

A Study on Employees' Workplace Spirituality and Well-being : A Case Study of X Multinational Corporation

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ABSTRACT

Workplace spirituality is one of the trends in the investigation of industrial man-agements. It has been reported that workplace spirituality can benefit organizations in establishments of organizational culture and business achievements. The objective of this study is to investigate the opinions and experiences in workplace spirituality and well-being. We analyzed the differences in workplace spirituality and well-being among employees with different backgrounds, and investigated the correlation between work-place spirituality and well-being. Furthermore, we dissected the impact of workplace spirituality on well-being. This study was analyzed by qualitative and quantitative approaches to investigate a multinational corporation in Changhua County as the research object. Convenient sampling was processed by interviewing 9 employees and reclaiming 121 valid questionnaires. For workplace spirituality part, we studied 4 parts: the opinions of employees in working meaning and value, experience and feeling of employees in interpersonal relationship at workplaces, the experience and feeling of employees in inner lives at work-places, surmountable minds. For well-being part, we studied 5 parts: factors in which contribute life satisfaction, impact of interpersonal relationship, the impact of qualities of physical and mental health on well-being, the impact of working achievements on well-being, the impact of foreign working on persons. The results of quantitative studies were described as below. 1. The working spirituality of employees differs by educational level. 2. Workplace spirituality positively associates with well-being. 3. The identification to working team positively associate with well-being.

Keywords : well-being、 workplace spirituality

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