

# Dampak Workplace Spirituality Pekerja Manufaktur terhadap Organizational Citizenship Behavior for the Environment dengan Connectedness to Nature Sebagai Mediasi dan Lean Culture sebagai Moderasi : Studi pada Perusahaan Pengemasan Plastik PT SM = The Impact of Manufacturing Workplace Spirituality on Organizational Citizenship Behavior for the Environment with Connectedness to Nature as Mediation and Lean Culture as Moderation: A Study at PT SM a Plastic Packaging Company

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## Abstrak

Penelitian ini bertujuan untuk mengetahui dampak Workplace Spirituality terhadap Organizational Citizenship Behavior for the Environment serta pengaruh mediasi dan moderasi Lean Culture terhadap hubungan Workplace Spirituality dengan Organizational Citizenship Behavior for the Environment pada konteks sebuah perusahaan pengemasan plastik. Sampel yang digunakan dalam penelitian ini yaitu pekerja manufaktur di sebuah perusahaan pengemasan plastik di Cikarang, Indonesia. Data yang berhasil dikumpulkan adalah sebanyak 212 responden yang kemudian diolah menggunakan metode structural equation modeling (SEM). Hasil penelitian ini menunjukkan bahwa Workplace Spirituality memiliki dampak positif dan signifikan terhadap Organizational Citizenship Behavior for the Environment. Penelitian ini juga menunjukkan Organizational Citizenship Behavior for the Environment berdampak positif terhadap Workplace Spirituality. Selain itu, Connectedness to Nature terbukti memediasi secara parsial hubungan antara Workplace Spirituality dengan Organizational Citizenship Behavior for the Environment dan Lean Culture terbukti secara positif memoderasi hubungan antara Workplace Spirituality dengan Organizational Citizenship Behavior for the Environment. Saran manajerial dan penelitian selanjutnya dibahas dalam penelitian ini.

.....This study aims to determine the impact of Workplace Spirituality on Organizational Citizenship Behavior for the Environment and the effect of mediation and moderation of Lean Culture on the relationship between Workplace Spirituality and Organizational Citizenship Behavior for the Environment in the context of a plastic packaging company. The sample used in this study were manufacturing workers at a plastic packaging company in Cikarang, Indonesia. The data that was collected was 212 respondents who were then processed using the structural equation modeling (SEM) method. The results of this study indicate that Workplace Spirituality has a positive and significant impact on Organizational Citizenship Behavior for the Environment. This study also shows that Organizational Citizenship Behavior for the Environment has a positive impact on Workplace Spirituality. In addition, Connectedness to Nature has been shown to partially mediate the relationship between Workplace Spirituality and Organizational Citizenship Behavior for the Environment and Lean Culture has been shown to positively moderate the relationship between Workplace Spirituality and Organizational Citizenship Behavior for the Environment. Managerial suggestions and further research are discussed in this study.