

## **Personal Spirituality and Work Attitudes Among Doctors**

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The present study aimed to examine the role of personal spirituality in Islamic perspective as a predictor of workplace attitudes among Muslim doctors in Pakistan. A sample of 200 public and private sector Muslim doctors was drawn from various hospitals of Rawalpindi and Islamabad. Islamic Spirituality Scale (Kamil, Hussain, & Sulaiman, 2011), Organization Commitment Questionnaire (Mowday, Steers, & Porter, 1972), Intrinsic Work Satisfaction Scale (Nathan, Mohrman, & Milliman, 1991) and Organizational Based Self Esteem Scale (Pierce, Gardner, Cummings, & Dunham, 1989) were used to measure spirituality and work attitudes among doctors. The results showed that all the dimensions of personal spirituality have significant positive correlation with work attitudes i.e. organizational commitment, organizational self-esteem and work satisfaction which reflects relationship between Islamic spirituality and work attitudes in our society. Moreover, multiple regression analysis indicated that rituals and belief dimensions of personal spirituality were found to be significant predictors of various work attitudes including organizational commitment, organizational self-esteem and intrinsic work satisfaction. The present study is insightful in provides understanding on the role of spirituality in organizational settings.

*Keywords:* Personal spirituality, workplace attitude, organizational commitment