

## **Impact of Workplace Spirituality on Innovative Work Behaviour: A Study of ICT Professionals ICT Sector in Sri Lanka**

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The strategic perspective over competitive advantage has become more people centric requiring more innovative, competent and effectively developing employees. As employee behaviours are drivers for generating outcomes, organizations are critically being considered employee innovative work behaviours as a fruitful utensil of achieving organizational goals and objectives. There are organizations are focus on create culture based innovative work environment. The purpose of this paper is to analyze the role of workplace spirituality in understanding innovative work behaviours of ICT professionals in Sri Lanka. This study was adopted a quantitative research approach. A self-administered survey questionnaire was applied to a sample of 384 ICT professionals who are currently working in ICT sector in Sri Lankan context to collect data for this study. The sample was selected using convenience sampling technique. To test hypothesized relationships between the constructs, correlation analysis, regression analysis, sobel test has been mainly used. Results shows that workplace spirituality has a positive impact on innovative work behaviour, and affective commitment partially mediates the relationship between workplace spirituality and innovative work behaviour. Findings revealed that their ICT sector professionals in Sri Lanka shown innovative work behaviour when they are spirituality engaged with meaning at work, sense of connection, organizational values. Innovative work behaviour and workplace spirituality directly linked, and employees are more inclined to reciprocate with innovative work behaviour if employees feel valued, useful and meaningful to the organizations and oneself. It is expected that the model can serve as a support for facilitating and promoting innovative work behaviour of employees. It could be of valuable use to furthering the understanding of the fostering workplace spirituality in the workplace, can better manage various job demands of the organizations.

**Keywords-** *Workplace Spirituality, Innovative Work Behaviour, Affective Commitment*

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