

**Impact of Workplace Spirituality and Organizational Citizenship Behavior on
Employee Commitment:
A Study of Executive Level Employees in the Private Sector Manufacturing
Organizations of Sri Lanka**

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This study was undertaken to explain the impact of workplace spirituality on employee commitment. Authors used the quantitative method, deductive reasoning, and survey strategy in undertaking the research. The study tested four hypotheses. The unit of analysis was individual. Researcher used the non-probabilistic convenience-sampling technique, due to the unavailability of a population frame. Data were collected from 181 executive level employees using questionnaires. Questionnaire was developed using well accepted standard measures for each variable. The response rate of the study was 18.1%. Data were analyzed using SPSS (Version 23). Hypotheses were tested using regression analysis and the mediation was tested using the online Sobel test calculator. According to the findings of the study, there was a moderate positive relationship between workplace spirituality and employee commitment. Furthermore, organizational citizenship behavior partially mediated the relationship between workplace spirituality and employee commitment. The findings of the present study would provide the direction to corporate communities and future researchers in the areas of employee commitment and organizational citizenship behavior.

Keywords: *Employee Commitment, Organizational Citizenship Behavior, Workplace Spirituality*

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