

Abstract

The attention paid by researchers to the importance and relationship between employee engagement and spirituality in the workplace is limited at university level. This leads to an important and increased emphasis on strength and employee engagement that are built on the organizational culture to show an awareness of spirituality in the workplace. This study aimed to explore the relationship between workplace spirituality and employee engagement of lecturers in Pakistan and professional commitment as a mediator. The respondents of the study were 120 lecturers from state and private universities in Pakistan. Correlation, regression analysis, mediation analysis and t-test were used for statistical analysis. The results of the study showed that workplace spirituality had a direct relationship on employee engagement, while professional commitment had a mediating effect on the relationship between workplace spirituality and employee engagement. The results suggest that the implementation of workplace spirituality and employee engagement is important for universities to improve the performance of their lecturers.

Keywords

Workplace Spirituality, Employee Engagement, Job Commitment, Teaching