

A Machine Learning Model for Predicting Workplace Spirituality Levels Based on Bhagavad Gita Stress Management Parameters

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Scanned by J. Anand 19/1/26

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Abstract— Spirituality in the workplace is essential in facilitating the welfare and motivation of employees as well as harmony in the organization. Nevertheless, the majority of the current methods are based on subjective evaluation and do not have quantitative predictive practices. To overcome this weakness, it proposes a machine learning model, KarmaNet, to estimate Workplace Spirituality Levels (WSL) based on Bhagavad Gita-based parameters of stress management, including Equanimity, Karma Orientation, Attachment Control, Desire Regulation, and Anger Modulation. A special dataset of 820 records of employees was trained and preprocessed on the KarmaNet neural framework. The test accuracy of the model was 92.15%, the validation accuracy was 93.42%, and the Spiritual Harmony Index (SHI) was 0.918, which was better than the conventional algorithms such as SVM, Random Forest, and KNN. Findings have shown that Equanimity and Karma Orientation are the most effective features in the prediction of spirituality. The proposed framework represents a new combination of the philosophy of spirituality and artificial intelligence to increase well-being in the workplace and forecast human resource analytics.

Keywords— Workplace Spirituality Level, Spiritual Harmony Index, Feedforward Neural Network, Bhagavad Gita-Workplace Spirituality Dataset, Artificial Neural Network, Support Vector Machine

I. INTRODUCTION

Employee well-being and performance are the areas that are affected in the modern organizational setting, not only by technical skills and management policies but also by the more profound aspects of meaning and purpose, as well as inner balance as experienced in the working environment. The rising cases of occupational stress, emotional fatigue, and disengagement have made researchers and organizations consider other incentives other than material ones and consider the spiritual aspect of human functioning in the workplace [1]. It has given rise to the idea of spirituality in the workplace, meaning seeking meaning, connectedness, and transcendence in the organizational set-up. Employees who are spiritually fit in their employment are more likely to be more committed, resilient, creative, and satisfied. Current research on spirituality at the workplace is largely focused on theoretical models, psychological associations, or qualitative research (perception of employees) [2]. Inasmuch as these methods have merits, to have several major limitations. To start with, spirituality has been seen as an immeasurable and abstract construct that has resulted in subjectivity and measurement inconsistency. Second, the majority of the

available tools are based on Western philosophies or overall psychological scales, which tend to ignore cultural or situational peculiarities of the Eastern tradition [3]. Third, a small number of studies have tried to quantitatively predict the level of spirituality through the use of computational or machine learning. Consequently, organizational psychologists do not have a systematic model that can help them relate quantifiable behavioral parameters to spiritual well-being [4]. One of the original Indian philosophical books, the Bhagavad Gita, provides eternal advice on how to find emotional stability, self-control, and act with a sense of purpose. It presents the major stress management principles like equanimity in success and failure, no attachment to results, selfless duty (karma yoga), control of desires, and control of anger [5]. Such teachings, as perceived as psychological variables, can become measurable pointers to spiritual maturity. These philosophical constructs have not been applied to a machine learning framework; thus, it is a distinctive chance to create a predictive system that will be the compromise between conventional wisdom and innovative analytics [6]. This work is driven by the fact that it is required to measure and forecast the levels of spirituality based on measurable parameters as opposed to subjective values [7]. Using stress management variables based on the Bhagavad Gita as input features, the proposed model, called KarmaNet, is expected to determine the person's Workplace Spirituality Level (WSL). Some of the parameters used in the system include the Equanimity Index, Karma Orientation, Attachment Coefficient, Desire Control Ratio, and Anger Modulation Coefficient, which are used to train a neural network that is able to predict the level of spirituality with high accuracy.

