

INTISARI

Selama ini sebagian studi mengatakan spiritualitas menghasilkan *outcome* berdasarkan perilaku “in role”, sedangkan *outcome* perilaku “extra-role” yaitu perilaku kewargaan organisasional masih jarang dibahas. Selain itu mekanisme yang melandasi perilaku positif karyawan masih perlu diteliti lebih lanjut. Kebaruan penelitian ini, yaitu : *pertama*, penelitian ini bertujuan menguji mekanisme hubungan langsung dan tidak langsung melalui mediasi komitmen afektif dalam pengaruh spiritualitas di tempat kerja terhadap perilaku kewargaan organisasional. *Kedua*, peneliti ingin menjelaskan bahwa terdapat faktor motivasi intrinsik individu dijelaskan oleh teori determinasi diri dan dilengkapi faktor konteks lingkungan dari teori *job demand-resource* yang mendasari pengaruh spiritualitas di tempat kerja terhadap perilaku kewargaan organisasional. *Ketiga*, penelitian ini meninjau mekanisme moderasi otonomi atas ruang kerja dan kepemilikan psikologis dalam pengaruh tidak langsung spiritualitas di tempat kerja terhadap perilaku kewargaan organisasional. Penelitian ini dilakukan pada 270 pendidik (dosen dan guru) di Yogyakarta yang dikumpulkan dengan metode survei dan dianalisis dengan PLS-SEM melalui aplikasi SmartPLS. Hasil penelitian pertama, spiritualitas di tempat kerja memengaruhi perilaku kewargaan organisasional walaupun dalam konteks wilayah yang berbeda. Selain itu pengaruh spiritualitas di tempat kerja juga dimediasi oleh komitmen afektif. *Kedua*, mekanisme moderasi otonomi atas ruang kerja kurang kuat untuk memoderasi hubungan spiritualitas di tempat kerja dengan komitmen afektif, begitu pula kepemilikan psikologis tidak memiliki efek kuat untuk memoderasi hubungan komitmen afektif dengan perilaku kewargaan organisasional.

Kata kunci : Spiritualitas di Tempat Kerja, Perilaku Kewargaan Organisasional, Komitmen Afektif, Otonomi atas Ruang Kerja, Kepemilikan Psikologis.

ABSTRACT

So far, some studies say that spirituality produces outcomes based on "in role" behavior, while the outcome of "extra-role" behavior, namely organizational citizenship behavior, is still rarely discussed. In addition, the mechanism that underlies positive employee behavior still needs further research. The novelty of this study, namely: first, this study aims to examine the mechanism of direct and indirect relationships through the mediation of affective commitment in the influence of spirituality at work on organizational citizenship behavior. Second, the researcher wants to explain that there are individual intrinsic motivation factors explained by self-determination theory and complemented by environmental context factors from job demand-resource theory that underlie the influence of spirituality at work on organizational citizenship behavior. Third, this study examines the moderating mechanisms of autonomy over office spaces and psychological ownership in the indirect influence of spirituality at work on organizational citizenship behavior. This study was conducted on 270 educators (lecturers and teachers) in Yogyakarta collected by survey method and analyzed by PLS-SEM through SmartPLS application. The first research result, spirituality at work affects organizational citizenship behavior although in the context of different regions. In addition, the influence of spirituality at work is also mediated by affective commitment. Second, the moderating mechanism of autonomy over office spaces is not strong enough to moderate the relationship between spirituality at work and affective commitment, nor does psychological ownership have a strong effect on moderating the relationship between affective commitment and organizational citizenship behavior.

Keywords: Workplace Spirituality, Organizational Citizenship Behavior, Affective Commitment, Autonomy Over Office Spaces, Psychological Ownership.