Spotlight
by CeFEO

How does a sense of ownership mediate the connection between spirituality and innovation?

How workplace spirituality sparks entrepreneurial behavior: the key role of psychological ownership

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With an increasing interest in spirituality's influence on work settings, researchers are examining how spiritual beliefs impact employee behavior and performance. Delle and Segaro's study focuses on Ethiopia, a country where spirituality and religion are deeply interwoven, and explores how these beliefs impact employee behavior in entrepreneurial settings. Understanding this dynamic could allow family and private business leaders to foster environments that support meaningful work and innovative contributions.

WHAT WE STUDIED

The study used a sample of 351 employed postgraduate students in Ethiopia, a highly religious context. Participants were surveyed on workplace spirituality, psychological ownership, and entrepreneurial behavior. Using structural equation modeling, the authors analyzed whether workplace spirituality could directly influence entrepreneurial behavior or if psychological ownership was the essential connecting factor.

KEY INSIGHTS

1. Spirituality's Positive Influence on Entrepreneurial Behavior

The research found that workplace spirituality positively correlates with entrepreneurial behavior, especially in environments where work aligns with employees' intrinsic values, promoting commitment and loyalty.

2. The Missing Link: Psychological Ownership

Psychological ownership emerged as the key mediator between workplace spirituality and entrepreneurial behavior. Employees with high PO felt a stronger connection to their organization, viewing its success as part of their own, which led them to engage more in innovative behaviors.

3. Context Matters: Ethiopia's Unique Religious Environment

In Ethiopia, where religious and spiritual values are highly integrated, workplace spirituality naturally encompasses religious beliefs. This context-specific factor was crucial to the study, as it highlights the potential for spirituality to foster commitment in a way that differs from secular Western settings.

TAKEAWAYS

Fostering Ownership

For businesses in highly religious contexts, supporting workplace spirituality can lead to psychological ownership. Encouraging employees to bring their spiritual values to work may enhance their sense of ownership over their roles.

Supporting Entrepreneurial Behavior

Psychological ownership drives entrepreneurial behavior, meaning companies should foster environments where employees feel like valued stakeholders. This approach could foster innovation, especially in competitive industries.

Practical Policy Adjustments

In organizations with high levels of religious diversity, policies should consider employees' spirituality to foster inclusion. Allowing spirituality in the workplace could enhance performance, as employees feel more engaged and motivated.

IMPACT

This study's implications extend to organizations in culturally rich and religiously diverse regions, suggesting that workplace spirituality may be a potent tool for inspiring innovation. The findings encourage further research on integrating spirituality within corporate settings and examining its long-term impact on organizational performance.

RECOMMENDATIONS

Business leaders and managers should consider promoting workplace spirituality where applicable, particularly in culturally aligned contexts. By doing so, they might cultivate a stronger sense of psychological ownership, potentially leading to heightened engagement and entrepreneurial drive among employees.

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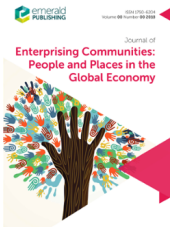
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