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Relationship between Workplace Spirituality and Perceived Organisational Support

Dr. Musheer Ahmed* and Priyanka Mishra**

ABSTRACT

Through a conceptual study, this paper explores the connection between workplace spirituality and perceived organizational support among employees. This study reviews and analyzes existing literature to identify the relationship's nature and potential impact. Workplace spirituality refers to nourishment of inner life, meaningful work, connectedness, while perceived organizational support relates to employees' perceptions of how much their organization values and cares for them. The paper highlights the importance of fostering workplace spirituality to promote perceived organizational support and enhance employee well-being and job satisfaction. The conceptual study examines various theoretical frameworks and empirical studies investigating the link between workplace spirituality and perceived organizational support and provides insights for research. The findings of study demonstrate that organizations can foster a more supportive work environment by promoting workplace spirituality.

Workplace spirituality, Perceived Organizational Supports, Employee Well-being

INTRODUCTION

The modern workplace is a dynamic and complex environment that demands high levels of employee performance and productivity. The increasing pressure and demands can result in stress, burnout, and dissatisfaction among employees. Therefore, organizations must foster a positive work environment that supports employees' well-being and job satisfaction. Workplace spirituality has gained increasing attention in twenty-first century as an essential factor contributing to employee well-being and job satisfaction. It refers to the sense of meaning and purpose employees derive from their work and their connection to something beyond themselves (Ashmos & Duchon, 2000). Workplace spirituality can manifest in various forms, including a sense of purpose, connection to a higher power, interconnectedness with others, and personal growth and development (Petchsawang & Duchon, 2013).

Perceived organizational support is another critical construct closely related to workplace spirituality. Perceived organizational support refers to employees' perceptions of how much their organization values and cares for them (Eisenberger, Stinglhamber, Vandenberghe, Sucharski, & Rhoades, 2002). Employees who feel that their organization values and supports them tend to be more committed, satisfied, and productive (Eisenberger, Armeli, Rexwinkel, Lynch, & Rhoades, 2001).

This conceptual study examines the relations between workplace spirituality and perceived organizational support. Specifically, the paper highlights theoretical frameworks and empirical studies investigating the relationship between the two constructs and provides insights for future research.

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