

## ABSTRACT

In the twenty-first century, global competition has increased relentlessly in every industry and sector. To be effective competitors in today's global economy, it is necessary for companies to learn how to share their goals, missions, and even values to harness their employees' emotional energies because speed, productivity, and quality have become ever more vital. As a result, in this decade, Spirit at Work has become a new area of interest to explore human potential. With a lack of empirical studies concerning spirit at work, this research examines the impact of organization development interventions on spirit at work in the workplace to enhance employee work attitudes in the aspects of job satisfaction, job involvement, organizational commitment, and organizational based self-esteem as a case study at an enterprise in Thailand. The study uses action research in conjunction with the contributions of organization development interventions.

Keywords: Spirit at Work, Employee Work Attitude, Job Satisfaction, Job Involvement, Organization Commitment, Organization Based Self-Esteem, Organization Development Intervention, Action Research