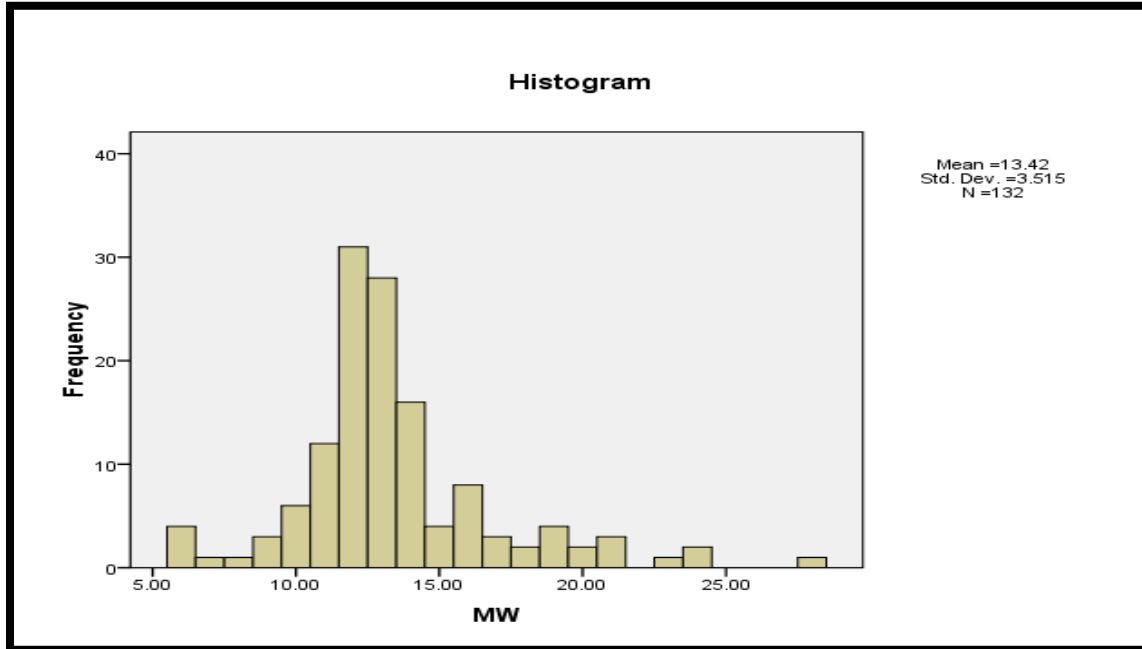
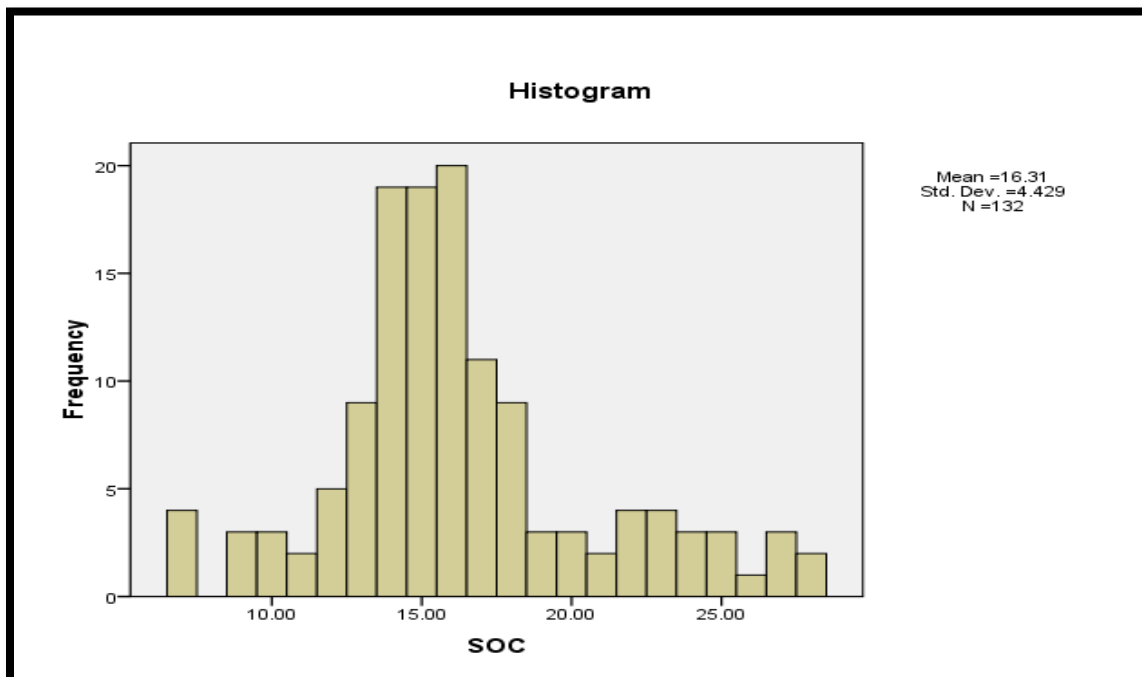


