

**RELATIONSHIP BETWEEN WORKPLACE SPIRITUALITY AND  
ORGANIZATIONAL CITIZENSHIP BEHAVIOUR AMONG APPAREL  
EMPLOYEES THROUGH MEDIATION OF AFFECTIVE  
ORGANIZATIONAL COMMITMENT**



by

**PINKANDE JAGODA RANAWEERALAGE ISHANI PRASHADIKA  
RANAWEERA**

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## ABSTRACT

Apparel industry is a humanistic approach which mainly depend on employees. Apparel industries environment is very competitive. In this situation Organizational Citizenship Behaviour is very important to face to the competition. Workplace Spirituality mainly cause to the OCB because, employees' positive sense about company. And also Affective Commitment provides mediating influence in the relationship between WS and OCB. This study investigated the relationship between Workplace Spirituality and Organizational Citizenship Behaviour and the mediating influence of Affective Commitment. Hence, the aim of this study was to identify level of Workplace Spirituality, Organizational Citizenship Behaviour and affective Commitment, What is the relationship between Workplace Spirituality, Organizational Citizenship Behaviour and Affective Commitment, and mediating influence of Affective Commitment on the relationship between WS and OCB.

Structured questionnaire was used as the method of data collection and 281 machine operators selected as sample out of 940 machine operators. Researcher considered two apparel companies name as Miami Exports (Pvt) Ltd & Jumeirah Lanka (Pvt) Ltd. Random sample method used to make the sample of the study. Quantitative research approach used for this study. The data were analysed using descriptive statistics, correlation and regression analysis. The descriptive analysis result indicated that the Workplace Spirituality, Organizational Citizenship Behaviour and Affective Commitment were high level in selected apparel companies. The correlation analysis result indicated that positive relationships among Workplace Spirituality and Organizational Citizenship behaviour, Workplace Spirituality and Affective Commitment as well as Affective Commitment and Organizational Citizenship Behaviour. As well as regression analysis result indicated that partially mediating influence of affective Commitment in the relationship between Workplace spirituality and Organizational Citizenship Behaviour.

**Keywords:** Workplace spirituality, organizational Citizenship Behaviour, Affective Commitment

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