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**Workplace spirituality, meditation, and work performance**


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**Abstract**

This paper reports two studies that examine how an organization might enable more productive work practices by encouraging the expression of its employees spiritual selves in an eastern context. Study 1 shows that people who regularly practice meditation have higher workplace spirituality scores than people who do not regularly practice meditation. Study 2 reports a quasi-experimental study in which people practiced insight meditation. The data did not reveal a direct effect for the meditation, however spirituality does relate to work performance. Moreover, the practice of meditation is also found to partially mediate the relationship between workplace spirituality and work performance. © 2012 Association of Management, Spirituality & Religion.

**Author Keywords**

human resource; meditation; organizational behavior; work performance; workplace spirituality

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