APPENDIX A: MISCELLANEOUS

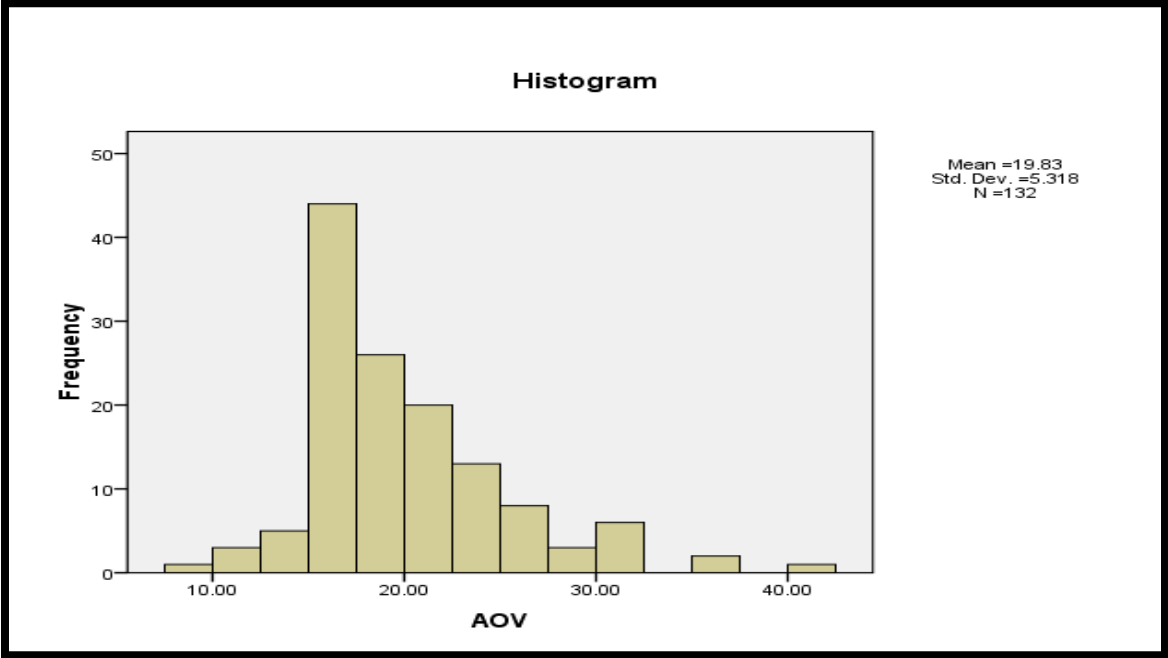
Histogram 1: Meaningful Work



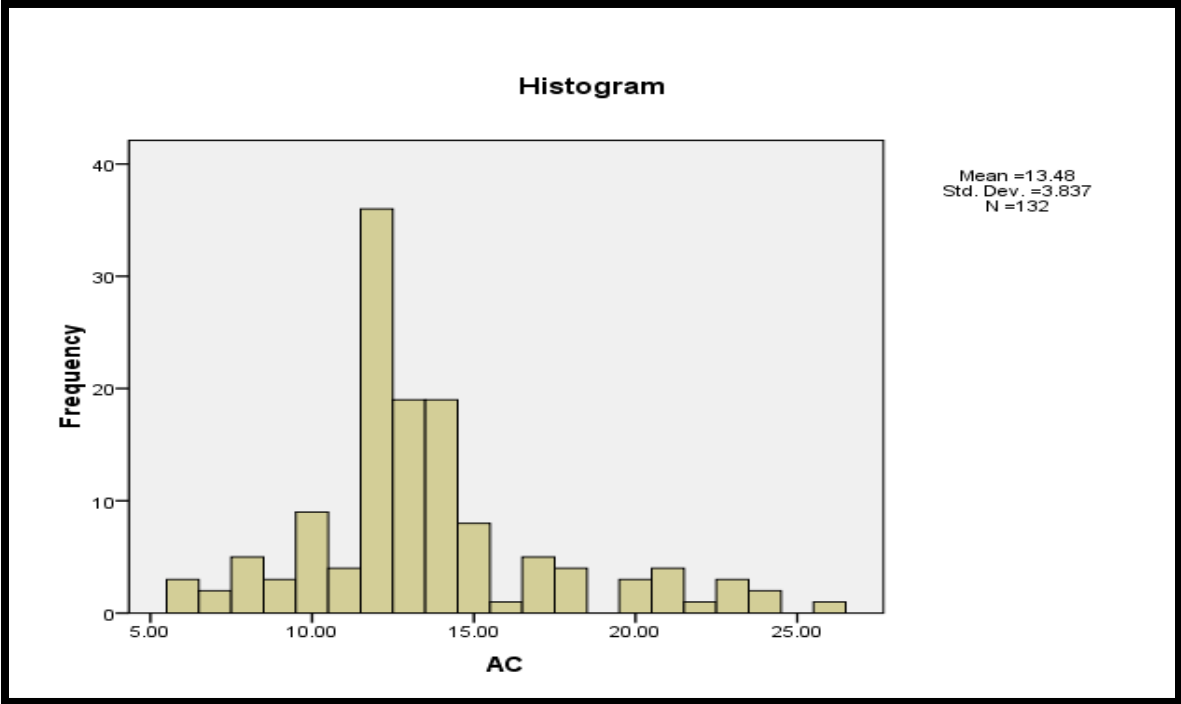
