A COMPARATIVE STUDY OF SPIRITUALITY AND BURNOUT AMONG EMPLOYEES IN DIFFERENT SECTORS

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ABSTRACT
Organizations now days expect employees to outperform and quickly adapt to the technological and market changes, which is affecting employee wellbeing. Therefore, it becomes important to understand mental and physical wellbeing of employees and ways to pacify them. The present study attempts to examine the relationship between spirituality and employee burnout in organizational context. The study divides into two phases. First phase tries to understand the conceptualisation of spirituality and the second phase examines the relationship between spirituality and burnout. The study includes different private and public sector enterprises in Gujrat, India. The results reveals that people conceptualise spirituality as ethical or morale goodness rather than religious belief. Spirituality can be an important measure in moderating employee burnout. The study has managerial implications for sustaining employee well being thereby, organization development.

KEYWORDS: Burnout, Employee Wellbeing, Job characteristics, Job Demand and Resource, Spirituality.

REFERENCES


