

ABSTRACT

Although the literature on work-life conflict and well-being is quite extensive, previous research has not examined the role of Islamic Spirituality as a mechanism for coping with work-life conflict experienced by Muslims. In this research, we propose that Islamic Spirituality moderates the relationship between work-life conflict and psychological well-being. This study used distinctive measures of Islamic spirituality and focused on the measurement of psychological well-being in millennials. This study was conducted using a questionnaire distributed to millennial workers in Islamic educational institutions and the data were analyzed using structural equation modelling-partial least squares. Based on a survey of a purposive sample (N = 79), we found that Islamic spirituality mitigated the negative effects of work-life conflict on psychological well-being. The primary contribution of our research is that it establishes the new perspective Muslims needed on individual Islamic spirituality as a personal resource that mitigates the harmful effects of work-life conflict on psychological well-being.

Keywords: *Islamic spirituality, psychological well-being (PWB), work-life conflict, Muslim millennials, JD-R model*