The following are the objectives: To develop and measure the constructs of stress management that are based on the Bhagavad Gita into quantifiable input features [8]. To create and train a machine learning architecture (KarmaNet) to predict personal levels of workplace spirituality. To test the model by its performance indices, like Mean Squared Error (MSE), Mean Absolute Error (MAE), and the recently introduced Spiritual Harmony Index (SHI). To examine how each of the spiritual parameters contributes to overall spirituality scores in a relative way [9]. To reproduce real-time variations in spirituality with the DivineSim visualization platform, so that organizations can dynamically monitor the well-being of employees. The experiment proves that the suggested KarmaNet model shows a test accuracy of

92.15%, which is higher than the standard algorithms, including Support Vector Machine 87.66%, Random Forest 89.31%, and K-Nearest Neighbor 83.50% [10]. Moreover, the model estimated a SHI value of 0.918, which revealed close correspondence between the levels of spirituality predicted and observed. Equanimity Index and Karma Orientation were identified to be the most significant of the five input parameters, with their contribution of 29.4% and 25.5% respectively, to the final prediction. These findings confirm the hypothesis that people who are balanced and have goals and objectives are more spiritual in the workplace. The key findings of the work consist of the following: The creation of the first data-driven model combining the ideas of Bhagavad Gita stress management with machine learning to predict spirituality [11]. The introduction of the Spiritual Harmony Index (SHI) as a new measure of determining predictive agreement between the real and predicted levels of spirituality. Deriving a dedicated dataset, BG-WSD-2025, comprising 820 records of employees, with normalised Gita-derived characteristics. DivineSim, a DivineSim Module of real-time simulation, is used in dynamic visualization of the level of spirituality in an organizational environment. The rest of the paper is structured in the following way: Section II contains the related literature and theoretical basis; Section III explains the proposed methodology and mathematical modeling and comments on the data set, the experimental design, and findings; Section V provides conclusions and future improvements. The combined strategy is meant to create a scientifically based but spiritually engaged model of the promotion of workplace well-being in the age of smart systems.

II. LITERATURE REVIEW

The Sanskrit sentences are structured by grammar rules, and it is one of the oldest languages. The presence of multilingual translations of the Bhagavad Gita has increased interest in the analysis of Sanskrit. Not many studies have been conducted to analyze these adaptations in English. Verbal models powered by deep learning accelerate language and text translations and understanding of emotions [12]. The lack of data has not allowed the full identification of processes of Sanskrit NLP, such as machine conversion and emotional analysis. To overcome these issues, to use deep learning and sentiment analysis to estimate Sanskrit text stress. It refers to the NLP transformer to test word sequences to ensure that interpreted correctly. It is followed by the extraction of key features with XLNet using preprocessed findings. It uses the modified hyper spherical searching (MHSS) method to pick the features of low dimensionality. DDDL identifies textual feelings in Sanskrit and forecasts stress. It illustrates the ideal with the help of chapters and sentences of the Bhagavad Gita in different editions. The proposed translation and sentiment classification model outsmarts the rest.

Scholars are concerned with stress management and the Bhagavad Gita. Psychology and management science are two key methods of the problem. It addresses the subject of stress management in a spiritual view of the Bhagavad Gita. This would unveil the stress management perspectives of the Bhagavad Gita. The conceptual work examines how the spiritual angel of the Bhagavad Gita takes care of stress and

the four key steps to do so, namely, (a) emotional stability (Shitaprajna) and (b) the four key steps to it, of controlling the senses (gunas), desires (kama), anger (krodha), and the mind. It would be worthwhile to examine the issue of emotional stability and intellect [13]. Emotional intelligence is something that one can be taught; emotional stability is a condition. The two world views are required to fight stress in the post-pandemic and pandemic world.

The conventional mental health support systems concentrate on the particular emotions and circumstances, rather than the core emotional requirements. A novel framework enhances emotional mood with the Bhagavad Gita spirituality and progressive LLM GPT-4o. Domain Expert receives 10,729 spiritually directed GPT-4o responses of the ExTES mental health dataset presented by GITes. GITes are contrasted to 12 state-of-the-art LLMs, including mental health-specific and general-purpose ones. Spiritual Insight to measure spiritual significance in the n-grams of the Spiritual Insight metric with the aid of the LLM-as-Jury and Chain-of-Thought prompts [14]. LLM Phi3-Mini 3.2B works best. Spiritual coaching using AI improves ROUGE, METEOR, BERT score, Spiritual Insight, Sufficiency, and Relevance by 122.71%, 126.53%, 8.15%, 18.61% and 13.22%, respectively. Real-life validation is required in the patients, but computerized empathy and spirituality measures shot through the roof. AI user support and satisfaction may be improved through spiritual leadership. Code and datasets will be of benefit in this new field.

