

ABSTRACT

Afanti, 2023, .

Data collection methods employed were interviews, questionnaires, and a literature study. The data analysis techniques used were a validity test and a reliability test. While the testing techniques used were normality test, multicollinearity test, heteroscedasticity test, and multiple linear regression test. In addition, hypothesis testing t-test and Sobel test were also conducted. The results of this study indicated that: 1) Workplace spirituality had a positive and significant effect on organizational citizenship behavior with a t-count of 6.959 > t-table of 0.1946 with a significant level of 0.000 <0.05 with a β value of 0.391. 2) Workplace spirituality had a positive and significant effect on normative commitment with a t-count of 6.959 > t-table of 0.1946 with a significant level of 0.000 <0.05 with a β value of 0.576 3) Organizational citizenship behavior had a positive and significant effect on normative commitment with a t-count of 3.048 > t-table 0.1946 with a value of 0.003 <0.05 with a β value of 0.299 4) Normative commitment mediates towards workplace spirituality and organizational citizenship behavior with a Sobel test coefficient value of 0.0997 with t-count 0.677 <t-table 1.7263.

Keywords: Workplace Spirituality, Organizational Citizenship Behavior, And Normative Commitment

ABSTRAK

Afanti, 2023, Pengaruh Workplace Spirituality Terhadap Organizational Citizenship Behaviour Pada PT Gas Alam Sejahtera: Komitmen Normatif Sebagai Variabel Intervening.

Adapun metode pengumpulan data yang digunakan melalui wawancara, kuesioner dan studi pustaka. Teknik analisis data yang digunakan adalah uji validitas dan uji reliabilitas. Sedangkan teknik pengujian yang digunakan adalah uji normalitas, uji multikolinieritas, uji heteroskedastisitas, uji regresi linier berganda. Dan juga menggunakan pengujian hipotesis uji t dan uji sobel. Hasil dari penelitian ini menunjukkan bahwa: 1) Workplace spirituality berpengaruh positif dan signifikan terhadap organizational citizenship behavior dengan nilai $t_{hitung} 6,959 > t_{tabel} 0,1946$ dengan tingkat signifikan $0,000 < 0,05$ dengan nilai $\beta 0,391$. 2) Workplace spirituality berpengaruh positif dan signifikan pada komitmen normatif dengan nilai $t_{hitung} 6,959 > t_{tabel} 0,1946$ dengan tingkat signifikan $0,000 < 0,05$ dengan nilai $\beta 0,576$ 3) Organizational citizenship behavior berpengaruh positif dan signifikan pada komitmen normatif dengan nilai $t_{hitung} 3,048 > t_{tabel} 0,1946$ dengan nilai $0,003 < 0,05$ dengan nilai $\beta 0,299$ 4) Komitmen normatif mediasi terhadap hubungan workplace spirituality dan organizational citizenship behaviour dengan nilai koefisien uji sobel $0,0997$ dengan $t_{hitung} 0,677 < t_{tabel} 1,7263$.

Kata kunci: Workplace Spirituality, Organizational Citizenship Behavior, Dan Komitmen Normatif