

The Implications of Person-Organisation Spirituality Fit on Employees' Ethical and Spiritual Leadership Behaviours: Insights from Jordan

Authors : Tamer Koburtay, Radi Haloub

Abstract : Person-Organization fit theory concerns how people flourish in a workplace that is congruence with their values and other traits. This paper seeks to highlight the theoretical relevance that workplace spirituality may add to the existing theory development of the P-O fit. In specific, it aims to empirically test the emerged framework that encompasses how workplace and self-spirituality match may enhance the perceived P-O fit, and how such a fit can enhance both employees' ethical behaviors (i.e., humanism and honesty) and spiritual leadership behaviors. Drawing on a survey of the private and public sectors in Jordan, the results reveal that increasing the match in workplace and employees' spirituality positively enhances the perceived P-O fit. Further, ethical and spiritual behaviors were found to be positively linked with a higher P-O fit. The importance of this paper is by generating a concept (i.e., P-O spirituality fit) beyond the already vast literature on P-O fit.

Keywords : ethical behavior, leadership, P-O fit, spirituality, leadership

Conference Title : ICHRHS 2018 : International Conference on Human Rights and Human Security

Conference Location : Paris, France

Conference Dates : June 25-26, 2018