spiritual knowledge;
- Spiritual knowledge = based on the values & meanings of our existence;
- Spiritual knowledge = guideline for our decisions
- Spiritual knowledge = more difficult to perceive and requires understanding and observation;



Spiritual knowledge – context

In the theory of knowledge fields (Bratianu, 2015), knowledge manifests as rational, emotional or spiritual knowledge.

Spiritual knowledge is based on the values & meanings of our existence, is related to understanding one's self, refers to understanding deep concerns about humans, life and the world. It is related to superior values, providing vision and enhancing motivation.

Spiritual knowledge is more difficult to perceive compared to other types of knowledge. It requires understanding and observation.

Spiritual knowledge in organisations



Source: Photo by Huy Chien Tran from [Pexels](#)



- Spiritual knowledge >>> organizational culture;
- Organizational knowledge dynamics >>> conversion e.g., spiritual into emotional or rational knowledge;
- Spiritual knowledge >>> symbolic value, e.g. dress codes, symbols of seniority & authority, etc.;
- Organisational spiritual knowledge >>> ethical codes.

Spiritual knowledge in organisations

Spiritual knowledge is paramount in the organizational culture.

The organizational knowledge dynamics may lead to conversion between the types of knowledge, for example, spiritual into emotional or rational knowledge. Spiritual knowledge can be codified and takes a symbolic value, for example, dress codes or symbols of seniority and authority. Organisational spiritual knowledge may be reflected in ethical codes.

Spiritual knowledge in organisations



Source: Photo by fauxels from [Pexels](#)

Spiritual knowledge >>>

- Shared values and beliefs, trust, team spirit;
- Common purpose;
- Employee empowerment and well-being;
- Citizenship behaviour;
- Mindfulness and empathy;
- Spiritual leadership;
- Encompassing organizational culture.



Spiritual knowledge in organisations

Spiritual knowledge is manifested through shared values and beliefs, grounding trust and the development of team spirit but also citizenship behaviour. It is relevant for organisations since members of a community which shares values achieve a sense of common purpose. Spiritual knowledge is paramount for employee empowerment and well-being, sustained by mindfulness and empathy. Spiritual knowledge is the backbone of spiritual leadership, motivating and inspiring. It contributes to spreading values through organizations. Therefore, it is encompassing organizational culture and affects organizational learning.

Sources to find out more!

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- Brătianu, C. (2022). Knowledge Strategies. In Elements in Business Strategy, ed. Spender. J.-C. Cambridge University Press, U.K. <https://doi.org/10.1017/9781108864237>
- Brătianu, C., & Bejinaru, R. (2019). The Theory of Knowledge Fields: A Thermodynamics Approach. Systems, 7(2), 20. <https://doi.org/10.3390/systems7020020>

We recommend you to check these resources for additional information on Spiritual Knowledge.



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More about the project:
knowmanproject.eu

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