

Towards Examining the Link Between Workplace Spirituality and Workforce Agility: Exploring Higher Educational Institutions

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Abstract

Purpose: Spiritual inherited employees quickly shift to new changes that occur very quickly in our daily lives in different ways. We are inspired by the dynamic changes in our daily lives due to the Covid 19 situation, an urgent need to specify the shift from the traditional approach to the agile approach during a pandemic. This study aimed to figure out the effect of workplace spirituality on workforce agility; further, this study underpinning spillover theory to examine the role of job involvement as a mediator. **Methods:** This study investigates a sample of 236 teaching and administrative staff working in public sector institutes located in Peshawar, Pakistan. For data analysis, we used SPSS v. 25, and for model fitness, we used AMOS version 22. Furthermore, we used Process Hayes (Model 4) to test the theoretical model and research hypothesis for mediation. **Results:** This unique study offers a paradigm in which spirituality in the workplace substantially influences the agility of teaching and administrative professionals by positively mediating the effects of job involvement. **Discussion:** An in-depth examination of the literature showed that no prior research had studied the connection between WPS, job involvement, and workforce agility. Furthermore, there is very little research regarding WPS and its connection with other components in the Covid 19 scenario. The current study was a modest attempt to address this gap in the literature. This research has succeeded in making substantial additions to management literature. © 2022 Saeed et al.

Author keywords

Job involvement; Spillover theory; Workforce agility; Workforce performance; Workplace spirituality