

ABSTRAK

Penelitian ini bertujuan untuk menguji apakah ada pengaruh kepemimpinan spiritual terhadap *learning organization* dan kinerja karyawan. Jenis penelitian ini adalah *explanatory research* dengan menggunakan pendekatan kuantitatif. Subjek penelitian ini adalah karyawan-karyawan PT Kanisius, berjumlah 125 responden. Data penelitian dianalisis menggunakan SEM (*Structural Equation Modeling*). Hasil analisis menunjukkan bahwa kepemimpinan spiritual berpengaruh terhadap *learning organization* dan kinerja karyawan, dan *learning organization* memediasi hubungan antara kepemimpinan spiritual dan kinerja karyawan di PT Kanisius. Hasil penelitian menunjukkan bahwa ketiga hipotesis yang dibangun dalam penelitian ini didukung. Implikasi dari penelitian ini bagi PT Kanisius adalah diterapkannya gaya kepemimpinan spiritual secara kontinu untuk menguatkan habitus *learning organization* di perusahaan. Muaranya, diharapkan PT Kanisius memiliki keunggulan kompetitif sehingga semakin siap menghadapi persaingan di pasar bebas ASEAN.

Kata kunci: kepemimpinan, kepemimpinan spiritual, *learning organization*, kinerja karyawan, mediator

ABSTRACT

This research aim to show the influence of spiritual leadership to learning organization dan employee performance. The type of this research is explanatory research with quantitative approach. The subject of this research is the employee of PT Kanisius, with the total of 125 respondens. The research data is analyzed using SEM (*Structural Equation Modeling*). The result shows that spiritual leadership influence on learning organization and performance of employees, and the learning organization mediates the relationship between spiritual leadership and employee performance in PT Kanisius. The results showed that the three hypotheses were constructed in this study are supported. The implication of this research for PT Kanisius, spiritual leadership style is applied continuously to strengthen habitus learning organization in the company. Finally PT Canisius has a competitive advantage so that more and more prepared to face the competition in the free market of ASEAN.

Keywords: leadership, spiritual leadership, learning organization, the performance of employees, mediator