

**PERAN SPIRITUALITAS DAN KOMITMEN KEORGANISASIAN  
AFEKTIF TERHADAP *WORK ENGAGEMENT* PADA ANGGOTA  
ORGANISASI KEMAHASISWAAN DI UGM**

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**INTISARI**

Penelitian ini bertujuan untuk mengetahui peran spiritualitas dan komitmen keorganisasian afektif terhadap *work engagement* pada anggota Organisasi Kemahasiswaan di UGM. Hipotesis penelitian ini adalah “spiritualitas dan komitmen keorganisasian afektif berkontribusi secara positif terhadap *work engagement*”. Alat ukur yang digunakan dalam penelitian ini adalah *Utrecht Work Engagement Scale (UWES)*, *Anchor Personality Inventory (API)*, dan *Affective Commitment Scale (ACS) – Revised Version*. Partisipan penelitian merupakan 523 anggota Organisasi Kemahasiswaan di UGM ( $L=196$ ,  $P=327$ ). Analisis regresi linier berganda dengan metode *Enter* menunjukkan bahwa prediktor spiritualitas dan komitmen keorganisasian afektif berkontribusi secara positif ( $R^2 = 0,375$ ;  $p < 0,05$ ) dengan sumbangan spiritualitas ( $b=0,168$ ;  $p < 0,05$ ) dan komitmen keorganisasian afektif ( $b=0,538$ ;  $p < 0,05$ ) terhadap *work engagement* pada anggota Organisasi Kemahasiswaan di UGM. Hasil tersebut menunjukkan bahwa spiritualitas dan komitmen keorganisasian afektif sebagai prediktor memberikan sumbangan positif sebesar 37,5% terhadap *work engagement* pada anggota Organisasi Kemahasiswaan di UGM. Analisis tambahan diujikan dengan menggunakan *t-test* ( $t=-2,056$ ,  $p=0,04$ ;  $p < 0,05$ ) menunjukkan adanya perbedaan *work engagement* pada anggota organisasi kemahasiswaan di UGM berdasarkan lama aktif di organisasi.

**Kata kunci:** spiritualitas, komitmen keorganisasian afektif, *work engagement*, anggota organisasi kemahasiswaan, organisasi, UGM

***THE ROLE OF SPIRITUALITY AND AFFECTIVE ORGANIZATIONAL  
COMMITMENT TOWARDS WORK ENGAGEMENT ON MEMBER OF  
STUDENT ORGANIZATIONS IN UGM***

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***ABSTRACT***

*This research aimed to examine the role of spirituality and affective organizational commitment towards work engagement on member of student organizations in UGM. It was hypothesized that spirituality and affective organizational commitment positively contribute towards work engagement. Utrecht Work Engagement Scale (UWES), Anchor Personality Inventory (API), and Affective Commitment Scale (ACS) – Revised Version were used to this research. Participants were 523 members of student organizations in UGM (male=196; female=327). Doubled linier regression analysis with Enter method showed that spirituality and affective organizational commitment as predictors positively contribute ( $R^2=0,375$ ;  $p<0,05$ ) with contribution of spirituality ( $b=0,168$ ;  $p<0,05$ ) and affective commitment ( $b=0,538$ ;  $p<0,05$ ) towards work engagement on member of student organizations in UGM. It was concluded that spirituality and affective organizational commitment as predictors contributed positively 37.5 % towards work engagement on member of student organizations in UGM. Additional analysis was measured by t-test ( $t=-2,056$ ,  $p=0,04$ ;  $p<0,05$ ) found different levels of work engagement on member of student organizations in UGM based on active period's length in organization.*

***Keywords:*** *spirituality, affective organizational commitment, work engagement, member of student organizations, organization, UGM*