KINERJA PUBLIKASI ILMIAH DOSEN BERBASIS SPIRITUALITAS KERJA DI PTS PRIANGAN TIMUR

DISERTASI

Diajukan Untuk Memenuhi Sebagian Syarat Untuk Memperoleh Gelar Doktor Ilmu Manajemen Konsentrasi Manajemen Sumber Daya Manusia

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PROGRAM STUDI MANAJEMEN
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UNIVERSITAS PENDIDIKAN INDONESIA
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Kinerja Publikasi Ilmiah Dosen Berbasis Spiritualitas Kerja di PTS Priangan Timur

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ABSTRAK

Rohimat Nurhasan (1907416). Kinerja Publikasi Ilmiah Dosen Berbasis Spiritualitas Kerja di PTS Priangan Timur.
Tim Promotor: Prof. Dr. Suwatno, M.Si.; Prof. Dr. Eeng Ahman, M.S.; Prof. Dr. Edi Suryadi, M.Si.

Kinerja publikasi ilmiah dosen merupakan salah satu indikator penting dalam penilaian kinerja dosen. Hal ini karena publikasi ilmiah merupakan salah satu kewajiban dosen sebagai bagian dari tridarma perguruan tinggi, yaitu penelitian. Penelitian ini bertujuan untuk memberikan solusi terhadap masih belum optimalnya kinerja publikasi ilmiah dosen dan menginvestigasi spiritualitas kerja, *engagement,* dan kepuasan kerja dosen pada Perguruan Tinggi Swasta (PTS) di Priangan Timur.

Metode penelitian yang digunakan adalah deskriptif dan verifikatif dengan pengumpulan data melalui penyebaran kuesioner kepada 360 dosen di 7 PTS Priangan Timur. Analisis data dilakukan menggunakan Partial Least Squares Structural Equation Modeling (PLS-SEM) dengan aplikasi PLS.3.0.

Hasil penelitian menunjukkan adanya pengaruh positif yang signifikan spiritualitas kerja terhadap kinerja publikasi ilmiah. Selain itu, ditemukan bahwa *engagement* dan kepuasan kerja berperan memediasi pengaruh spiritualitas kerja terhadap kinerja publikasi ilmiah. Berdasarkan temuan penelitian, bahwa spiritualitas kerja dapat meningkatkan kinerja publikasi ilmiah dosen dengan ditopang oleh *engagement* dan kepuasan kerja.

Kata kunci: *Kinerja Publikasi Ilmiah, Spiritualitas Kerja, Engagement, Kepuasan Kerja.*

ABSTRACT

Rohimat Nurhasan (1907416). Scientific Publication Performance of Lecturers Based on Workplace Spirituality in PTS Priangan Timur.
Team Promotor: Prof. Dr. Suwatno, M.Si.; Prof. Dr. Eeng Ahman, M.S.; Prof. Dr. Edi Suryadi, M.Si.

The performance of lecturers' scientific publications is one of the important indicators in assessing lecturers' performance. This is because scientific publications are one of the obligations of lecturers as part of the tridarma of higher education, namely the darma of research. This study aims to provide solutions to the still not optimal performance of scientific publications and investigate workplace spirituality, engagement, and job satisfaction of lecturers at Private Universities (PTS) in Priangan Timur.

The research method used is descriptive and verification with data collection through distributing questionnaires to 360 lecturers of 7 private universities in East Priangan. Data analysis was carried out using Partial Least Squares Structural Equation Modeling (PLS-SEM) with the PLS.3.0 application.

The results showed a significant positive effect of work spirituality on scientific publication performance. In addition, it was found that engagement and job satisfaction mediate the effect of work spirituality on scientific publication performance. Based on the research findings, workplace spirituality can improve lecturers' scientific publication performance supported by engagement and job satisfaction.

Keywords: Scientific Publication Performance, Workplace Spirituality, Engagement, Job Satisfaction.

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