Histogram 2: Sense of Community



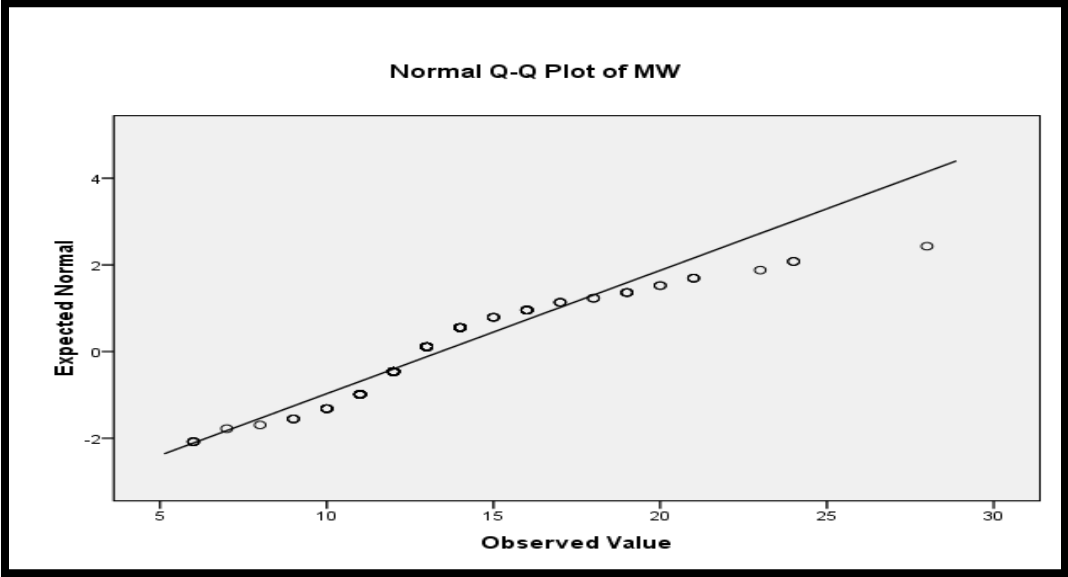
Histogram 3: Alignment with Organisational Values



