

Workplace Spirituality and Employee Performance: Mediating Role of Organisation Citizenship Behaviour

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Abstract

In this era of globalization and growing competition, it has become paramount importance on the part of the organization to understand the business strategies for its survivability. Number of research studies in behavioral and management science has suggested that in this competitive world it is the human being and his performance at workplace, which can only help an organization to become sustainable in the long run. Therefore, it has pushed the HR functionary to identify factors that may lead to enhance a professional's personal and emotional competency towards augmentation of their performance at workplace. We have felt that, this kind of focus in today's workplace can be enhanced by consistently connecting people's behavior in a constructive way, which may potentially engage and bind them with the organizational objective. Therefore, organizational citizenship behavior (OCB) and workplace spirituality are understood to be two vital terms, which can play an integral role in making and transcending the individual behaviors at workplace to perform their best at the work environment. Therefore, this conceptual review paper is aiming to attempt for understanding the construct of organization citizenship behavior and workplace spirituality in detail. Further, both the concepts have been studied through unfolding their theoretical and practical functionality along with proposing a conceptual model for achieving higher employee performance and organizational effectiveness.

Keywords: Workplace Spirituality, Organization Citizenship Behavior, Job Satisfaction, Employee Engagement

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