THE RELATIONSHIP BETWEEN WORKPLACE SPIRITUALITY AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR: THE MEDIATING ROLE OF AFFECTIVE ORGANIZATIONAL COMMITMENT

(SPECIAL REFERENCE TO SELECTED APPAREL COMPANIES IN NUWARA ELIYA)

by

RAJAPAKSHA RANHOTOGE MANDAKADURE GEDARA LALITHA PRIYANGANI

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DEPARTMENT OF MANAGEMENT

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ABSTRACT

In the twenty-first century every organization is operating in a very competitive environment. Hence, Apparel sector is a very competitive one. In this situation, workplace spirituality, affective organizational commitment, and organizational citizenship behavior is a very important factors for Apparel sector. Workplace spirituality predicts employee's organizational citizenship behavior (OCB) and affective organizational commitment. The benefits of workplace spirituality on research studies have indicated that spirituality improves human wholeness, which leads to happiness and satisfaction among employees. It has been suggested that happy employees are more helpful and respectful of others and tend to better exemplify OCB. Thus, the aim of this study was to investigate the relationship between workplace spirituality, OCB, and affective organizational commitment among employees, and whether affective organizational commitment mediates the relationship between workplace spirituality and OCB.

Affective organizational commitment serves as a mediation mechanism that explains the relationship between workplace spirituality and organizational citizenship behavior. Using the survey method, primary data were collected from 271 machine operators are in the selected apparel companies in Nuwara Eliya. The collected data has been analyzed by using descriptive statistics, correlation analysis, regression analysis, and mediation analysis. The findings indicate that there is a high level of workplace spirituality, affective organizational commitment and organizational citizenship behavior of selected apparel companies in Nuwara Eliya. And also the results showed that there is a strong positive relationship between workplace spirituality, affective organizational commitment, and organizational citizenship behavior. The findings further suggest that affective organizational commitment perform a mediating role in the relationship between workplace spirituality and organizational citizenship behavior.

Keywords: *Workplace Spirituality (WS), Affective Organizational Commitment (AOC) and Organizational Citizenship Behavior (OCB)*

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