

## **Abstract**

Organizations need to incorporate a set of humanistic and spiritual values in workplaces to enable human hearts, spirits and souls to grow and flourish. Spirituality is recognized as one of the crucial dimensions of the human personality. Spirituality is now being considered as an important positive variable in determining the different aspects of life and organizations as it is known as workplace spirituality in organizations. The present study would help out in organizational and industrial settings to improve the psychological and work related outcomes i.e. organizational citizenship behavior, work motivation, job involvement, affective commitment and job satisfaction which all lead to the workplace spirituality in employees. Questionnaire was filled by (128 males, 72 females) working employees from different cities of Pakistan. Statistical analysis indicated a significant positive correlation between Workplace Spirituality, Organizational Citizenship Behavior, Job Involvement, Affective Commitment, Job Satisfaction and Work Motivation. Psychometrics properties additionally showed that workplace spirituality predicts positive psychological and work related outcomes in employees. It was also observed that gender is non-significant with workplace spirituality which predicts workplace spirituality does not affect by an individual's gender either they are male or female, their level of spirituality in workplace remains the same. This study had broad research implications regarding organization-theory and research as well as human-resource development literature. In practical life, this study recommends the assessment of the current environment in organizations.