

The aim of the current study is to identify the impact workplace spirituality on organizational performance and how emotional intelligence and organizational culture mediate between these relationships. This study develops and integrates the above variables and tests the conceptual framework which predicts that organizational culture and emotional intelligence will act as mediating variables. For the better understanding of the mediation effect, the current study takes the important analysis steps.

Data were collected from the 625 medical representatives of the pharmaceutical distribution companies, by making stratas of Multinational and National distribution companies and by using the self-administered questionnaires. Data were analyzed through different techniques includes the normality, linearity, correlation analysis and the reliability test check the reliability of the data. In current study multiple regression analysis was conducted in order to check the mediation effect of both variables. Through regression analysis the direct and indirect effects were also checked. All hypothesized variables were supported in present empirical study.

The research findings have provided that workplace spirituality increase the overall performance of the organization. As spiritualit\ in the workplace increases the overall performance of employees of the organization, absence of these can reduces the performance of employees. Primary data were collected from the two cities of the southern Punjab including Multan and Bahawalpur. It would be highly appreciable to use the current study in the other sector or replicating this study in other firms or in a different geographical area.

The current study having the both academic and managerial implications, the limitation of the study and provides the further recommendations for the future studies.