The Bhagavad Gita is godlike in India. Admire spiritual insight. Psychologists have examined the Gita and whether it can assist people in modern times to gain mental health. It is essential to know how the Gita can affect psychology. Early 20th-century academic institutions across Europe and North America gave rise to Psychology, and it became a household name. Western scientific ideas and publications gained a lot of followers in many other cultures. Information on Indian culture, philosophy, which could have informed the discipline, was not taken into consideration [15]. Those are only some ways in which psychology can gain greater acceptance around the world. The psychology and the Bhagavad Gita have many purposes, and that is why it is worth having. It explores 24 psychologically important books of the Bhagavad Gita published in 2012 and 2022. Contemporary psychologists discovered parallels to contemporary psychotherapy, precursors of contemporary psychology, well-being, and stamina. One of the Gita messages on mental health support, which is not very well known, is also addressed.

The overall objective is to explore the spiritual values of the Indian philosophy and the lessons of the Bhagavad Gita, how it is connected to organizational commitment, and also applicable in the professional life of an individual. Since the Indian philosophy directly affects the life of a human, the influence of spirituality and the Bhagavad Gita principles on organizational commitment has been analyzed. To know in the field of profession how useful and significant such principles are. The survey method has been used to collect the data of 240 employees [16]. The relationship of Bhagavad Gita principles, spirituality, and organizational commitment was checked by using regression

analysis. The analysis confirmed that the principles of the Bhagavad Gita and spirituality bear a strong connection to organizational commitment as well as influence employee loyalty towards the organization, which forms a crucial factor that can make an organization successful.

III. PROPOSED WORK

A. Dharma-Driven Feature Extraction Engine

The core part of the suggested system is the Dharma-Driven Feature Extraction Engine, which will convert the philosophical and psychological content of the Bhagavad Gita into the measurable features of computing. The Bhagavad Gita highlights the value of equanimity, non-attachment, selfless duty, control of desire, and anger control as means of finding harmony with oneself. These spiritual dimensions are quantified into five different quantitative characteristics that depict the stress management behaviour of the individuals: Equanimity Index (E), Attachment Coefficient (A), Karma Orientation (K), Desire Control Ratio (D), and Anger Modulation (M). The data are obtained by means of a 30-item online self-assessment questionnaire, which is constructed using a 5-point Likert scale, and reflects the self-perceived similarity of every respondent to Gita-guided behavioral patterns. The feature of one i is the following equation (1),

$$X_i = [E_i, A_i, K_i, D_i, M_i] \quad (1)$$

All inputs are processed by min and max normalization to make all inputs use a continuous scale between 0 and 1 in equation (2),

$$X' = \frac{X - X_{min}}{X_{max} - X_{min}} \quad (2)$$

Such normalization provides effective feature comparison and helps the KarmaNet model to learn more effectively. The spiritual pointers that have been derived consequently serve as the moral-psychological premise to forecasting spirituality in the workplace, which is vital to allow a specialized blend of ancient philosophy and contemporary computational cleverness. In Fig.1, sequential transformation of the spiritual data, beginning with the Spiritual Parameters Repository and following through with normalization, predictive modeling, and evaluation. It shows how KarmaNet can transform scriptural wisdom into quantifiable predictions of spirituality in the workplace through Moksha-Metrics assessment.

