

## Does workplace spirituality predict turnover intention in small- and medium-sized enterprises (SMEs)

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<b>Abstract</b>	<p><b>Purpose</b>The main objective of this study is to examine the relationship between person-organization fit (P-O fit), job satisfaction (JS), workplace spirituality (WS) and turnover intentions in small and medium-sized enterprises (SMEs) and the moderate role of WS in these relationships.  <b>Design/methodology/approach</b>Research data were collected by cross-sectional data collection methods. The sample contains 242 employees of SMEs in Indonesia. The analytical method used to test research hypotheses is moderate regression analysis.  <b>Findings</b>The results show that P-O fit is an antecedent that can reduce turnover intention. JS has a negative effect on turnover intention and WS has a negative effect on turnover intention. WS moderates the relationship between P-O fit and turnover intention and the relationship between JS and turnover intention.  <b>Research limitations/implications</b>This study enhances the understanding of the importance of WS in reducing employee turnover intentions. This research also contributes to the research model based on fit theory and social exchange theory.  <b>Practical implications</b>The practical implication of this research is to improve P-O fit in employees. Managers can manage the right people for the environment and the right environment for the individual. In other words, the organization must choose both. The most basic way to create a P-O fit for employees is to recruit employees suitable to organizational goals because, in general, SMEs rarely have a written vision and mission.  <b>Social implications</b>Through the of spirituality in the workplace, employees will experience a sense of meaning and purpose in their work, foster a sense of unity through positive relationships and achieve alignment between personal and organizational values. Consequently, this will diminish the inclination to seek employment elsewhere.  <b>Originality/value</b>Although turnover intention in employees is considered necessary, there is still minimal research that discusses turnover intention and WS in SMEs. To the authors' knowledge, no one has tested WS on the relationship between PO fit and JS with turnover intention in SMEs.</p>
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