ABSTRACT

The study was conducted to investigate the relationships between the positive organizational correlates (authentic leadership, organizational trust and psychological empowerment) and employee work ethics (duty-orientation) and spirituality (oneness with all beings). Using a sample of 300 mid-level managers, results revealed that all the variables under study were significantly correlated with each other. Regression analyses and Sobel Z test were used to answer the research questions. Mediation analyses revealed that psychological empowerment of managers fully mediated the relation between authentic leadership and the criterion variables (employee work ethics and spirituality). Moreover psychological empowerment partially mediated the relationship between organizational trust and employee work ethics and spirituality.