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The Effect of Spiritual Leadership on Employees' Performance and Job Satisfaction: The Mediating Role of Job Satisfaction

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ABSTRACT In today's highly competitive business environment, exploring leadership strategies that enhance employee performance and satisfaction is critical. The objective of this study is to examine that how spiritual leadership traits influence employee performance and job satisfaction, focusing on its mediating role. Spiritual leadership emphasises qualities such as vision, hope/faith, inner life, and altruistic love, which foster a deeper psychological connection between employees and their organisation. This research uses a quantitative approach, collecting data from a sample of 326 employees working in various businesses across Delhi. A structured questionnaire was employed to gather data on employee perceptions, and structural equation modeling (SEM) was used to analyse the relationships between variables. Spiritual leadership fosters trust, compassion, and integrity, enhancing job satisfaction and employee performance across all organizational levels. This study is significant in finding if spiritual leadership helps in creating a supportive and meaningful workplace that boosts employee morale, satisfaction and their overall productivity or not. Spiritual leadership positively influences employee satisfaction and performance by fostering values like trust, motivation, compassion, and integrity, which enhance productivity and collaboration in the workplace.