

## INTISARI

Penelitian ini bertujuan untuk menguji pengaruh spiritualitas di tempat kerja terhadap perilaku kewargaan organisasional, serta peran identifikasi organisasional dan dukungan organisasional persepsian sebagai pemoderasi pada pengaruh spiritualitas di tempat kerja terhadap perilaku kewargaan organisasional. Data dikumpulkan menggunakan kuesioner yang didistribusikan ke 14 instansi Pemda DIY. Jumlah kuesioner yang dapat diolah sebanyak 160 kuisisioner. Pengujian hipotesis dilakukan menggunakan *Moderated Regression Analysis* (MRA). Hasil penelitian menunjukkan bahwa spiritualitas di tempat kerja berpengaruh positif terhadap perilaku kewargaan organisasional. Selain itu, hasil penelitian juga menunjukkan bahwa identifikasi organisasional dan dukungan organisasional persepsian tidak memoderasi pengaruh spiritualitas di tempat kerja terhadap perilaku kewargaan organisasional.

Kata kunci: spiritualitas di tempat kerja, perilaku kewargaan organisasional, identifikasi organisasional, dukungan organisasional persepsian.

## ABSTRACT

The purposes of this study are to test the influence of workplace spirituality on organizational citizenship behavior (OCB), and the role of organizational identification and perceived organizational support as moderators in the influence workplace spirituality on OCB. The respondents of this study were 160 civil servants in Special District of Yogyakarta (DIY) local government. The data were collected using the questionnaires that were distributed to 14 institutions of local government. The hypotheses were tested by Moderated Regression Analysis (MRA) using SPSS 16. The analysis showed that workplace spirituality positively affected organizational citizenship behavior. However, the hypotheses of moderating effects are not supported, which are organizational identification and perceived organizational support are not moderated the influence of workplace spirituality on organizational citizenship behavior.

**Keywords:** workplace spirituality, organizational citizenship behavior, organizational identification, perceived organizational support



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