

**WORKPLACE SPIRITUALITY AND ORGANIZATIONAL COMMITMENT:
THE MODERATING ROLE OF EMOTIONAL INTELLIGENCE**

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ABSTRACT

In present times the concept of workplace spirituality has gained center of debate as it has been considered one of the ways to deal with the turbulence and pressure of modern organizations which eventually lead to better individual and organizational performance.

In Sri Lanka especially in Batticaloa, the studies related to workplace spirituality, organizational commitment and emotional intelligence are rare and there is need to fill this empirical gap by investigating the role of emotional intelligence in relationship between workplace spirituality and organizational commitment.

The main objectives of the study is to measure the level of workplace spirituality, organizational commitment and emotional intelligence among bank employees of Batticaloa, to examine the relationship among these three variables and to assess the moderating role of emotional intelligence in relationship between workplace spirituality and organizational commitment on bank employees in Batticaloa. To achieve these objectives, the target population was considered as bank employees of selected 10 banks in Batticaloa. Questionnaires were issued to total population of the study and finally 155 usable questionnaires were selected for analysis. Descriptive, Pearson's correlation, simple and moderated multiple regression analysis were used to analyze the data.

The findings show that the level of workplace spirituality, organizational commitment and emotional intelligence were high among bank employees in Batticaloa. Also, findings indicated that workplace spirituality has a positive and significant relationship with organizational commitment of employees. Also, the relationship between emotional intelligence and organizational commitment were positive and significant. Further findings of this study revealed that emotional intelligence moderates the relationship between workplace spirituality and organizational commitment employees of the selected banks in Batticaloa.

By addressing the findings of this study managers can enhance the spirituality at work by developing more spiritual training, lectures and workshops which in turn will improve the organizational commitment of the emotionally intelligent employees and enhance the organizational effectiveness.

Keywords: Workplace Spirituality, Organizational Commitment, Emotional Intelligence, Banks, Employees, Batticaloa

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