ORIGINAL PAPER

The Relationship Between Workplace Spirituality and Work-to-Family Enrichment in Selected Public Sector Organizations in Malaysia

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Abstract

Workplace spirituality (WPS) has been associated with various benefits, including its potential to reduce work–family conflict. Previous studies have established that individual religiosity influences work–family enrichment. To date, there has been no reliable evidence on the relationship between WPS and work-to-family enrichment (WFE). Hence, the present research aimed to identify the relationship between the three components of WPS, namely inner life, meaningful work, and sense of community and WFE among employees of the public sector in Malaysia. In this study, data collection was conducted using questionnaires that were distributed to two public organizations, which managed to receive a total of 81% response rate. The results were in line with past studies, which indicated a significant and positive relationship between workplace spirituality dimensions (inner life, meaningful work, and sense of community) and WFE. The significant influence of the sense of community toward WFE is believed to be caused by the collectivist culture of Malaysians. Therefore, the aspect of community must be taken into consideration in order to increase work–family enrichment among employees, particularly in the context of religious and collectivist society.

Keywords Workplace spirituality · Work–family enrichment · Sense of community · Inner life · Meaningful work

Introduction

The recent trends have shown the importance for all organizations to be capable of retaining human resources considering that it is a critical formula that can determine the success or failure of an organization (Foss and Laursen 2012; Woo 2015).

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