

A Study on Workplace Spirituality and Organizational Commitment: A Case Study of X Iron and Steel Company

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ABSTRACT

Workplace spirituality means that a person can not only realize the inner life of himself but also can feel that he is a part of groups and can understand the link between his work and the meaning of his life to bring the advantages. Moreover, he will love his work much more and brings his potential into full play. The organizational commitment means that an individual focuses on different situations for the organization dimensions to express the subjective feeling of different degrees and emotional re-action. There are four purposes in this study. First, it explores the content of the employees' workplace spirituality in the case company and influential factors. Second, it explores the organizational commitment. Third, it explores the relationship between workplace spirituality and organizational commitment. Forth, it provides the case company with the recommendations of related strategies as the management reference of the workplace spirituality organizational commitment.

This study used qualitative and quantitative methods for a steel company in the central region of Taiwan which enters the stock market as the research object using convenient sampling that interviews nine employees and reclaiming 101 valid questionnaires. The study found the following points. First, an individual can connect with the awakening between the life and the meaning of work and can result in the effects of endeavour desire in his work in the dimension of workplace spirituality. Second, for the lack of workplace spirituality dimensions in the meaning of work, staying in the position will be reduced. Third, different working properties will affect the development dimension of workplace spirituality. The more dimensions the case workplace spirituality has, the more dimensions accompanied by the organizational commitment it will appear. Forth, the job design of the organization can influence the identification and satisfaction of the interpersonal relationship. Fifth, an individual who satisfies the basic needs can reinforce the wish that continues staying. However, the development of workplace spirituality can enhance an individual's identification and endeavour to the organization.

Keywords : workplace spirituality、organizational commitment、steel company

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