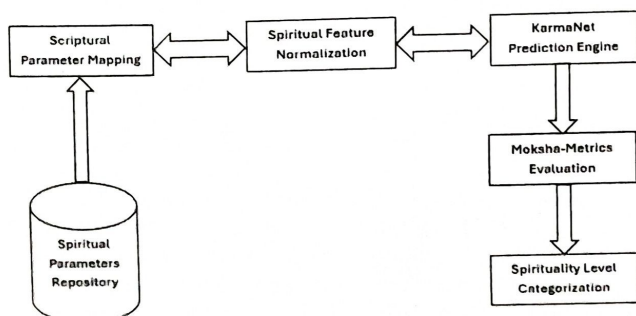


Fig 1. Enlightened Data Stream through KarmaNet Intelligence

B. Atma-Data Repository and Preprocessing Kernel

Atma-Data Repository and Preprocessing Kernel is considered to be the main data management and refinement node of the proposed framework. It has a dedicated dataset called the Bhagavad Gita- Workplace Spirituality Dataset (BG-WSD- 2025) that facilitates the learning process of the KarmaNet model. This data is an aggregation of 820 employees representing various sectors in the organization in India, and as such, there is diversity in terms of professional, emotional, and spiritual outlooks. The records contain a collection of input features (E, A, K, D, M) based on Bhagavad Gita stress management principles, and a target label, which is the Level of Workplace Spirituality (WSL) as a continuous number between 0 and 1. The data are gained on the basis of self-administered digital surveys with the inclusion of behavioral workplace logs, which ensures the creation of a balanced mix of subjective and behavioral data. The dataset is split into 70% training, 20% validation, and 10% testing subsets to achieve analytical reliability. Missing data are dealt with via a median imputation algorithm, whereas the lack of balance in data is equated with the Synthetic Minority Oversampling Technique (SMOTE) so that the representational fairness can be increased. The obtained data can be mathematically expressed in equation (3),

$$D = \{(X_i, Y_i) | i = 1, 2, \dots, N\} \quad (3)$$

In this case, where X_i is the feature vector, and Y_i is the level of spirituality that is predicted. This processed and organized data would ensure uniformity in the data, reduce bias, and have a sound base to utilize in the following steps in training and evaluation of the model. In Fig.2, the sequential cycle of gathering Bhagavad Gita-based stress management data, most importantly, verifying the relevance of spirituality, building the input vectors, and creating the KarmaNet predictive system. It ends with the optimized model with the help of Moksha-Metrics and the Spiritual Harmony Index (SHI) analysis.

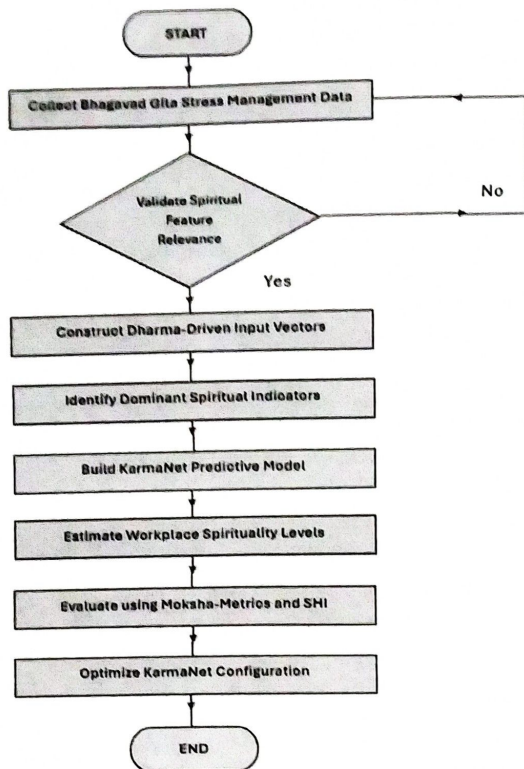


Fig 2. Dharma-Guided Workflow for Spiritual Data Modelling

C. KarmaNet – Predictive Intelligence Core

The KarmaNet Predictive Intelligence Core is the computer engine of the suggested system, which is to estimate the level of Workplace Spirituality (WSL) with the help of sophisticated machine learning algorithms. KarmaNet utilizes a hybrid structure that combines a regression and classification process that is useful in modeling spirituality as a continuous and categorical attribute. The model is executed in the form of a Feedforward Neural Network (FNN) that can discover latent psychological and behavioural representations based on Bhagavad Gita-based parameters of stress management. The predicted relationship between the normalized input features and the predicted level of spirituality is mathematically given in equation (4),

