

Pengaruh spiritual calling terhadap kepuasan kerja dan komitmen afektif, serta pengaruh spiritual calling dan kepuasan kerja terhadap komitmen afektif pegawai negeri sipil nonmanajerial di Badan Kepegawaian Negara = The impact of spiritual calling on job satisfaction and affective commitment and the impact of spiritual calling and job satisfaction on affective commitment of nonmanagerial civil servants at national civil service agency

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Abstrak

Spiritual Calling merupakan salah satu faktor penting dalam proses Manajemen SDM. Sayangnya, tidak banyak kajian tentang dampak spiritual calling terhadap komitmen afektif dan kepuasan kerja pegawai. Penelitian ini bertujuan untuk menganalisis pengaruh spiritual calling terhadap kepuasan kerja dan komitmen afektif PNS nonmanajerial di Badan Kepegawaian Negara. Penelitian ini adalah penelitian kuantitatif dan menggunakan angket. Pengambilan sampel menggunakan proportionate stratified random sampling dengan jumlah responden sebanyak 261 orang. Hasil dari penelitian ini menunjukkan bahwa terdapat pengaruh positif dan signifikan dari spiritual calling terhadap kepuasan kerja dan komitmen afektif PNS Nonmanajerial di Badan Kepegawaian Negara. Kata Kunci: Spiritual Calling, Kepuasan Kerja, dan Komitmen Afektif.

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Spiritual Calling is one of important factors in the Human Resources Management. Unfortunately, there is only a few research studying its impact on affective commitment and job satisfaction. The focus of this research is to analyze the impact of spiritual calling on job satisfaction and affective commitment of nonmanagerial civil servants at National Civil Service Agency. This is quantitative research and using quiz. Sampling method used is proportionate stratified random with 261 respondents. The result of this research shows that there is positive and significant impact of spiritual calling on job satisfaction and affective commitment of nonmanagerial civil servants at National Civil Service Agency. Keywords Spiritual Calling, Job Satisfaction, and Affective Commitment.