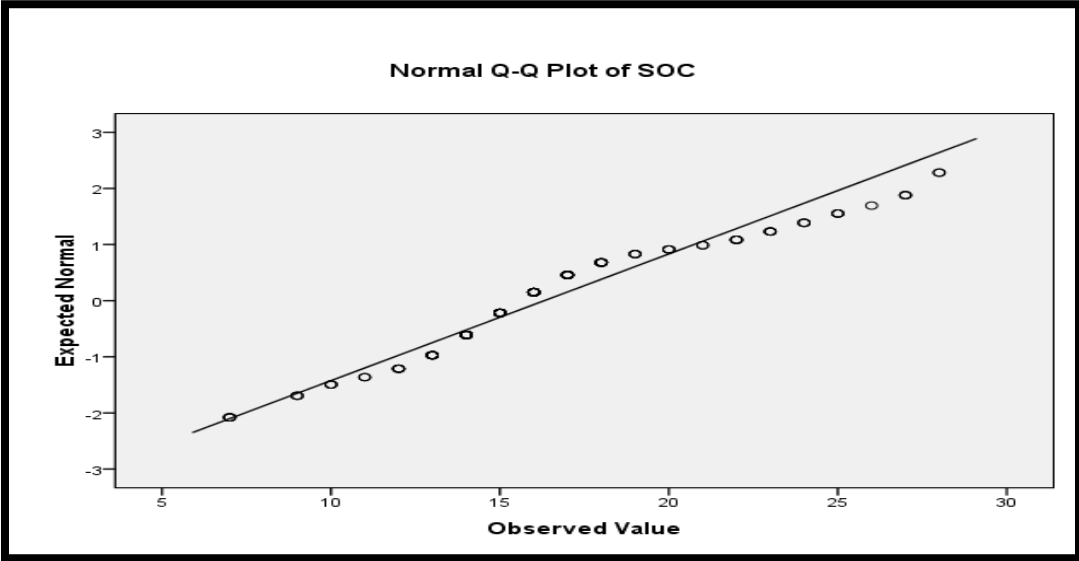
Histogram 4: Affective Commitment



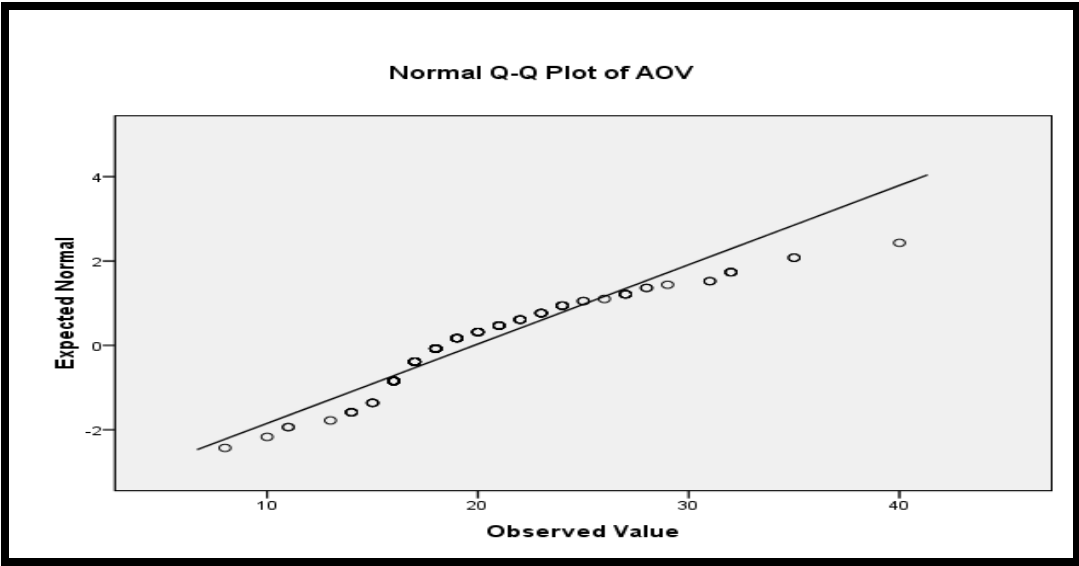
Normal Probability Plot 1: Meaningful Work



