

## Analisis pengaruh workplace spirituality terhadap employee work attitude: studi kasus Yayasan ABC = The effect of workplace spirituality to employee work attitude: case study ABC Foundation

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### Abstrak

Penelitian ini bertujuan untuk menyelidiki pengaruh workplace spirituality yang terdiri dari tiga dimensi (meaningful work, sense of community, dan alignment with organization's values) terhadap lima variabel employee work attitude (intention to quit, organizational commitment, intrinsic work satisfaction, job involvement, dan organization-based self-esteem (OBSE)). Penelitian ini melibatkan 115 sampel karyawan (guru dan non-guru) di Yayasan ABC dengan menggunakan kuesioner. Pengolahan data dalam penelitian ini dilakukan dengan menggunakan metode Partial Least Square (PLS).

Hasil penelitian menunjukkan bahwa variabel organizational commitment dipengaruhi oleh semua dimensi workplace spirituality, yang terdiri dari meaningful work, sense of community, dan alignment with organization's values. Variabel intention to quit dipengaruhi oleh dua dimensi workplace spirituality, yakni sense of community dan alignment with organization's values. Variabel intrinsic work satisfaction hanya dipengaruhi oleh satu dimensi workplace spirituality, yakni sense of community. Variabel job involvement hanya dipengaruhi oleh satu dimensi workplace spirituality, yakni meaningful work. Variabel organization-based self-esteem dipengaruhi oleh dua dimensi workplace spirituality, yakni meaningful work dan sense of community.

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This study aimed to investigate the effect of workplace spirituality that consists of three dimensions (meaningful work, sense of community, and alignment with organization's values) t five variables of employee work attitude that consists of intention to quit, organizational commitment, intrinsic work satisfaction, job involvement, and organization-based self-esteem. This study included 115 samples of employees (teachers and non-teachers) at ABC Foundation. Data were collected using questionnaire, and then analyzed using Partial Least Square (PLS).

The result of this study indicated that organizational commitment was influenced by all dimensions of workplace spirituality, namely meaningful work, sense of community and alignment with organization's values. Intention to quit was influenced by sense of community and alignment with organization's values. Intrinsic work satisfaction was influenced by sense of community. Job involvement was influenced by meaningful work. Organization-based self-esteem was influenced by meaningful work and sense of community.