



## Notice for the PhD Viva Voce Examination

Mr Jerin Jose (Registration Number: 2090111), PhD scholar at the School of Business and Management, CHRIST (Deemed to be University), Pune Lavasa Off-Campus will defend his PhD thesis at the public viva-voce examination on Wednesday, 18 December 2024 at 3.30 pm in the Seminar Hall (Room No. 2208), Management Block, CHRIST (Deemed to be University), Pune Lavasa - 412112.

**Title of the Thesis** : **A Study on the Relationship between Spiritual Leadership, Leader Integrity, and Organisational Citizenship Behaviour in Faith-Based Organization: Mediating Role of Organisational Identification and Quality of Work Life**

**Discipline** : **Management**

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The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva - voce examination.

Registrar

Place: Bengaluru  
Date: 26 November 2024

## ABSTRACT

In today's dynamic and often stressful work environments, organizations face significant challenges in maintaining employee motivation and commitment. High work pressure, unachievable deadlines, and inadequate workplace communication contribute to employee disengagement and turnover. In response, there is growing attention on the role of spiritual leadership as a means to foster a more supportive and motivating workplace. Primarily, the study investigates the impact of spiritual leadership on organisational citizenship behaviour (OCB) in faith-based organizations in the Indian context. Organisational citizenship behaviour encompasses the voluntary and beneficial actions employees take that do not fall under the defined job roles. Second, the study focuses on the mediating roles of organisational identification and quality of work life (QWL) in the relationship between spiritual leadership and organisational citizenship behaviour. Utilizing the sequential explanatory method, a mixed-methods research design in which quantitative data first are collected and analysed, followed by qualitative data to clarify or elaborate on the quantitative findings this study seeks to provide an advanced understanding of the interplay between spiritual leadership and organisational citizenship behaviour and to explore in depth the factors influencing organisational citizenship behaviour of employees in faith-based organizations. The findings of the study suggest that spiritual leadership has a significant positive impact on organisational citizenship behaviour and also employees develop citizenship behaviour under leaders with spiritual leadership traits in faith-based organizations. Additionally, the study explored the facets of organisational citizenship behaviour in faith-based organizations and corroborated with the existing framework.

*Keywords - spiritual leadership, organisational citizenship behaviour, leader integrity, organisational identification, quality of work life, faith-based organization*

### **Publications:**

1. **Jerin, J., Chully, A. A., & Thomas, N.** (2024). Walking an extra mile: Determinants of organizational citizenship behaviour—An exploratory study in faith-based organizations. *Social Science Quarterly*, 105(3), 800-816. <https://doi.org/10.1111/ssqu.13385>
2. **Jerin, Arun, & Alwin.** (2021). *Data Management Framework for effective understanding of Organizational* (Patent No. 202421043121). Office of the controller General of Patents, Designs & Trade Marks. <https://drive.google.com/drive/search?q=P2>