

ABSTRAK

Umi Sholikha Putri. 200541100069. Pengaruh *Spiritual Leadership* Terhadap Komitmen Organisasi Pengurus Muslimat Nu Bangkalan. Program Studi Psikologi, Fakultas Ilmu Sosial Dan Ilmu Budaya, Universitas Trunodjoyo Madura, 2026.

Muslimat NU adalah salah satu organisasi kewanitaan yang cukup tua di Indonesia, organisasi ini banyak memperjuangkan wanita. spiritual leadership dan Komitmen organisasi adalah tingkat keinginan atau keterikatan individu terhadap organisasi tempat mereka bekerja. Penelitian menggunakan pendekatan kuantitatif dengan metode survei. Populasi penelitian adalah pengurus Muslimat NU Kabupaten Bangkalan, sedangkan sampel penelitian berjumlah 81 responden. Pengumpulan data dilakukan melalui penyebaran kuesioner secara langsung (offline) dan melalui Google Form (online). Instrumen penelitian menggunakan skala Spiritual Leadership yang mengacu pada teori Fry (2003) serta skala Komitmen Organisasi yang mengacu pada Steers dan Porter (2011). Data dianalisis menggunakan analisis regresi linear sederhana dengan bantuan IBM SPSS Statistics versi 24. Hasil penelitian menunjukkan bahwa spiritual leadership berpengaruh positif dan signifikan terhadap komitmen organisasi dengan nilai signifikansi sebesar 0,000 ($p < 0,05$) sehingga hipotesis penelitian diterima. Nilai koefisien korelasi (R) sebesar 0,654 menunjukkan hubungan yang kuat antara spiritual leadership dan komitmen organisasi, sedangkan nilai koefisien determinasi (R Square) sebesar 0,427 menunjukkan bahwa spiritual leadership memberikan kontribusi sebesar 42,7% terhadap komitmen organisasi, sementara 57,3% dipengaruhi oleh faktor lain di luar penelitian. Hasil analisis deskriptif menunjukkan bahwa spiritual leadership dan komitmen organisasi berada pada kategori sedang hingga tinggi. Temuan ini menguatkan teori Fry (2003) bahwa kepemimpinan yang berlandaskan visi, harapan/keyakinan (*hope/faith*), dan cinta altruistik (*altruistic love*) mampu meningkatkan rasa memiliki, makna kerja, serta komitmen anggota terhadap organisasi.

Kata kunci: Spiritual Leadership, Komitmen Organisasi, Muslimat NU, Kepemimpinan Spiritual.

ABSTRACT

Umi Sholikha Putri. 200541100069. *The Influence of Spiritual Leadership on the Organizational Commitment of Muslimat NU Bangkalan Administrators. Psychology Study Program, Faculty of Social and Cultural Sciences, Trunodjoyo University Madura, 2026.*

Muslimat NU is one of the long-standing women's organizations in Indonesia that actively advocates for women's interests. Organizational commitment refers to an individual's level of desire or attachment to the organization where they work. This study employed a quantitative approach using a survey method. The study population consisted of administrators from Muslimat NU in Bangkalan Regency, with a sample size of 81 respondents. Data collection was conducted through both in-person (offline) questionnaire distribution and online distribution via Google Forms. The research instruments utilized a Spiritual Leadership scale based on Fry's (2003) theory and an Organizational Commitment scale based on Steers and Porter (2011). Data were analyzed using simple linear regression with the aid of IBM SPSS Statistics version 24. The results indicate that spiritual leadership has a positive and significant effect on organizational commitment, with a significance value of 0.000 ($p < 0.05$), thereby confirming the research hypothesis. A correlation coefficient (R) of 0.654 indicates a strong relationship between spiritual leadership and organizational commitment, while the coefficient of determination (R -squared) of 0.427 shows that spiritual leadership contributes 42.7% to organizational commitment, with the remaining 57.3% influenced by factors outside the scope of this study. Descriptive analysis results reveal that both spiritual leadership and organizational commitment fall within the moderate-to-high range. These findings reinforce Fry's (2003) theory that leadership grounded in vision, hope/faith, and altruistic love can enhance members' sense of belonging, perception of work meaning, and commitment to the organization.

Keywords: *Spiritual Leadership, Organizational Commitment, Muslimat NU.*