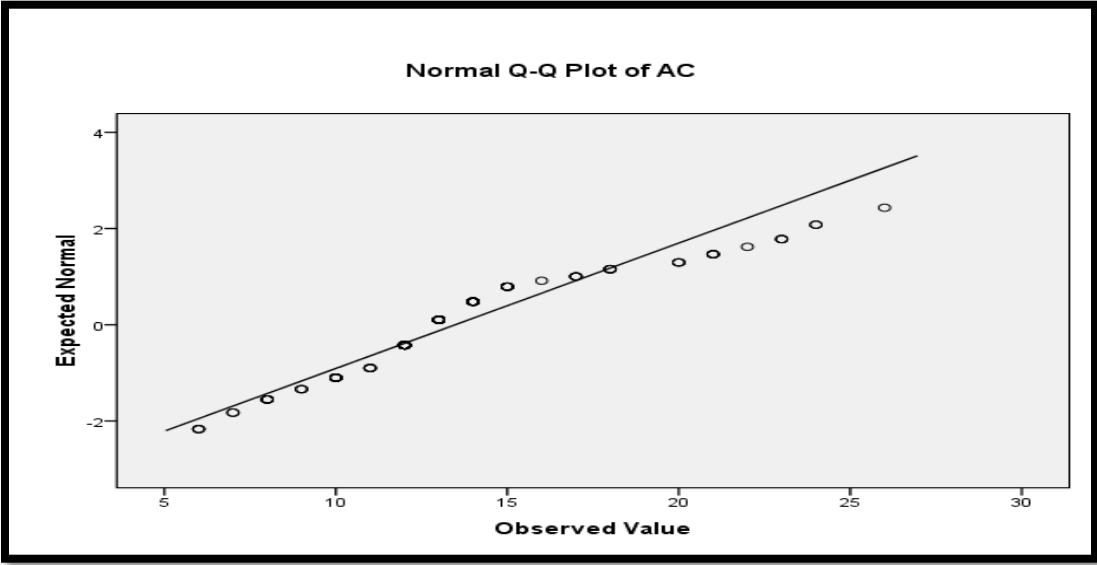
Normal Probability Plot 2: Sense of Community



Normal Probability Plot 3: Alignment with Organisational Values



Normal Probability Plot 4: Affective Commitment



APPENDIX B: QUESTIONNAIRE



GRADUATE SCHOOL OF BUSINESS FACULTY OF BUSINESS AND ACCOUNTANCY UNIVERSITY MALAYA

Empirical Study of Workplace Spirituality and Organisational Commitment in Malaysia

Dear Sir / Madam,

The purpose of this research is to examine the relationship between workplace spirituality and affective organisational commitment in Malaysia as a partial requirement for the completion of the Master of Management from the University of Malaya.

I would be grateful if you could participate in this survey by completing the questionnaire. All the information used is only for academic purposes and will be kept **strictly** confidential. The survey should not take more than 10 minutes.

Thank you for your time and participation. If you have any questions, please do not hesitate to contact me at 017-4504218 or my email at jameslim1973@yahoo.com.

Yours sincerely,

James Lim
Postgraduate Candidate
Master of Management (MM)
Graduate School of Business
Faculty of Business and Accountancy
University Malaya

Supervised by,

Mr Cyril H. Ponnu
Head Department of Business
Strategy and Policy
University Malaya
Tel: 03-79673954
Fax: 03-79673980
Email: cyrilh@um.edu.my

QUESTIONNAIRE

Part A – Meaningful Work

Please indicate your answer on the scale of 1 to 5 on how you strongly agree or disagree about the following statements by choosing ONE answer accordingly.

Instruction: Please tick (✓) in the box below that BEST describes your feeling towards your work.

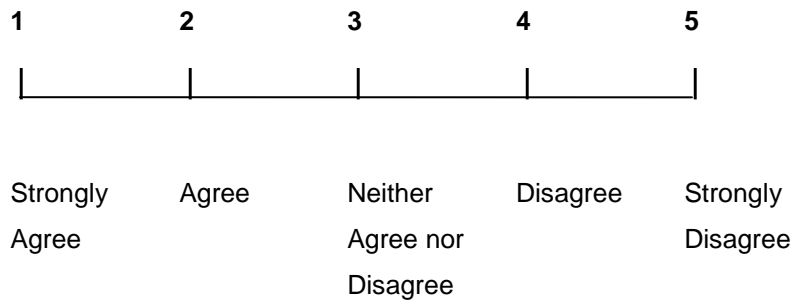
1	2	3	4	5
----- ----- ----- -----				
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

No	STATEMENTS	1 Strongly Agree	2 Agree	3 Neither Agree Nor Disagree	4 Disagree	5 Strongly Disagree
1	I experience joy in work					
2	My spirit is energised by work					
3	My work is connected to what I think is important in life					
4	I look forward to coming to work					
5	I see a connection between work and social good					
6	I understand what gives my work personal meaning					

Part B – Sense of Community

Please indicate your answer on the scale of 1 to 5 on how you strongly agree or disagree about the following statements by choosing ONE answer accordingly.

