



Impact of Workplace Spirituality and Organizational Citizenship Behaviour on Employees' Job Performance: With Special Reference to ABC (Pvt) Ltd, Sri Lanka.

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Abstract

In today's competitive environment, organizations have become more dependent on the performance of their human resources as one of the competitive advantages. Workplace spirituality and organizational citizenship behaviour are discussed as new approaches that may enhance supportive efforts among employees within organizations. This study is conducted to identify the impact of workplace spirituality and organizational citizenship behaviour on employees' job performance in an apparel sector organization in Sri Lanka. As a result of the theoretical circumstance and literature review, workplace spirituality, and organizational citizenship behaviour were identified as the independent variables, and employees' job performance was identified as the dependent variable. This was a descriptive, cross-sectional study. A self-structured questionnaire was developed to collect primary data for the survey. 256 responses were collected from the sewing machine operators in ABC (Pvt) Ltd. through the convenient sampling technique. Moreover, SPSS software was used to analyse the collected data and two hypotheses were tested. The result of the regression analysis indicates that the selected independent variables explain 83% of the employees' job performance. Hence, the study concludes that there is a strong impact of both workplace spirituality and organizational citizenship behaviour on employees' job performance. This study provides important insights, especially for managers in the Apparel sector to emphasize the importance of fostering positive relationships among sewing machine operators who are directly exposed to organizational operations. As recommendations for future studies, it is suggested to apply longitudinal methodologies and test this model in different employee groups to deliver a greater contribution to the study phenomenon.

Keywords: *Apparel Sector, Employees' Performance, Organization Citizenship Behaviour, Sewing Machine Operators, Workplace Spirituality.*

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