



Notice for the PhD Viva Voce Examination

Ms Gupta Anshul Anil Kumar (Reg. No. 1620077), PhD scholar at CHRIST (Deemed to be University), will defend her PhD thesis at the public viva-voce examination on Saturday, 25 September 2021 at 11.00 am on the WebEx Meeting platform.

Title of the Thesis	:	Influence of Emotional Intelligence as Mediator between Workplace Spirituality and Organisational Citizenship Behaviour
Discipline	:	Management
External Examiner (Outside Karnataka)	:	Dr Vaibhav Chawla Assistant Professor Department of Management Studies Indian Institute of Technology Chennai, Tamil Nadu - 600036
External Examiner (Within Karnataka)	:	Dr Mukta Kulkarni Professor IIM - B Campus, Bannerghatta Road Bengaluru – 560 076 Karnataka
Supervisor	:	Dr Arti Arun Kumar Assistant Professor School of Business and Management CHRIST (Deemed to be University) Bengaluru 560029 Karnataka

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.

Place: Bengaluru
Date: 18 September 2021

Registrar

ABSTRACT

Spirituality at work has developed as a research discipline over the last decade. There have been a few theoretical studies emphasizing on the significance of the construct. The external and internal factors affecting the relationship of this construct need to be analysed for enabling its implementation in the business world. The construct needs further empirical studies to establish itself as an implementable HR practice, contributing significantly to the bottom line. Organisational citizenship behaviour is critical for performance amidst uncertainty. Emotional intelligence has become more critical in overcoming the challenges faced by the Information Technology (IT) sector in India. This study fills the gap in the current literature studying the influence of emotional intelligence in the relationship between workplace spirituality and organisational citizenship behaviour in the Indian IT sector context.

The challenges faced by the Indian IT sector are unique and needs alternative solution to avoid a downfall in the sector contributing majorly to the national GDP. The sample is 800 IT sector employees selected through judgmental sampling. The data is collected by using online survey instruments. SEM modelling has been used to analyse the data and use the same for development of an implementable model relating the dependent and the independent variables. The findings state that there is a direct and positive relationship between workplace spirituality and organisational citizenship behaviour. In addition, emotional intelligence mediates the relationship between workplace spirituality and organisational citizenship behaviour. Longitudinal testing of the relationships has been left as the scope for further studies.

Keywords: *Workplace spirituality, Organisational citizenship behaviour, Emotional intelligence, Indian IT sector*