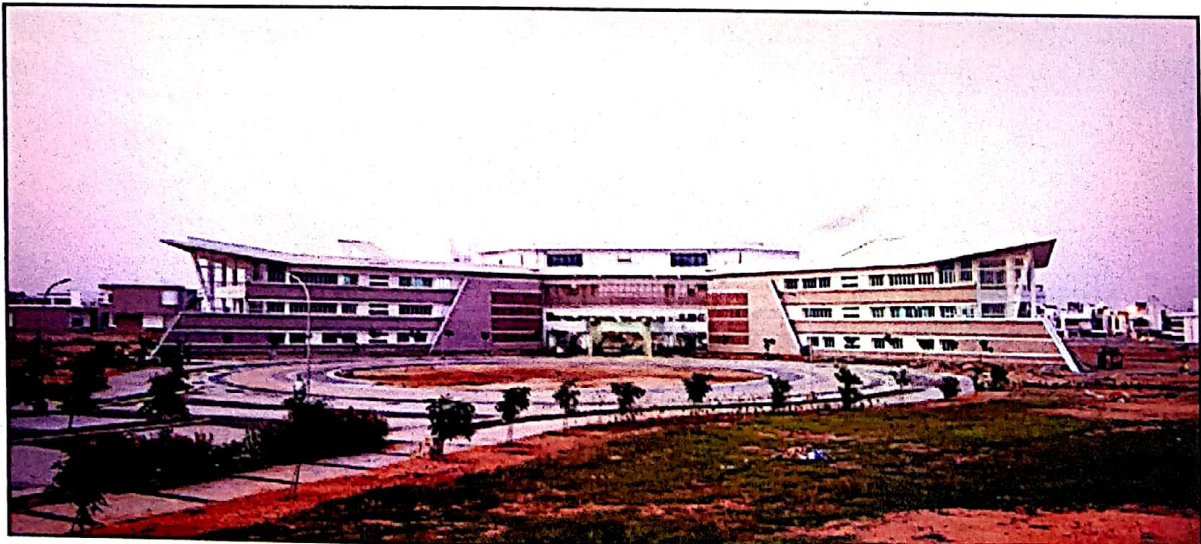

**SIXTH BIENNIAL CONFERENCE OF THE
INDIAN ACADEMY OF MANAGEMENT**
January 2 – 4, 2020

Book of Abstracts

Indian Institute of Management Tiruchirappalli



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16:15 to 17:45 Session Chair: Prof. Karthik Dhandapani, Indian Institute of Management Tiruchirappalli

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INDAM 2020 @ IIM TRICHY

Paper ID:
554

Workplace spirituality well-being and citizenship among academics:
Empirical insights on commitment as mediator and politics as
moderator

Gurvinder Kaur (*University of Delhi*)
Urvashi Sharma (*University of Delhi*)
Gunjas Singh (*Birla Institute of Technology & Science Pilani*)

This study examines antecedents and relationships among predictors that lead to citizenship and well-being. It follows certain advancements in the field of behavioural sciences; heightened interest in spiritual side of beings; and reconceptualization of commitment in 2012. The impact of dimensions of workplace spirituality; and professional commitment on the reconceptualised commitment; and its impact on well-being and citizenship has been studied. Mediation by commitment and moderation effect of politics were included. The data was collected from 177 academics. Confirmatory Factor Analysis confirmed the model fit; validity and reliability of the measures. Hypothesized relationships were examined using Structural Equation Modeling (SEM). The results include significant direct impact of all antecedents studied on commitment; and of commitment on all consequences included. The mediating and moderating effects were supported in some cases. Study fills gaps and empirically confirms the newer perspectives, proposed by the field, and concludes by suggesting practical implications.