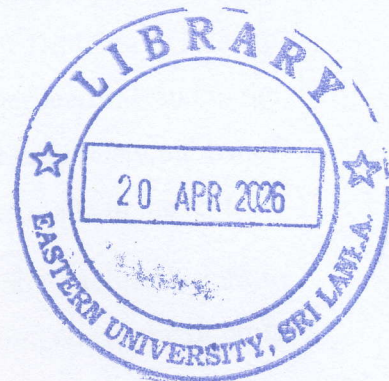


**IMPACT OF SPIRITUAL LEADERSHIP ON WORK
ENGAGEMENT IN FINANCE COMPANIES IN BATTICALOA
DISTRICT**



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ABSTRACT

This study investigates the impact of spiritual leadership on work engagement among employees in finance companies located in the Batticaloa District of Sri Lanka. Spiritual leadership, characterized by values such as vision, hope/faith, and altruistic love, is increasingly recognized as a transformative leadership style that fosters intrinsic motivation and employee well-being. The primary objective of this research was to assess the existing levels of spiritual leadership and employee engagement, examine the relationship between these two constructs, and determine the extent to which spiritual leadership predicts work engagement.

A quantitative research approach was adopted, utilizing a structured questionnaire to collect primary data from a sample of 247 employees selected through stratified random sampling. The data were analyzed using SPSS software (Version 23) through descriptive statistics, correlation analysis, and regression analysis.

Findings revealed that both spiritual leadership and work engagement levels were rated high among employees. Significant positive correlations were found between all dimensions of spiritual leadership (Vision, Hope/Faith, and Altruistic Love) and work engagement. Regression analysis showed that spiritual leadership accounted for 76.1% of the variance in work engagement, with Hope/Faith and Altruistic Love emerging as the strongest predictors. These results are consistent with prior studies and affirm the critical role of spiritually grounded leadership in enhancing employee motivation and performance.

The study highlights the importance of fostering spiritual leadership within finance companies to build a more engaged and resilient workforce. It also offers practical recommendations and theoretical contributions for future research in the Sri Lankan financial sector and beyond.

Keywords: Spiritual Leadership, Work Engagement, Finance Companies, Vision, Hope/Faith, Altruistic Love, Vigor, Dedication, Absorption.

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