

## HUBUNGAN ANTARA DIMENSI *WORKPLACE SPIRITUALITY* DAN *EMPLOYEE ENGAGEMENT*

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### ABSTRAK

Penelitian ini membahas mengenai hubungan antara *workplace spirituality* dan *employee engagement*. Variabel tergantung dalam penelitian ini adalah *employee engagement*, sedangkan variabel bebasnya adalah *workplace spirituality* yang terdiri dari 3 dimensi, yaitu *meaningful work*, *sense of community*, dan *alignment with organizational value*. Subjek dalam penelitian ini berjumlah 85 orang. Subjek dipilih dengan metode *purposive sampling*, yaitu karyawan dari perusahaan yang memiliki karakteristik organisasi spiritual. Metode pengumpulan data dengan penyebaran skala yang dikembangkan oleh peneliti. Total aitem skala *workplace spirituality* adalah 33 aitem dengan masing-masing dimensi 11 aitem. Reliabilitas skala dimensi *meaningful work* adalah  $\alpha = 0,993$ , *sense of community*  $\alpha = 0,863$ , *alignment with organizational value*  $\alpha = 0,895$ . Sementara itu, reliabilitas skala *employee engagement* sebesar  $\alpha = 0,949$  dengan jumlah 36 aitem. Teknik analisis data yang digunakan adalah teknik korelasi *Spearman* karena sebaran data tidak normal. Koefisien korelasi *employee engagement* ( $n=36$ ;  $\text{mean}=104,08$ ;  $\text{SD}=10,33$ ) dan dimensi *meaningful work* ( $n=11$ ;  $\text{mean}=32,13$ ;  $\text{SD}=4,073$ )  $r = 0,995$ ,  $p = 0,000$ , sedangkan *employee engagement* ( $n=36$ ;  $\text{mean}=104,08$ ;  $\text{SD}=10,33$ ) dan dimensi *sense of community* ( $n=11$ ;  $\text{mean}=34,71$ ;  $\text{SD}=3,011$ )  $r = 0,986$ ,  $p = 0,000$ , serta *employee engagement* ( $n=36$ ;  $\text{mean}=104,08$ ;  $\text{SD}=10,33$ ) dan *alignment with organizational values* ( $n=11$ ;  $\text{mean}=30,53$ ;  $\text{SD}=4,078$ )  $r = 0,992$ ,  $p = 0,000$ . Artinya, terdapat hubungan positif dan sangat kuat antara dimensi *workplace spirituality* dan *employee engagement*. Maka, semakin tinggi dimensi *workplace spirituality*, semakin tinggi pula *employee engagement*. Sebaliknya, semakin rendah dimensi *workplace spirituality*, semakin rendah pula *employee engagement*.

Kata kunci : *workplace spirituality*, dimensi *workplace spirituality*, *meaningful work*, *sense of community*, *alignment with organizational value*, *employee engagement*

**THE CORRELATION BETWEEN DIMENSIONS OF WORKPLACE  
SPIRITUALITY AND EMPLOYEE ENGAGEMENT**

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**ABSTRACT**

*This research discussed about the correlation between workplace spirituality and employee engagement. Dependent variable in this research was employee engagement, while the independent variable was workplace spirituality which is contains from 3 dimensions, such as meaningful work, sense of community, and alignment with organizational value. Subject of this research were 85 people. Subject were chosen by purposive sampling method, which is employee from a company who has the characteristic of spiritual organization. Data gained using psychological scale which developed by researcher. The total item in workplace spirituality scale were 33 items, with each dimension contains 11 items. Reliability for meaningful work was  $\alpha = 0,993$ , sense of community  $\alpha = 0,863$ , and alignment with organizational value  $\alpha = 0,895$ . Reliability for employee engagement scale was  $\alpha = 0,949$  with 36 items. Analytical data in this research used Spearman correlation because the abnormal on data distribution. The coefficient correlation of employee engagement ( $n=36$ ; mean=104,08; SD=10,33) and meaningful work ( $n=11$ ; mean=32,13; SD=4,073)  $r = 0,995$ ,  $p = 0,000$ , employee engagement ( $n=36$ ; mean=104,08; SD=10,33) and sense of community ( $n=11$ ; mean=34,71; SD=3,011)  $r = 0,986$ ,  $p = 0,000$ , then employee ( $n=36$ ; mean=104,08; SD=10,33) engagement and alignment with organizational values ( $n=11$ ; mean=30,53; SD=4,078)  $r = 0,992$ ,  $p = 0,000$ . It means there was a positive and very strong correlation between dimensions of workplace spirituality and employee engagement. Then, higher dimension of workplace spirituality will also have higher employee engagement too. On the other way, lower dimension of workplace spirituality, will have lower employee engagement will be.*

Key words : workplace spirituality, dimensions of workplace spirituality, meaningful work, sense of community, alignment with organizational value, employee engagement