

# Scheduling Priorities of the Key Factors in Implementation of Organizational Spirituality: A Case Study of Public Libraries in Yazd City of Iran

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## Abstract

**Purpose:** This research aims to identify and prioritize factors affecting organizational spirituality in public libraries of Yazd city in Iran.

**Methodology:** The present work is an applied research. We used survey method for data collection and analysis and our tool was a researcher-made questionnaire. The research sample of the work can be divided in two parts. In part one, we chose 111 public librarians randomly to get their viewpoints for identification of factors affecting organizational spirituality in public libraries. We used factor analysis to identify and categorize the main elements. In part two, for prioritization of extracted elements, we chose 10 experienced faculty members and asked them to classify the aforementioned elements. We used interpretive structural modeling (ISM) for classification of elements and structural equation modeling (SEM) for approval of relationships among them.

**Findings:** Results showed that 8 elements namely *content*, *structure*, *leadership*, *culture*, *faith* and *motivation* playing principal role in constructing a spiritual space in public libraries. Other findings showed that there were meaningful relationships among these elements. The results of interpretive structural modeling also indicated that *leadership* had the highest leverage and the minimum dependency among other 7 key factors. Then, this factor was underlying and basic factor of spiritual space in public libraries.

**Originality/Value:** This research has tried to identify the main elements of organizational spirituality on the basis of public librarians of Yazd city. The leadership factor identified as an underlying factor of organizational spirituality then Iran Public Libraries Foundation needs to take more attention toward it.

**Keywords:** Islamic Spirituality, Organizational Spirituality, Public Library, Yazd.

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