

Spirituality: A Boon for Organizational Performance

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Organizational management is one of the contemporary delinquents, most of the organizations have to address. The issues like job satisfaction, employee commitment and employee performance are the crucial factors of organizational management. Spirituality is a prominent and actual factor that can speed up satisfaction, commitment and performance. A substantial research gap connecting spirituality with job satisfaction, employee commitment and employee performance exist. This study reconnoiters the link between spirituality and job satisfaction and the influence of job satisfaction on employee commitment and performance. The study adopted a survey method to collect data from teachers from six different streams. To measure convergent and discriminant validities, Confirmatory Factor Analysis (CFA) was adopted and later tested the structural model framework and research hypotheses. Findings of the current study suggest that spirituality has a direct influence on employee satisfaction and also endorse the linkages between job satisfaction, employee commitment and performance.

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