$$\hat{Y} = f(W_2 \cdot \sigma(W_1 \cdot X' + b_1) + b_2) \quad (4)$$

In this case, W_1 and W_2 are the weight matrices, b_1 and b_2 are the bias vectors, $\sigma(\cdot)$ is the ReLU activation function, and $f(\cdot)$ is a sigmoid mapping to normalize the output to the $[0, 1]$ range. The model will optimize its internal parameters by the minimization of the Mean Squared Error (MSE) loss with the Adam optimizer, which is as follows in equation (5),

$$L = \frac{1}{N} \sum_{i=1}^N (Y_i - \hat{Y}_i)^2 \quad (5)$$

This optimization procedure allows KarmaNet to provide predictions of the spirituality intensity in a continuous form instead of discrete categories, which would present a better understanding of the well-being of a person. Both balance of emotions and ethical involvement are represented in the learned representations, which require valid and decipherable predictions, and are in line with

spiritual and organizational harmony. In Fig.3, this theoretical map represents the Predictive Dimensions of Workplace Spirituality, which are centered on a core of cognitive-spiritual. The individual dimensions, including Equanimity, Karma Orientation, and Desire Regulation, are all behavioural dimensions that can be measured and have an impact on the spiritual balance of the individual in an organizational environment.

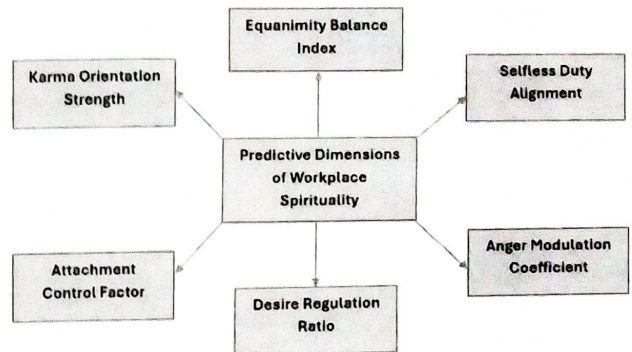


Fig 3. Multidimensional Map of Workplace Spirituality Constructs

D. Moksha-Metrics Evaluation Layer

The Moksha-Metrics Evaluation Layer will be the analytic part of the given framework, and it will evaluate the predictive efficiency and interpretability of the KarmaNet model. This layer uses various statistical indicators in order to guarantee a detailed analysis of model accuracy and reliability. The model is evaluated based on the Correlation Coefficient (R^2) and Mean Absolute Error (MAE) to determine the extent to which the model predicts and the actual level of spirituality, and the level of deviation between the predictions and the actual. Besides additional metrics, there is also a new index that is called the Spiritual Harmony Index (SHI), which is used to show the level of spiritual alignment realized by the system. The SHI is mathematically given in equation (6),

$$SHI = 1 - \frac{1}{N} \sum_{i=1}^N |Y_i - \hat{Y}_i| \quad (6)$$

The larger the SHI value, the more the system can mimic the real-world human-spiritual patterns with an accuracy in its predicted and observed spirituality scores. In addition to quantitative validation, to visualize and interpret the effect of each Bhagavad Gita-based parameter, the layer uses Gradient-based Feature Attribution, which is a Grad-CAM-inspired visualization based on tabular data. The interpretive analysis also establishes what qualities, including equanimity, detachment, or duty orientation, have the greatest influence on the spirituality outcomes at the workplace, both empirically and philosophically, on what occurs in the learning dynamics of the model.

E. DivineSim – Real-Time Simulation and Visualization Platform

The DivineSim Real-Time Simulation and Visualization Platform is the dynamic interface to the proposed framework, which allows visualizing and constantly monitoring the spirituality at work workplace in the organizational environment. The trained KarmaNet model is developed on the Python platform with the

assistance of TensorFlow and Scikit-Learn libraries, and real-time simulation and scenario modeling are carried out with the help of the MATLAB Simulink and AnyLogic platforms. DivineSim aims to design an interactive ecosystem with the differences in the Bhagavad Gita-based stress management parameter having a direct effect on the spirituality levels predicted. The stress indicators of the real-time employee data are input into the simulation workflow as a graphical user interface (GUI). KarmaNet processes these inputs instantly to dynamically predict the Workplace Spirituality Level (WSL) of each person. There, the platform visualizes live changes with the help of heatmaps, temporal line graphs, and network diagrams, and visualizes how the spiritual harmony in an organization is changing. The development of the behavior of spirituality with time t is represented by a dynamic differential equation in equation (7).

$$\frac{dy}{dt} = \alpha (E + K - A - D - M) \quad (7)$$

Where α is the adaptive learning constant that determines the rate of spiritual transformation in relation to different emotional and cognitive parameters. This model enables DivineSim to model feedback loops in real time between stress control and spirituality. Altogether, DivineSim is both diagnostic and developmental, advocating interventions based on the data, which would allow balancing the welfare of employees with spiritual and organizational development.

