

**Relationship between Workplace Spirituality and
Organizational Citizenship Behaviour; Mediating Role of
Job Satisfaction**

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I want to say thanks to Almighty Allah. With the blessings of Allah Almighty I am able to complete my thesis. I want to pay special thanks to my supervisor Dr Qazi A. Subhan, My parents, My university and all the people who have supported me in this effort of mine and made me enable to complete this thesis of mine. It's a graceful cooperation in my thesis from all the people I have mentioned.

Dedication

I want to dedicate my thesis and my all the effort done to complete this thesis to my father, my family and my uncle who have supported me during all this time to complete this thesis in given time.

Abstract

The objective of this study is to investigate the relationship between workplace spirituality and organizational citizenship behaviour through job satisfaction. Banking sector of Pakistan is known as one of the fastest growing industry accompanied by day to day innovation and launching of competitive product. Increase in competition has become a challenge for employers to provide sufficient good working conditions to employees. Sometimes it requires from employees to work beyond the job description without any compensation. Employees can work voluntarily if they experience community, purpose and meaning at their work. The present study has contributed to understand the relationship between workplace spirituality and organizational citizenship behaviour through job satisfaction. It has set grounds for future researchers. Workplace spirituality will lead to job satisfaction which is the most important component of organizations, will lead to organizational citizenship behaviour. When employees start exhibiting organizational citizenship behaviour it is easy for organizations to achieve their objectives and goals. The current study has used deductive approach in order to evaluate hypothesis formulated through the existing theory in literature from the data collected through primary means. The theory utilised for formulation of hypothesis is the integration profile theory. The current study has used SPSS for data analysis. Reliability and validity of data has been checked before processing the data. Correlation, reliability, descriptive analysis and co-efficient data analysis has been used in present study. Regression has been used to check the relationships among variable and meditation has been checked through process method by preacher and Hayes. This study has provided the managers to solve the problems related to the OCB and the job satisfaction and by the improvement of the workplace spirituality which can be achieved.

Keywords: Workplace spirituality, Organizational citizenship behaviour, Job satisfaction

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