



Further, a semi-structured interview protocol was also developed to explore the

“How do the organizational policies of nonprofits and government

organizations support or hinder spirituality at work? How do the organizational policies of nonprofits and government organizations support or hinder spirituality at work? How do the organizational policies of nonprofits and government organizations support or hinder spirituality at work?”

As the study progresses, the data analysis revealed that the organizational policies of nonprofits and government organizations support or hinder spirituality at work.

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