

**PERBEDAAN TINGKAT SPIRITUALITAS KERJA ANTARA TENAGA
PENDIDIK DAN TENAGA KEPENDIDIKAN DI UNIVERSITAS SANATA
DHARMA**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui perbedaan tingkat spiritualitas kerja antara tenaga pendidik dan tenaga kependidikan di Universitas Sanata Dharma. Hipotesis dalam penelitian ini adalah terdapat perbedaan tingkat spiritualitas kerja pada dimensi *meaningful work*, *sense of community*, dan *alignment of values* antara tenaga pendidik dan tenaga kependidikan di Universitas Sanata Dharma. Subjek dalam penelitian ini sebanyak 136 karyawan Universitas Sanata Dharma yang terdiri dari 68 tenaga pendidik dan 68 tenaga kependidikan. Alat pengumpulan data dalam penelitian ini menggunakan skala spiritualitas kerja dalam bentuk skala *likert* yang diadaptasi dengan metode *Back-translation*. Reliabilitas skala penelitian ini diuji menggunakan koefisien reliabilitas *Alpha Cronbach*. Skala dalam penelitian ini mempunyai koefisien *Alpha* sebesar 0.860 pada dimensi *meaningful work*, 0.871 pada dimensi *sense of community*, dan 0.933 pada dimensi *alignment of values*. Teknik analisis data menggunakan uji *Mann Whitney U Test*. Melalui hasil penelitian diperoleh nilai signifikansi sebesar 0.008 ($p < 0.05$) pada dimensi *meaningful work*, 0.118 ($p > 0.05$) pada dimensi *sense of community*, dan 0.686 ($p > 0.05$) pada dimensi *alignment of values*. Hasil tersebut menunjukkan terdapat perbedaan tingkat spiritualitas kerja antara tenaga pendidik dan tenaga kependidikan di Universitas Sanata Dharma pada dimensi *meaningful work* namun tidak pada dimensi *sense of community* dan *alignment of values*.

Kata Kunci: Spiritualitas kerja, tenaga pendidik, tenaga kependidikan, universitas sanata dharma

**THE DIFFERENCE IN WORKPLACE SPIRITUALITY LEVEL
BETWEEN EDUCATOR AND EDUCATION STAFF AT SANATA
DHARMA UNIVERSITY**

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ABSTRACT

This research aims to find out the differences in workplace spirituality level between educator and education staff at Sanata Dharma University. The hypothesis in this study is that there are differences in the level of workplace spirituality on the dimensions of meaningful work, sense of community, and alignment of values between educator and education staff at Sanata Dharma University. The subjects in this research were 136 employees of Sanata Dharma University which consisted of 68 educators and 68 education staff. The data collection tool in this research uses a workplace spirituality scale in the form of a Likert scale adapted using Back-translation method. The scale reliability of this study are tested using the Cronbach Alpha reliability coefficient. The scale in this study has an alpha coefficient of 0.860 on meaningful work dimension, 0.871 on sense of community dimension, and 0.933 on alignment of values dimension. The data analysis technique using Mann Whitney U Test. Through the results of the study obtained a significance value of 0.008 ($p < 0.05$) on meaningful work dimension, 0.118 ($p > 0.05$) on sense of community dimension, and 0.686 ($p > 0.05$) on alignment of values dimension. These results indicate that there are difference in workplace spirituality level between educator and education staff at Sanata Dharma University on meaningful work dimension but not on sense of community and alignment of values dimensions.

Keywords: Workplace spirituality, educator, education staff, sanata dharma university