

Impact of Workplace Spirituality on Organizational Citizenship Behaviour of Employees at ABC Company.

Kaumadi, P. N.¹ and Sangarandeniya, Y. M. S. W. V.²

The purpose of this study is to empirically test the impact of workplace spirituality on organizational citizenship behaviour of employees at ABC company. In addition, this research intends to contribute to filling the knowledge gap by looking into the relationship between Organizational Citizenship Behaviour and Spirituality at workplace. This research was conducted by using survey research strategy and Quantitative research method. Operational - level employees of ABC company were selected as the population of the study. A convenient Sampling technique was used to calculate the sample size. Accordingly, sample size was 92 observations and used primary data as data source, data collection was done through a self-administered questionnaire. A Google form was created and distributed to collect data. Both descriptive and inferential statistics such as, correlation and regression were used to analyzed data. The results indicate that Workplace Spirituality has significant positive impact on the Organizational Citizenship Behaviour of employees in the company. It is expected that the model can support facilitating and promoting the workplace spirituality at workplace because there was an impact of workplace Spirituality on the Organizational Citizenship Behaviour of employees at ABC company in the manufacturing sector.

Keywords - *Workplace Spirituality, Organizational Citizenship Behaviour*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [pnimeshakaumadi@gmail.com]

² Senior Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [sangarandeniya@kln.ac.lk]