

**Impact of Workplace Spirituality on Work Environment: A Study about University
Professionals of Rawalpindi and Islamabad**

By

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Dedicated to:

*“Two pillars of stability in the
Era of turmoil ~~ my parents”*

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Abstract

Spirituality has been receiving greater attention from the modern scholars. It is one of the popular topics under study in the current work environment of organizations. However, the topic has received little attention from the aspect of education sector of Pakistan. The major purpose for conducting this research was to study the impact of workplace spirituality on work environment of university teachers of Rawalpindi and Islamabad. On account of significance of this factor the present study determines how the work environment is affected by the variation in certain factors that determine the level of spirituality at a workplace. The study is conducted by using survey questionnaire with sample size of 206 male and female university teachers while employing various statistical methods. The results obtained from the study reveal that workplace spirituality has a significant importance for developing a better work environment. Universities can improve the overall quality of teaching staff by implication of various spiritual dimensions i.e. mutual respect among coworkers, justice and generosity and respect for employee needs, as found in the current study.