

**THE IMPACT OF WORKPLACE SPIRITUALITY ON JOB ENGAGEMENT OF
NON-MANAGERIAL EMPLOYEES OF THE PRIVATE HOSPITALS IN
ANURADHAPURA DISTRICT, SRI LANKA.**

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ABSTRACT

The purpose of this study is to investigate the impact of workplace spirituality on the job engagement of non-managerial employees in a private hospital in Anuradhapura district, Sri Lanka. Previous literature indicates that fluctuations in job engagement may be influenced by the presence (or lack) of spiritual practices in the workplace. However, these studies primarily explored general workplace environments. In this study, I specifically tested this relationship within the hospital sector, where the emotional and psychological demands of healthcare professionals provide a unique context for examining the impact of spiritual practices on job engagement. The main objective of this study was to examine the level of workplace spirituality among non-managerial hospital employees who are in direct contact with customers in a service provider organization and to explore the impact of spirituality practices on their job engagement. This study used a stratified sampling method, and data were collected from a sample of 102 non-managerial employees at a private hospital in the Anuradhapura district. The population size was approximately 500 non-managerial employees. Data were collected through a structured questionnaire, which was validated and tested for reliability. This study found a significant positive relationship between workplace spirituality and work engagement. However, there was no significant relationship between the connection of employees, compassion of employees, and work engagement. It was also found that the dimensions of workplace spirituality—meaningful work, mindfulness, and transcendence—had an impact on work engagement. However, based on the collected data, there was no significant impact of the connection between employees and compassion dimensions on work engagement. The study concludes that workplace spirituality has a significant impact on the job engagement of non-managerial employees in a private hospital in Anuradhapura district. Based on these findings, the study recommends that organizations implement spiritual practices in the workplace to enhance employee job engagement and productivity. Specifically, organizations should provide opportunities for employees to engage in meaningful work, promote mindfulness and transcendence, and create a work environment that supports workplace spirituality. This study found that connections between employees have no bearing on how motivated private hospital staff members are at work.

Keywords: Connection of employees, compassion of employees, work engagement, meaningful work of employees, mindfulness of employees, transcendence of employees