THE IMPACT OF SPIRITUAL LEADERSHIP ON PROACTIVE WORKPLACE BEHAVIOR IN GARMENT FACTORIES IN NUWARA ELIYA DISTRICT

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BY

SOORIYA ARACHCHIGE BOGAHALANDE GEDARA DARSHANI UDAYANGANI

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Abstract

The aim of the study was to find out the impact of spiritual leadership on proactive workplace behavior in garment factories in Nuwara Eliya district. In this research study, independent variable is spiritual leadership. There seven dimensions of spiritual leadership such as vision, hope/faith, altruistic love, meaning/calling, membership, organizational commitment, productivity, and the dependent variable is proactive workplace behavior. Thus, this study intends to investigate the level, relationship, and impact of spiritual leadership on proactive workplace behavior in garment factories in Nuwara Eliya district.

In this research study, primary data was collected. A structured questionnaire was used as the method of data collection. The stratified random sampling method was used to create the sampling framework for the study. The respondents were 300 employees in garment factories in Nuwara Eliya district. The quantitative research approach was used. The collected data have been analyzed through statistical package for social science. The data were analyzed using descriptive statistics, correlation, and regression analyses.

The findings indicate that there are good reliability and high level of spiritual leadership and proactive workplace behavior in garment factories in Nuwara Eliya district and the results showed that there is a positive relationship between spiritual leadership and proactive workplace behavior. Furthermore, the study discovered that spiritual leadership have a significant positive impact on proactive workplace behavior.

Keywords: *spiritual leadership, vision, hope/faith, altruistic love, meaning/calling, membership, organizational commitment, productivity, proactive workplace behavior.*

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