Instruction: Please tick (✓) in the box below that BEST describes your connection with your colleagues.



No	STATEMENTS	1 Strongly Agree	2 Agree	3 Neither Agree Nor Disagree	4 Disagree	5 Strongly Disagree
1	I feel that working cooperatively with others is valued					
2	I feel my colleagues promotes the creation of a spirit of community in my organisation					
3	I believe people in my organisation support each other					
4	I am free to express my opinions					
5	I think my colleagues are linked with a common purpose					
6	I believe my colleagues genuinely care about each other					
7	I feel that there is a sense of being a part of a family in my organisation					

Part C – Alignment with Organisational Values

Please indicate your answer on the scale of 1 to 5 on how you strongly agree or disagree about the following statements by choosing ONE answer accordingly.

Instruction: Please tick (✓) in the box below that BEST describes your connection with your organisation.

1	2	3	4	5
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

No	STATEMENTS	1 Strongly Agree	2 Agree	3 Neither Agree Nor Disagree	4 Disagree	5 Strongly Disagree
1	I feel positive about the values of my organisation					
2	My organisation is concerned about the poor					
3	My organisation cares about all its employees					
4	My organisation helps me to live in peace / harmony with myself					
5	I feel connected with the organisation's goals					
6	My organisation is concerned about the health of the employees					
7	I feel connected with the mission of the organisation					
8	My organisation cares about whether my spirit is energised					

Part D – Affective Commitment

Please indicate your answer on the scale of 1 to 5 on how you strongly agree or disagree about the following statements by choosing ONE answer accordingly.

Instruction: Please tick (√) in the box below that BEST describes your attachment towards your organisation.

1	2	3	4	5
----- ----- ----- -----				
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

No	STATEMENTS	1 Strongly Agree	2 Agree	3 Neither Agree nor Disagree	4 Disagree	5 Strongly Disagree
1	I am proud to tell others that I'm part of the organisation					
2	My organisation inspires the very best in me					
3	I am glad that I chose this organisation to work for					
4	I talk up this organisation to my friends as a great organisation to work for					
5	I would accept almost any job assignment					
6	I really care about the fate of the organisation					

Part E – Respondent Profile

Instruction: Please tick (✓) the box that BEST describes yourself or fill in the blank where necessary.

1) Gender	
Male	
Female	

3) Age	
Below 21 years old	
21 - 30 years old	
31 - 40 years old	
41 - 50 years old	
51 - 60 years old	
Above 61 years old	

5) Religion	
Islam	
Buddhist	
Hindu	
Sikh	
Christian	
Others, specify _____	

7) Monthly Income	
Below RM 2,000	
RM 2,001 – RM 4,000	
RM 4,001 – RM 6,000	
RM 6,001 – RM 8,000	
RM 8,001 – RM 10,000	
Above RM 10,001	

9) Years of Working in Your Current Organisation	
Below 1 year	
1 – 5 years	
6 – 10 years	
11 – 15 years	
Above 16 years	

11) Organisation Type	
For Profit Organisation	
Non-Profit Organisation	

2) Ethnicity	
Malay	
Chinese	
Indian	
Others, specify _____	

4) Marital Status	
Single	
Married	
Divorced / Separated	
Others, specify _____	

6) Education Level	
SPM or below	
Diploma / Certificate Level	
Professional Qualification	
Bachelor's Degree	
Master's Degree	
Doctorate Degree	

8) Occupation	
Upper Management (e.g. CEO, CFO, COO, Vice President)	
Middle Management (e.g. GM, Senior Manager, Regional Manager, Manager)	
First-Line Management (e.g. Assistant Manager, Supervisor, Team Leader)	
Administrative / Support Staff (Executive, Clerk, Non-executive staff)	
Self-employed / Own Business	
Professional	
Others, specify _____	

10) Current Industry Sector	
Retail	
Manufacturing	
Services	
Building / Construction	
Government Sector	
Healthcare	
Others, specify _____	

THANK YOU VERY MUCH FOR YOUR TIME