

TRANSFORMATIONAL LEADERSHIP, WORKPLACE SPIRITUALITY AND ORGANIZATIONAL PERFORMANCE IN A RESTAURANT GROUP IN INDONESIA: A STUDY OF THE EFFECTIVENESS OF ORGANIZATION DEVELOPMENT INTERVENTIONS

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Abstract

This study investigated the effectiveness of organization development interventions on transformational leadership, workplace spirituality and organizational performance at a restaurant group in Indonesia. The study followed an action research design, following the three stages, namely pre-ODI, ODI and post-ODI. Data were analyzed using a mix of quantitative and qualitative data analysis. The organization development interventions were directed at the participating leaders, who ranged from the top to the lower levels of the organization, by means of combining both training and coaching sessions. The results of the study showed that all the observed variables improved significantly except for job performance.

Keywords: organization development interventions, transformational leadership, workplace spirituality, organizational performance

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