

INTISARI

Penelitian ini bertujuan untuk menguji pengaruh dimensi-dimensi spiritualitas di tempat kerja (*meaningful work*, *sense of community*, dan *alignment with organizational values*) pada *employee engagement* yang dimoderasi oleh *gender*. Data dikumpulkan menggunakan kuesioner yang didistribusikan di lima instansi perbankan Indonesia. Teknik pengambilan sampel menggunakan *purposive sampling*. Pengukuran variabel dalam penelitian ini menggunakan *Workplace Spirituality Scale* (21 item) dan *UWES: Utrecht Work Engagement Scale* (17 item). Sebanyak 276 hasil responden berhasil dikumpulkan dan dianalisis menggunakan analisis regresi moderasian (MRA) dan analisis *subgroup* (Uji Chow) untuk menguji hipotesis.

Hasil penelitian ini menunjukkan bahwa dari ketiga dimensi-dimensi spiritualitas di tempat kerja, hanya dimensi *meaningful work* yang berpengaruh positif pada *employee engagement*. Pengujian efek moderasi menunjukkan bahwa *gender* tidak memoderasi pengaruh dimensi-dimensi spiritualitas di tempat kerja pada *employee engagement*.

Kata Kunci: spiritualitas di tempat kerja, *meaningful work*, *sense of community*, *alignment with organizational values*, *employee engagement*, *gender*.

ABSTRACT

This study aimed to examine the impact of the dimensions of workplace spirituality (meaningful work, sense of community, and alignment with organizational values) on employee engagement, which is moderated by gender. Data were collected using a questionnaire distributed in five Indonesian banking institutions. The sampling technique used purposive sampling. Measurement of variables in this study using the Workplace Spirituality Scale (21 items) and UWES: Utrecht Work Engagement Scale (17 items). A total of 276 respondent results were collected and analyzed using moderated regression analysis (MRA) and the subgroup analysis (Chow test) to test the hypothesis.

The results showed that only meaningful work dimension that has a positive effect on employee engagement. The moderating effect test showed that gender did not moderate the influence of the dimensions of workplace spirituality on employee engagement.

Keywords: workplace spirituality, meaningful work, sense of community, alignment with organizational values, employee engagement, gender.