

**THE IMPACT OF WORKPLACE SPIRITUALITY ON KNOWLEDGE
SHARING BEHAVIOUR: THE ROLE OF PSYCHOLOGICAL WELL-BEING
IN FINANCIAL INSTITUTIONS IN AMPARA**

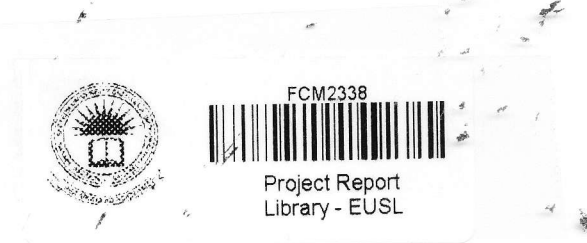


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ABSTRACT

Knowledge has become the most vital resource for gaining competitive advantage. Financial institutions have recognized the relevance and importance of sharing knowledge among employees. The purpose of this research is to analysis the factors that influence on knowledge sharing in selected finaicial institutions. Workplace spirituality is necessary to create a strong sense of community among employees and to satisfy their social and security needs while experiencing a higher psychological well-being among themselves. Even though there are several factors deciding the level of the vairables. This study examined the research problem of whether, workplace spirituality and psychological well-being influence knowledge sharing behaviour in financial institutions.

Psychological well-being as mediation mechanism that explains the relationship between workplace spirituality and knowledge sharing behaviour. Dimensions used in this study, workplace spirituality include three dimensions such as meaningful work, sense of community and alignment of values. Using Stratified random sampling method, primary data were collected from 242 employees in selected three banks, three finance companies and three insurance companies. The collected data has been analyzed by using descriptive statistics, correlation analysis and regression analysis. The findings indicate that there is a high level of workplace spirituality, knowledge sharing behaviour and psychological well-being among financial institutions employees in Ampara. And also, the results showed that there is a strong positive relationship between workplace spirituality and knowledge sharing behaviour, workplace spirituality and psychological well-being and also psychological well-being have moderate positive relationship with knowledge sharing behaviour. The findings further suggest that psychological well-being perform a mediating role in the relationship between workplace spirituality and knowledge sharing behaviour. If the financial instituions utilizes these findings by setting up new strategies, this may, in turn, improve professional practice, personal development, and quality of working life.

Key Words: *Workplace Spirituality, Knowledge Sharing Behaviour, Psychological Well-being.*

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