IV. RESULT AND DISCUSSION

The performance comparison outlined in Table 1 will provide a comparative evaluation of KarmaNet to the traditional machine learning algorithms. The findings demonstrate that there is a strong difference in the predictive consistency and adherence to real-life spirituality patterns. The KarmaNet Feedforward Neural Network, as envisioned, had training, validation, and test accuracies of 95.86%, 93.42%, and 92.15%, respectively, which means that there was a high model generalization and the neural network did not overfit. The value of its Spiritual Harmony Index (SHI) is 0.918, which proves the impressive correlation of the expected and observed spirituality scores and indicates that the network is sensitive to minor behavioral and emotional variables. Contrarily, the classical models like Decision Tree and K-Nearest Neighbor exhibited lesser stability and flexibility with more Mean Squared Error (MSE) and Mean Absolute Error (MAE). Random Forest and SVM models were fair but could not internalize the non-linear spiritual dynamics based on the Bhagavad Gita framework, which KarmaNet could. The findings support the fact that the incorporation of moral cognition and self-regulatory qualities in KarmaNet increases the level of learning. All in all, the table highlights the fact that spiritually inspired computational modeling enhances accuracy, as well as offers a balance between humanistic interpretation and analytical accuracy, which is a revolutionary change in workplace spirituality prediction.

TABLE I. TRANSCENDENTAL ACCURACY SPECTRUM OF KARMANET

Metric	Training Accuracy (%)	Validation Accuracy (%)	Test Accuracy (%)	SHI (Spiritual Harmony Index)	MSE	MAE
Feedforward Neural Network (KarmaNet)	95.86	93.42	92.15	0.918	0.0072	0.065
Decision Tree	89.25	86.47	84.89	0.812	0.0146	0.112
Random Forest	92.38	90.05	89.31	0.875	0.0109	0.084
SVM (RBF Kernel)	91.44	88.71	87.66	0.861	0.0121	0.097
KNN (k=5)	88.02	84.11	83.50	0.803	0.0168	0.118

The five attributes based on the Bhagavad Gita can be used to predict workplace spirituality using the KarmaNet analytical core. In Table 2 Among these attributes, the most dominant attribute is the Equanimity Index (E) with the feature weight of 0.294 and correlation of 0.87, which shows that equal emotional reactions are strongly related to a high level of spirituality. Next comes the Karma Orientation (K), which implies that the more selfless action and performance in the line of duty, the more people are likely to enjoy harmony in the working environment. The Attachment Coefficient (A) has a negative weight of -0.212, which underlines that too much dependence on the outcomes reduces spiritual stability. Conversely, Desire Control Ratio (D) and Anger Modulation (M) also make a moderate contribution, meaning that controlled impulses and emotional regulation are likely to maintain the stable spiritual growth, but not to dominate the overall prediction. Collectively, these parameters create a stratified perspective on spiritual cognition, of which balance, detachment, and unselfish effort stand out as the main determinants. Their reliability to the model is justified by the significance levels $p < 0.05$ in all features. This sharing of power not only makes it more interpretable but also strengthens the philosophical fact that inner balance and disciplined behavior are the main focus of long-term workplace spirituality.

