THE STUDY ON WORKPLACE SPIRITUALITY AND ORGANIZATIONAL COMMITMENT: THE MODERATING ROLE OF EMOTIONAL INTELLIGENCE

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REG NO: EU/IS/2013/MS/42

INDEX NO: MS 1572

FCM2350
Project Report
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A project report submitted to the Faculty of Commerce and Management, Eastern University, Sri Lanka, as a partial fulfillment of the requirement for the Degree of Bachelor of Business Administration (BBA) Specialization in Human Resource Management.

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FACULTY OF COMMERCE AND MANAGEMENT

EASTERN UNIVERSITY, SRI LANKA

2019

ABSTRACT

In recent times the concepts of Workplace Spirituality have been acknowledged as an important humility for supplementing a meaning environment. Today's organizations are compelling the need for committed persons for its growth and development. This is obviously workable when the experts in a work set-up can infer importance and essential in their work profile. Emotional Intelligence is about the ability to reason and solve problems based on the emotions that we experience. In other words, the person who has the Emotional Intelligence is aware of emotions in him/herself and others and uses reason to identify, understand and handle the emotions effectively.

The objectives of this study are to explore the levels of Workplace Spirituality, Organizational Commitment and Emotional Intelligence, explore the relationship between Workplace Spirituality and Organizational Commitment and to investigate the moderating role of Emotional Intelligence on the relationship between Workplace Spirituality and Organizational Commitment in the selected schools from Koralaipattu Educational Division. To attain these objectives, the data were collected through 53 items questionnaires which was filled by 174 school teachers of selected schools in Koralaipattu Educational Divisions that were selected by simple random sampling technique. Based on the findings of the study, it concludes that there are high levels of Workplace Spirituality, Organizational Commitment and Emotional Intelligence. The findings also revealed that there is strong positive relationship between Workplace Spirituality and Organizational Commitment. Emotional Intelligence does not moderate the relationship between Workplace Spirituality and Organizational Commitment. Results of the study suggest that that there is no any moderating role of Emotional Intelligence in the relationship between Workplace Spirituality and Organizational Commitment.

Key words: *Workplace Spirituality, Organizational Commitment, Emotional Intelligence*

TABLE OF CONTENTS

ACKNOWLEDGEMENT.....I

ABSTRACT.....II

TABLE OF CONTENTS..... III

LIST OF TABLES.....VII

LIST OF FIGURES.....VIII

ABBREVIATION.....IX

Chapter-1: INTRODUCTION.....1

1.1 Background of Study.....1

1.2 Research Problem/ Research Gap.....2

1.3 Research Questions.....4

1.4 Research Objectives.....4

1.5 Significance of the Study.....4

1.6 Scope of the Study.....5

1.7 Organization of the Chapters.....5

1.8 Chapter Summary.....6

Chapter-2: LITERATURE REVIEW.....7

2.1 Introduction.....7

2.2 Workplace Spirituality.....7

2.2.1 Meaningful work.....9

2.2.2 Sense of community.....10

2.2.3 Alignment of values.....10

2.3 Organizational Commitment.....11

2.3.1 Affective commitment.....12

2.3.2 Continuance commitment.....12

2.3.3 Normative commitment.....13

2.4 Emotional Intelligence.....14

2.5 Research Finding and Hypotheses.....15

2.5.1 Relationship between Workplace Spirituality and Organizational Commitment.....15

2.5.2 Moderating role of Emotional Intelligence on the relationship between Workplace Spirituality and Organizational Commitment.....16

2.6 Conceptual Framework.....17
2.7 Chapter Summary.....17
Chapter-3: CONCEPTUALIZATION AND OPERATIONALIZATION.....18
3.1 Introduction.....18
3.2 Conceptualization.....18
3.3 Conceptual Framework.....18
3.4 Variables relevant to the conceptual model.....19
3.4.1 Workplace Spirituality.....19
3.4.2 Organizational Commitment.....20
3.4.3 Emotional Intelligence.....21
3.5 Operationalization.....21
3.6 Chapter Summary.....24
Chapter-4: RESERCH METHODOLOGY.....25
4.1 Introduction.....25
4.2 Research Philosophy.....25
4.3 Research Approaches.....26
4.4 Research Strategy.....26
4.5 Time Horizon.....27
4.6 Sample Design.....27
4.6.1 Population.....27
4.6.2 Sample.....28
4.7 Method of Data Collection.....29
4.7.1 Primary Data.....30
4.7.2 Secondary Data.....31
4.8 Reliability Analysis.....31
4.9 Method of Data Evaluation.....32
4.9.1 Univariate Analysis.....32
4.9.2 Bivariate Analysis.....33
4.9.3 Moderation Analysis.....35
4.10 Testing Hypotheses through Correlation Analysis and Moderation Analysis....35
4.11 Chapter Summary.....36

Chapter-5: DATA PRESENTATION AND ANALYSIS.....37
5.1 Introduction.....37
5.2 Reliability Analysis.....37
5.3 Data Presentation for Personal Information.....38
5.3.1 Frequency distribution of Gender.....38
5.3.2 Frequency distribution of Age.....39
5.3.3 Frequency distribution of Educational Qualification.....39
5.3.4 Frequency distribution of Experience.....40
5.4 Data Analysis for Research Information.....41
5.4.1 Univariate Analysis.....41
5.4.2 Bivariate Analysis.....43
5.4.3 Moderation Analysis of Study Variables.....44
5.5 Testing Hypotheses.....44
5.6 Chapter Summary.....46
Chapter-6: FINDINGS AND DISCUSSIONS.....47
6.1 Introduction.....47
6.2 Discussion about Personal Information.....47
6.2.1 Gender.....47
6.2.2 Age.....48
6.2.3 Education.....48
6.2.4 Experience in the current position.....48
6.3 Discussion: Objective One.....48
6.3.1 Level of Workplace Spirituality and its dimensions.....48
6.3.2 Level of Organizational Commitment and its dimensions.....49
6.3.3 Level of Emotional Intelligence and its dimensions.....49
6.4 Discussion: Objective Two.....50
6.4.1 Relationship between Workplace Spirituality and Organizational Commitment.....50
6.5 Discussion: Objective Three.....51
6.6 Chapter Summary.....52
Chapter-7: CONCLUSION AND RECOMMENDATIONS.....53
7.1 Introduction.....53

7.2 Conclusion.....53
7.2.1 First Objective of the Study.....53
7.2.2 Second Objective of the Study.....54
7.2.3 Third Objective of the Study.....55
7.3 Contribution of the Study.....55
7.4 Recommendations and Directions for the Future Studies.....56
7.5 Limitations of the Study.....57
List of References.....58
Appendix-A.....69