

**MODEL PENINGKATAN KINERJA PEGAWAI BERBASIS  
*LEADERSHIP ORGANIZATIONAL SPIRITUALITY***

**DISERTASI**

**diajukan untuk memenuhi sebagian syarat untuk memperoleh gelar  
Doktor Program Studi Doktor Ilmu Manajemen**



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# **Model Peningkatan Kinerja Pegawai Berbasis *Leadership Organizational Spirituality***

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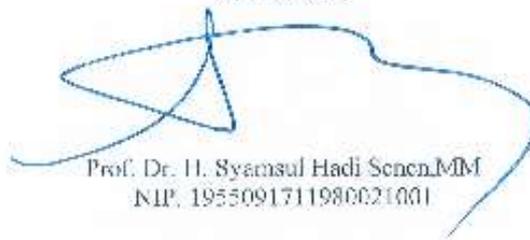
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LEADERSHIP ORGANIZATIONAL SPIRITUALITY**

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## ABSTRAK

Rahayu Sri Purnami, NIM: 1802999, Model Peningkatan Kinerja Pegawai Berbasis *Leadership Organizational Spirituality*

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Permasalahan dalam penelitian ini adalah berkaitan dengan kinerja pegawai PT Panasonic Manufacturing Indonesia (PT PMI) mengalami fluktuasi setiap bulan dan penurunan rata-rata kinerja pegawai per tahun selama tahun 2018 hingga tahun 2020 pada masing-masing unit bisnis. Penelitian ini dimaksudkan untuk meneliti dan menelaah pengaruh *leadership organizational spirituality* yang dibangun oleh spiritualitas individu, spiritualitas kepemimpinan dan spiritualitas tempat kerja terhadap peningkatan kinerja pegawai melalui *employee engagement* dan komitmen organisasional.

Penelitian ini merupakan *explanatory survey* yang berjenis penelitian kausalitas yang bertujuan mendapatkan penjelasan hubungan sebab akibat antara beberapa konsep atau variabel. Objek penelitian ini adalah aspek *Leadership Organizational Spirituality*, *Employee Engagement*, Komitmen Organisasional dan Kinerja Pegawai. Subjek penelitian adalah 312 pegawai PT Panasonic Manufacturing Indonesia dari 8 unit bisnis.

Pada penelitian ini menggunakan PLS-SEM karena bertujuan untuk menguji hubungan prediktif antar konstruk dengan melihat apakah ada hubungan atau pengaruh antar konstruk. Hasil penelitian menunjukkan *leadership organizational spirituality* berpengaruh positif terhadap *employee engagement*, *leadership organizational spirituality* berpengaruh positif terhadap komitmen organisasional pegawai, *leadership organizational spirituality* berpengaruh positif terhadap kinerja pegawai, *employee engagement* berpengaruh positif terhadap kinerja pegawai, komitmen organisasional berpengaruh positif terhadap kinerja pegawai, *employee engagement* memediasi pengaruh *leadership organizational spirituality* terhadap kinerja pegawai, komitmen organisasional memediasi pengaruh *leadership organizational spirituality* terhadap kinerja pegawai.

Kata Kunci: *Leadership Organizational Spirituality*, *Employee Engagement*, Komitmen Organisasional, Kinerja Pegawai.

## **ABSTRACT**

*Rahayu Sri Purnami, NIM: 1802999, Model of Employee Performance Improvement Based on Leadership Organizational Spirituality*

*Under guidance of: Prof. Dr. H. Syamsul Hadi Senen, MM, ChFI, CBSA; Prof. Dr. Disman, M.Si; Prof. Dr. H. Eeng Ahman, M.Si*

*The problem in this study is related to the performance of employees of PT Panasonic Manufacturing Indonesia (PT PMI) which fluctuates every month and the average decline in employee performance per year during 2018 to 2020 in each business unit. This study is intended to examine and examine the effect of leadership organizational spirituality built by individual spirituality, leadership spirituality and workplace spirituality on improving employee performance through employee engagement and organizational commitment.*

*This research is an explanatory survey with the type of causality research which aims to obtain an explanation of the causal relationship between several concepts or variables. The object of this research is the aspects of Leadership Organizational Spirituality, Employee Engagement, Organizational Commitment and Employee Performance. The research subjects were 312 employees of PT Panasonic Manufacturing Indonesia from 8 business units.*

*In this study using PLS-SEM because it aims to test the predictive relationship between constructs by seeing whether there is a relationship or influence between constructs. The research results show that leadership organizational spirituality has a positive effect on employee engagement, leadership organizational spirituality has a positive effect on employee organizational commitment, leadership organizational spirituality has a positive effect on employee performance, employee engagement has a positive effect on employee performance, organizational commitment has a positive effect on employee performance, employee engagement mediates the effect of leadership organizational spirituality on employee performance, organizational commitment mediates the effect of leadership organizational spirituality on employee performance.*

*Keywords: Leadership Organizational Spirituality, Employee Engagement, Organizational Commitment, Employee Performance.*

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