

The organizations which have shown reluctance to adopt the spiritual style of leadership are facing dearth of commitment in their employees which in turn leads to low level of productivity. Therefore, to get higher efficiency level from employees this is necessary to create connotation in their work and this would also possible through spiritual style of leadership. The need for spiritual well-being must be contented in organizations. Therefore, this descriptive study applies a quantitative inquiry to find the relationship of spiritual style of leadership and organizational commitment with the mediating effect of motivation of workers working in petroleum industry. Data were collected from a sample of 300 employees using convenient sampling technique. SPSS 16.0 registered version was used for the statistical analysis of the data collected through adopted self-administrative questionnaire.

This study found the positive relationship between spiritual leadership and organizational commitment. The results also signpost that employee's motivation has considerable mediating role among spiritual style of leadership and organization commitment. Hence, the organizations whose leaders practicing spiritual style of leadership are experiencing added motivation and committed on part of their workers. It is more beneficial for the organizations that they recruit the managers who are more familiar with spiritual style of leadership, and they can practice the same more effectively in the teamwork. Moreover, organizations can also provide trainings to the leaders of the teams regarding the spirituality for the betterment of the organization.