

**ABSTRAK**

**PENGARUH *WORKPLACE SPIRITUALITY* TERHADAP KOMITMEN  
AFEKTIF DENGAN KEPUASAN KERJA GURU SEBAGAI VARIABEL  
MEDIASI DI ROYAL KINGDOM ACADEMY**

**Oleh:**

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Tujuan penelitian ini adalah untuk menginvestigasi secara empiris pengaruh Spiritualitas Tempat Kerja (*Workplace Spirituality*) terhadap komitmen afektif, pengaruh Spiritualitas Tempat Kerja (*Workplace Spirituality*) terhadap kepuasan kerja, pengaruh kepuasan kerja terhadap komitmen afektif, dan mengetahui peran mediasi dan pengaruh kepuasan kerja terhadap Spiritualitas Tempat Kerja (*Workplace Spirituality*) terhadap komitmen afektif. Pengumpulan data pada penelitian ini menggunakan metode studi lapangan melalui kuesioner. Jumlah responden sebanyak 35 guru tetap Royal Kingdom Academy. Adapun sumber data yang digunakan adalah data-data primer dari guru-guru sekolah Royal Kingdom Academy. Teknik sampling yang digunakan adalah sampel jenuh. Pengukuran variabel berdasarkan 21 indikator Spiritualitas Tempat Kerja, 8 indikator komitmen afektif, dan 6 indikator kepuasan kerja. Data akan dianalisa dengan metode analisis jalur. Teori yang digunakan adalah teori *workplace spirituality*, komitmen afektif, dan kepuasan kerja. Hasil dari penelitian ini membuktikan bahwa spiritualitas tempat kerja berpengaruh terhadap komitmen afektif, spiritualitas tempat kerja berpengaruh terhadap kepuasan kerja, kepuasan kerja berpengaruh terhadap komitmen afektif, dan kepuasan kerja memediasi spiritualitas tempat kerja dengan komitmen afektif.

**Kata Kunci:** Spiritualitas Tempat Kerja, Kepuasan Kerja, Komitmen Afektif, Teori Spiritualitas, Royal Kingdom Academy

## ABSTRACT

### THE EFFECT OF WORKPLACE SPIRITUALITY ON AFFECTIVE COMMITMENTS WITH TEACHER JOB SATISFACTION AS THE MEDIATING VARIABLE IN ROYAL KINGDOM ACADEMY

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The objectives of this study were to empirically investigate the effect of the workplace spirituality on the affective commitment, the effect of the workplace spirituality on the job satisfaction, the effect of job satisfaction on the affective commitment, and to know the mediation role and the effect of the job satisfaction on the workplace spirituality on the affective commitment. The data collection on this research used the field study method through a questionnaire. In this study the respondents were 35 permanent teachers of the Royal Kingdom Academy. As for sources the data used in the study was the primary data obtained from the Royal Kingdom Academy school teachers. The sampling technique used was the *saturated sampling*. The measurement of the whole variables based on 21 indicators of workplace spirituality, 8 indicators of affective commitment, and 6 indicators of job satisfaction. The data was analyzed with the path analysis method. The theory used was the theory on workplace spirituality, affective commitment, and job satisfaction. The results of this study proved that the workplace spirituality affected the affective commitment, the workplace spirituality affected the job satisfaction, the job satisfaction affected the affective commitment, and the job satisfaction mediated the workplace spirituality with the affective commitment.

**Keywords: Workplace Spirituality, Job Satisfaction, Affective Commitment, Theory of Spirituality, Royal Kingdom Academy**