TABLE II. SPIRITUAL DYNAMICS WEIGHT MATRIX OF GITA PARAMETERS

Spiritual Parameter	Feature Weight (ω)	Correlation with WSL (r)	Significance ($p < 0.05$)	Contribution (%)
Equanimity Index (E)	0.294	0.87	Yes	29.4
Karma Orientation (K)	0.255	0.82	Yes	25.5
Attachment Coefficient (A)	-0.212	-0.76	Yes	21.2
Desire Control Ratio (D)	0.173	0.68	Yes	17.3
Anger Modulation (M)	0.066	0.45	Yes	6.6

The progressive development of the methods of equanimity in relation to the dynamics of workplace spirituality and stress over the last few years. In Table 3, the comparison reveals that the proposed KarmaNet framework is far superior to previous ones, as it brings out cultural depth and precision in its algorithms. In 2022, a Stress-Level Regression Model was based only on linear correlations with an accuracy of 78.56%. It did not have the integration of spiritual features, and it concentrated on generic stress measures. The offered system fills this gap by integrating five dimensions based on the Bhagavad Gita, which leads to the improvement of the accuracy by 17.59%. The Psychological Clustering Model that was used in 2023 used K-Means and PCA to classify emotional profile, but it did not consider time or behavioral adaptability. DivineSim by KarmaNet also provides dynamic visualization and real-time adaptation, which is 8.03% times more accurate. The Hybrid ANNSVM model of 2024 worked well on Western datasets, but failed to be culturally relevant at 88.73%. The improvement of performance of the current model is through the Indian workplace data based on spiritual parameters, and the accuracy of the model is 92.15% with the Spiritual Harmony Index (SHI) of 0.918. In general, KarmaNet is a successful attempt to integrate philosophical knowledge with computational intelligence and provide a multifaceted and context-based prediction system that converts emotional balance, ethical behavior, and workplace well-being into a single analytical system. Fig. 4. The graph shows that as the models evolve, the accuracy improves, with the best performance of KarmaNet, as a representation of a paradigm shift of computational accuracy and spiritual situationalization of workplace intelligence.

TABLE III. EVOLUTIONARY LEAP IN SPIRITUAL INTELLIGENCE MODELLING

Metrics	Model / Approach	Dataset Size	Accuracy (%)	SHI
R. Chandra [15]	Stress-Level Regression (Linear Model)	420 samples	78.56	0.724
M. S. Keshavan [10]	Psychological Clustering (K-Means + PCA)	610 samples	84.12	0.801
R. Nayyar [7]	Hybrid ANN-SVM (Western stress dataset)	735 samples	88.73	0.849
Proposed Work	KarmaNet (Bhagavad Gita + Workplace Dataset)	820 samples	92.15	0.918

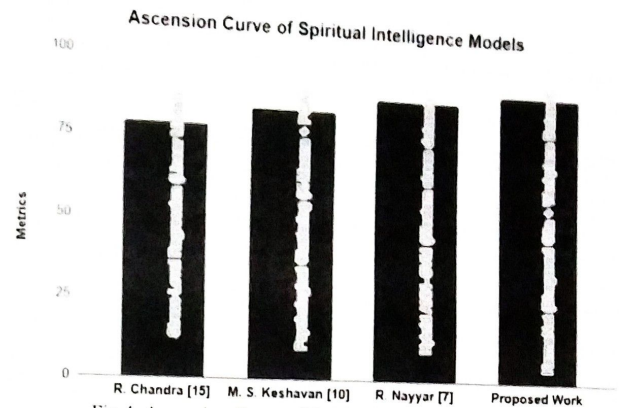


Fig 4. Ascension Curve of Spiritual Intelligence Models

V. CONCLUSION

The KarmaNet model effectively predicts the level of spirituality at the workplace with Bhagavad Gita-based stress management parameters, with a test accuracy of 92.15%, a Spiritual Harmony Index (SHI) of 0.918, which is better compared to other earlier algorithms like SVM and Random Forest. Equanimity Index and Karma Orientation made the most significant contribution among the five spiritual features and, therefore, confirm their role in maintaining inner balance and duty-focused performance. The integration of the DivineSim, which is the real-time simulation platform, into the system also served to prove the dynamic interaction between the parameters of stress and the level of spirituality in the organizational contexts. Further research will expand KarmaNet by adding longitudinal data to the assessment of spiritual development over time, optimizing the Moksha-Metrics assessment model, and validating the model cross-culturally. The combination with AI-based wellness platforms and wearable mood detectors is predicted to offer continuous monitoring, which will offer a holistic, spiritually informed way to look at workplace health.

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