

Mediation Impact of Employee Engagement on the Relationship between Workplace Spirituality and Employee Mental Health: Study of Banking Sector Employees in Sri Lanka

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The purpose of this study was to assess the mediation impact of employee engagement on the relationship between workplace spirituality and employee mental health in the banking sector in Sri Lanka. This study is carried out as a quantitative explanatory research work. Further, the sample is selected randomly and used simple random sampling technique. This is a cross-sectional descriptive research & standard questionnaire was used to collect primary data through a survey. Questionnaires are distributed to a sample of 206 of employees who are currently working in state licensed commercial banks in Kandy district. To analyze received questionnaires data, SPSS (Statistical Package for the Social Science) was used. To interpret data analyzed and to obtain the result graphical charts, descriptive statistical techniques such as mean, mode, standard deviation and histograms, correlation and coefficient, simple regression analysis and residual analysis were used. To test the relationship between variables Pearson correlation technique analysis was used. Simple regression analysis was used to identify the degree of the impact of the independent variable on dependent variable was analyzed by using R square value. It was found that workplace spirituality significantly positively impacts on employee mental health and employee engagement significantly partially mediate on the relationship between workplace spirituality and employee mental health. Research result guide HR professional, employee mental health concern can be addressed by promoting workplace spirituality. This study makes significant contribution to extant literature regarding mental health issues in the banking sector. The current study fills gap in the extant literature by investing employee engagement intervening mechanism between workplace spirituality and employee mental health.

Keywords: *Workplace Spirituality, Employee Mental Health, Employee Engagement, Anxiety and Depression, Meaningful Work*

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