

EMPIRICAL STUDY OF WORKPLACE SPIRITUALITY AND ORGANISATIONAL COMMITMENT IN MALAYSIA

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Abstract

There has been growing interest in “spirituality” in the twenty-first business world to the extent that there are many magazines and books written about the subject of spirituality at work. While the attention towards workplace spirituality is growing, there is debate as to what exactly the terms “spirituality” means and the multiple views that comes with it. The purpose of this research is to examine the scarcity of the empirical research on the subject of workplace spirituality in the Malaysian context on the impact of the three dimensions of workplace spirituality of meaningful work (at the individual level), sense of community (at the group level) and alignment with organisational values (at the organisational level) on the affective commitment of the employees. A sample of 132 questionnaires was gathered and used out of total 200 questionnaires distributed. Normality, reliability, correlations and multiple regression analysis were performed. The results show high positive correlation between the three dimensions of workplace spirituality and affective commitment and the spirituality dimensions explained 68% variance of affective commitment. The findings suggest the higher the experience of workplace spirituality, the higher the affective commitment. The findings also suggest employee perceived workplace spirituality dimensions in a particular but different way and the three workplace spirituality dimensions must coexist together to form a cohesive unit capable of having greater positive impact on the affective commitment of the employee. Several recommendations were made to ensure safe and effective implementation of workplace spirituality which directly related to organisational change.

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Without work, all life goes rotten – but when work is soulless, life stifles and dies (Albert Camus, French Philosopher, Novelist, Essayist, Playwright, Nobel Prize Winner in Literature, 1913-1960).

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