IMPACT OF WORKPLACE SPIRITUALITY ON ETHICAL BEHAVIOR OF EMPLOYEE WITH SPECIAL REFERENCE TO BANK EMPLOYEES IN BATTICALOA DISTRICT

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REG NO: EU/IS/2017/MS/012

INDEX NO: MS 1972

A project report submitted to the Faculty of Commerce and Management, Eastern University, Sri Lanka, as a partial fulfilment of the requirement for the Degree of Bachelor of Business Administration Honours.

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DEPARTMENT OF MANAGEMENT

FACULTY OF COMMERCE AND MANAGEMENT

EASTERN UNIVERSITY, SRI LANKA

2023

ABSTRACT

This study investigates the relationship between impact of workplace spirituality on ethical behavior of employees with special reference to Bank employees in Batticaloa District. This study was implemented with three dimensions of workplace spirituality: meaningful work, a sense of community, and alignment with organizational values. And ethical behavior is as the dependent variable. Ethical behavior included in dimensions, namely trust, responsibility, respect, fairness, honesty and citizenship. This study eliminates the empirical knowledge gap in the Batticaloa area regarding this topic. Using a structured questionnaire the data was collected from 210 employees in Banks in Batticaloa and the collected data was analyzed by using descriptive statistics, correlation analyses.

The findings reveal that the workplace spirituality, the dimensions of meaningful work, sense of community and alignment with organizational values are at a high level among the respondents. And ethical behavior is also high among the respondents. The dimensions of ethical behavior trust, responsibility, respect, fairness, honesty and citizenship are also high level. The analyses stated the positive relationship between meaningful work and ethical behavior, the strong positive relationship between a sense of community and ethical behavior, and the strong positive relationship between alignment with organizational values and ethical behavior.

Keywords: Workplace Spirituality, Ethical Behavior

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