

A Qualitative Study on Workplace Spirituality: How Does Workplace Spirituality Influence Employee Engagement Behavior in Organizations in Malaysia

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Spirituality is gaining stimulus globally as numerous organisations are becoming tolerant for spirituality in the workplace. Many organisations are actively embracing their multi-religious and multi-racial employees by altering their strategies to accommodate the spiritual requirements of their employees. Conversely a large number of organisations have failed to become aware of the positive impact spirituality has at the workplace and on organisational outcomes. This study will utilise the qualitative research method to explore the influence spiritual values and practices have on employees' engagement behaviour at the workplace. Over the last two decades, Gallup polls have reiterated numerous times that employee disengagement levels have remained high globally and have not budged in many organisations. Organisations are still struggling with their largely disengaged employees. Disengaged employees are costly to organisations and diminish organisations' ability to achieve full potential to yield great business outcomes. Employee engagement is a topic that has many unanswered questions as to why employee engagement levels have remained stagnant and are not moving higher. A total of 15-20 participants will be interviewed using the semi structured open ended interview questions. The sample population will be sought from participants who are members of spiritual organisations in Klang Valley, Selangor, Malaysia. This study's findings will add new knowledge to existing literature and will offer practical guidance to managers who are keen to enhance spirituality at their workplace and to increase employee engagement levels.

Keywords: *Employee Engagement, Workplace Spirituality*