

Workplace Spirituality on Employees' Well-Being - A Review

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Abstract

In the fast-evolving landscape of organizational behaviour, workplace spirituality is increasingly recognized as a critical factor influencing employees' psychological well-being and stress management. This comprehensive review synthesizes findings from research studies to evaluate the impact of spiritual practices at work on job satisfaction, commitment, motivation, and mental health. Workplace spirituality, characterized by dimensions like meaningful work, sense of community, and inner life, aligns employees' intrinsic values with organizational culture, creating a supportive and purpose-driven environment. The review highlights measurable improvements in employee engagement, reduced burnout, and improved organizational performance when spirituality is integrated authentically. The paper advocates for ethical implementation and culturally sensitive practices that respect individual beliefs while fostering organizational harmony.

Keywords

Employee well-being, inner life, meaningful work, organizational commitment, sense of community, spiritual leadership, stress reduction.