Abstract

Workplace spirituality is defined here as workplace opportunities to perform meaningful work in the context of a community with a sense of joy and of respect for inner-life. Although the literature on the topic is prolific, empirical research is still scarce. In this empirical study, we show how five dimensions of spirituality at work (team’s sense of community; alignment with organizational values; sense of usefulness to society; enjoyment at work; space for inner life) explain organizational commitment. A sample comprising 361 organizational members from 154 organizations was collected. The five dimensions of spirituality explain 48%, 16% and 7% of the variance of the affective, the normative and the continuance commitment respectively. The findings suggest that when people experiment spirituality on their workplace, they feel more affectively attached to their organizations, experiment a sense of obligation/loyalty toward them and feel less committed instrumentally.

Keywords

Affective commitment, normative commitment, continuance commitment, spirituality in organizations, meaning at work.