

Pengaruh work overload terhadap intention to stay melalui mediasi workplace spirituality dan well-being at work pada guru milenial Sekolah Islam Terpadu di Indonesia = The influences of work overload on intention to stay through the mediating role of workplace spirituality and well-being at work on millennial teachers who work in the Integrated Islamic Schools in Indonesia.

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Abstrak

Tesis ini meneliti efek mediasi dari workplace spirituality dan well-being at work dalam hubungan antara work overload dan intention to stay. Penelitian dilakukan pada 550 orang guru milenial yang bekerja di Sekolah Islam Terpadu di Indonesia. Kuesioner diberikan secara daring kepada responden, yang dipilih melalui metode purposive sampling. Studi ini menguji model teoretis yang menghubungkan work overload, workplace spirituality, well-being at work, dan intention to stay, khususnya pada guru milenial. Pemodelan persamaan struktural (SEM) kemudian dilakukan untuk menguji hipotesis, yang menunjukkan bahwa workplace spirituality dan well-being at work terbukti memediasi hubungan antara work overload dan intention to stay. Temuan ini membuktikan bagaimana pengalaman guru terkait spiritualitas dan kesejahteraan di tempat kerja memiliki pengaruh positif yang signifikan terhadap niat mereka untuk tinggal. Meskipun demikian, terdapat kemungkinan munculnya bias karena penggunaan data laporan sendiri dari responden. Batasan lainnya adalah penelitian yang bersifat cross-sectional, sehingga memungkinkan adanya sejumlah efek yang luput dari pengamatan. Penelitian ini menguraikan implikasi dari pengalaman spiritualitas dan kesejahteraan mereka di tempat kerja dalam konteks keinginan untuk tetap tinggal di organisasi, dan pada akhirnya berusaha untuk mengisi celah dalam literatur ilmu pengetahuan yang ada.

.....This thesis examines the mediating effects of workplace spirituality and well-being at work in the relationship between work overload and intention to stay. The research was conducted on 550 millennial teachers who work in private Islamic schools in Indonesia. Online questionnaires were given to respondents, who were selected through purposive sampling method. This study examines a theoretical model that connects work overload, workplace spirituality, well-being at work, and intention to stay, especially in the context of millennial teachers. Structural Equation Modeling (SEM) is then carried out to test the hypothesis, in which workplace spirituality and well-being at work have been shown to mediate the relationship between work overload and intention to stay. These findings suggest that teachers' experiences of workplace spirituality and well-being at work have a significant positive effect on their intention to stay. Nonetheless, the results of this study may lead to bias due to the use of respondents' self-reported data. Another potential limitation is the cross-sectional nature of the data, which does not control for unobserved effects. This study outlines the implications of experiences of spirituality and their well-being at work in the context of a desire to remain in organizations, and ultimately seeks to fill gaps in the existing scientific literature.