

Spirituality: An Antecedent for Emotional Intelligence, Employee Satisfaction, Commitment and Performance

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Spirituality has been acknowledged as an important variable in the corporate world for complementing a meaningful environment and hence embraced the topic as a promising research area with a notion to offer fresh and significant insights to the business world. Though, spirituality is studied immensely, still the literature is scarce. The available literature is mostly conceptual in nature and hence there is not much information available according to the complexity of the discipline. The field is still in the initial stage of development. The issues like job satisfaction, employee commitment and employee performance are the crucial factors of organizational management. Spirituality is a prominent and an actual factor that can promote emotional intelligence and speed up satisfaction, commitment and performance. A substantial research gap connecting spirituality with emotional intelligence, job satisfaction, employee commitment and employee performance exists. This study explores about the link between spirituality and emotional intelligence and the influence of job satisfaction on employee commitment and employee performance. A survey method to test the research model has been administered. To operationalize the survey, an instrument was constructed using scales from the existing empirical studies by an extensive literature review. The constructs were administered using validated reflective scales from existing studies. Primary data were collected from teachers from six different streams. Convenience sampling method was adopted for collecting the data. The research instrument was administered to the respondents in select campuses. To measure convergent and discriminant validates, Confirmatory factor analysis (CFA) was adopted and later tested the structural model framework and research hypotheses. The study has concentrated on discovering the influence of the independent variable, spirituality on emotional intelligence, job satisfaction and its impact on the commitment of the employees and performance of the employees. This research also investigated the connection between the other two constructs, commitment of employees and performance of employees. The results of the study completely endorsed the hypothesized structure. Based on the findings it can be emphasized that spirituality is not only beneficial to the community or society at large but can be a catalyst in organizational performance.

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