

## ABSTRAK

**Permatasari, Komang Intan** (2024), Peran Mediasi Komitmen Organisasi Pada Pengaruh Spiritualitas di Tempat Kerja Terhadap Perilaku Kewargaan Organisasional Pegawai STAH Negeri Mpu Kuturan Singaraja

Tesis ini sudah disetujui dan diperiksa oleh Pembimbing I: Dr. Dra. Ni Made Suci, M.Si. dan Pembimbing II: Dr. Fridayana Yudiaatmaja, M.Sc.

*Kata kunci:* spiritualitas di tempat kerja, komitmen organisasi, perilaku kewargaan organisasional

Tujuan penelitian ini adalah untuk mengetahui peran komitmen organisasi dalam memediasi pengaruh spiritualitas di tempat kerja terhadap perilaku kewargaan organisasional. Penelitian ini dilakukan pada STAH Negeri Mpu Kuturan Singaraja. Jumlah sampel yang digunakan dalam penelitian ini sebanyak 84 pegawai. Metode kuantitatif kausal dengan pendekatan *Structural Equation Modeling* (SEM) dan alat analisis *Partial Least Squares* (PLS) digunakan untuk menggali keterkaitan antar variabel. Hasil penelitian menunjukkan *meaningful work* dan *sense of community* berpengaruh positif dan signifikan terhadap perilaku kewargaan organisasional, sementara *alignment with organizational values* tidak berpengaruh terhadap perilaku kewargaan organisasional, *meaningful work* dan *sense of community* berpengaruh positif dan signifikan terhadap komitmen organisasi, sementara *alignment with organizational values* tidak berpengaruh terhadap komitmen organisasi, komitmen organisasi tidak memediasi *meaningful work*, *sense of community* dan *alignment with organizational values* terhadap perilaku kewargaan organisasional.

## ABSTRACT

**Permatasari, Komang Intan** (2024). The Mediating Role of Organizational Commitment in the Influence of Spirituality in the Workplace on Organizational Citizenship Behavior of Employees of STAHN MPU Kuturan Singaraja

This thesis has been approved and examined by Supervisor I: Dr. Dra. Ni Made Suci, M.Si. and Supervisor II: Dr. Fridayana Yudiaatmaja, M.Sc.

*Keywords* : workplace spirituality, organizational commitment, organizational citizenship behavior

*The purpose of this research was to determine the role of organizational commitment in mediating the influence of workplace spirituality on organizational citizenship behavior. This research was conducted at STAH Negeri Mpu Kuturan Singaraja. The number of samples used in this research was 84 employees. Causal quantitative methods using the Structural Equation Modeling (SEM) approach and Partial Least Squares (PLS) analysis tools are used to explore the relationships between variables. The research results showed that meaningful work and sense of community had a positive and significant effect on organizational citizenship behavior, while alignment with organizational values had no effect on organizational citizenship behavior, meaningful work and sense of community had a positive and significant effect on organizational commitment, while alignment with organizational values did not. influence on organizational commitment, organizational commitment does not mediate meaningful work, sense of community and alignment with organizational values on organizational citizenship behavior.*

