

Hubungan antara spiritual well-being dan work engagement pada karyawan = The Relationship between spiritual well-being and work engagement on employees

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Abstrak

Penelitian ini dilakukan untuk membuktikan adanya hubungan antara spiritual well-being dan work engagement pada karyawan. Sampel penelitian ini adalah 95 karyawan di Jakarta. Penelitian ini menggunakan bagian dari alat ukur Spiritual Leadership Theory (Fry, 2005) yang telah diadaptasi ke Bahasa Indonesia untuk mengukur spiritual well-being dan Utrecht Work Engagement Scale 9 (Schaufeli, Bakker, & Salanova, 2006) yang telah diadaptasi ke bahasa Indonesia untuk mengukur work engagement. Melalui penelitian ini, ditemukan bahwa terdapat hubungan positif yang signifikan antara spiritual well-being dan work engagement ($r = 0,629$, $p = 0,000$). Keterbatasan penelitian serta saran untuk penelitian selanjutnya akan dibahas dalam diskusi penelitian.

.....This research was conducted to prove the existence of a relationship between spiritual leadership and employees' work engagement. Sample of this research includes 95 employees in Jakarta. This research used an Indonesian adaptation of a part of the Spiritual Leadership Theory questionnaire (Fry, 2005) to measure spiritual well-being and an Indonesian adaptation of Utrecht Work Engagement Scale 9 (Schaufeli, Bakker, & Salanova, 2006) to measure work engagement. It was found that spiritual well-being significantly correlated with work engagement on employees ($r = 0,629$, $p = 0,000$). The limitation of this research, as well as recommendations for further research are discussed at the end of this report.