

Reflections on Workplace Compassion and Job Performance

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Abstract

Workplace compassion is one of the cornerstone remedies to employees suffering. Compassionate acts will directly affect the job performance of employees. This research study looks at the analysing relationship between workplace compassion and job performance, namely, task performance and contextual performance. Workplace compassion, task performance and contextual performance were explored from a previous literature perspective and were tested and analysed statistically. Self-administered questionnaires were distributed among teachers and co-teachers employed in international nurseries in Cairo and Giza governorates located in Egypt. Results revealed a positive relationship between workplace compassion and job performance (task and contextual constructs). Discussion of the results along with managerial implications and recommendations were addressed based on the research findings.

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