

Does spirituality at work promote work-to-family enrichment among Indian female employees?

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Abstract

Purpose – Based on Indian conceptualisation of workplace spirituality, this study aims to examine the linkage between four dimensions of workplace spirituality (swadharma, authenticity, lokasangraha and sense of community) and work-to-family (WTF) enrichment. It also explored the mediating effect of psychological and social capital and the moderating effect of gratitude.

Design/methodology/approach – A sample of 387 women employees of Indian hospitality industry was collected in three waves. The collected data were analysed in three stages. Firstly, reliability, validity and multicollinearity were assessed using appropriate statistical measures like Cronbach's alpha, composite reliability and average variance explained. Secondly, the relationship between four dimensions of workplace spirituality and WTF enrichment were examined using correlation and hierarchical regression. Several demographic variables like marital status, age, experience and income level were controlled. Thirdly, the moderating effect of gratitude and mediating effects of psychological and social capital were analysed using PROCESS macro.

Findings – The results showed adequate reliability and validity estimates. Also, four dimensions of Indian workplace spirituality were significantly related to WTF enrichment with these dimensions of workplace spirituality collectively explaining 46.8% variations in WTF enrichment. The results also concluded significant mediating effect of psychological and social capital. It also asserted significant moderating effect of gratitude.

Originality/value – The study is based on longitudinal data collected to test seven hypotheses of the study.

Keywords Workplace spirituality, Work-to-family enrichment, Gratitude, Psychological capital, Social capital

Paper type Research paper

Declarations: We hereby declare that the present article has been compiled with Ethical Standards as stated below:

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Research involving human participants and/or animals: Informed consent of human respondents taken. Data is not shared owing to the promise of confidentiality with respondents.

Ethical approval: All procedures performed in studies involving human participants were in accordance with the ethical standards of the institutional and/or national research committee and with the 1964 Helsinki declaration and its later amendments or comparable ethical standards.

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