



ABSTRAK

Penelitian ini bertujuan untuk menginvestigasi pengaruh *workplace spirituality* terhadap komitmen organisasional. *Workplace spirituality* juga dikaji pengaruhnya terhadap dimensi komitmen afektif, komitmen normatif, dan komitmen *continuance*.

Sampel yang diambil adalah karyawan yang telah bekerja minimal 1 tahun dan merupakan pegawai tetap pada PT. MU:3 Yogyakarta, CV. Pamitran, dan PT. Jogja Camp Indonesia. Metode pengambilan sampel adalah *purposive sampling*. Pengumpulan data dilakukan menggunakan bentuk survei, yaitu berupa kuesioner dengan skala likert 5-skala. Analisis data dilakukan menggunakan uji validitas, uji reliabilitas, analisis statistik deskriptif, dan regresi linier sederhana (*simple linear regression*).

Hasil penelitian menunjukkan, bahwa *workplace spirituality* mempengaruhi komitmen afektif secara positif signifikan, *workplace spirituality* tidak mempengaruhi komitmen normatif dan komitmen organisasional secara positif signifikan, dan *workplace spirituality* tidak mempengaruhi komitmen *continuance* secara negatif signifikan.

Kata Kunci: *workplace spirituality*, komitmen organisasional, komitmen afektif, komitmen normatif, komitmen *continuance*



ABSTRACT

The aim of this study is to investigate the relationship between workplace spirituality on organizational commitment. The relationship between workplace spirituality on affective commitment, normative commitment, and continuance commitment also being investigated.

In this study, the data samples were taken from PT. MU:3 Yogyakarta, CV. Pamitran, and PT. Jogja Camp Indoensia. The sampling method used was purposive sampling. Data collection was conducted using a survey form, which was in the form of a questionnaire using 5-scale likert scale. Data analysis was performed using validity test, reliability test, statistic descriptive analysis, and simple linear regression.

The results showed that workplace spirituality had significantly positive effect on affective commitment, workplace spirituality didn't have significantly positive effect on normative commitment and organizational commitment, and workplace spirituality didn't have significantly negative effect on continuance commitment

Keyword: workplace spirituality, organizational commitment, affective commitment, normative commitment, continuance commitment