

Pengaruh Transformational Leadership dan Workplace Spirituality pada Employee Performance dengan Peran Mediasi Organizational Citizenship Behavior dan Efek Moderasi Emotional Intelligence Studi Kasus di Pengelola Aset Negara = The Effect of Transformational Leadership and Workplace Spirituality on Employee Performance: The Mediation Role of Organizational Citizenship Behavior and The Moderation Effect of Emotional Intelligence. Case Study at The State Asset Management

Dalilah Fatin Ufairah, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=9999920549611&lokasi=lokal>

Abstrak

Penelitian dilakukan untuk mengetahui pengaruh transformational leadership dan workplace spirituality pada employee performance dengan peran mediasi organizational citizenship behavior dan efek moderasi emotional intelligence. Data yang digunakan dalam penelitian ini adalah data primer yang dikumpulkan melalui kuesioner secara daring. Sejumlah 444 pegawai di Pengelola Aset Negara berpartisipasi mengisi kuesioner. Dari jumlah tersebut, 8 data responden tidak disertakan dalam proses pengolahan data karena tidak lolos dalam proses screening sesuai kriteria responden yang telah ditetapkan dan 23 data responden tidak disertakan dalam proses pengolahan data karena tidak lolos dalam proses cleansing sehingga data yang digunakan untuk sampel penelitian sebanyak 413 data. Data tersebut kemudian dianalisis menggunakan Partial Least Squares Structural Equation Modeling (PLS-SEM). Hasil penelitian menunjukkan bahwa variabel workplace spirituality memiliki pengaruh positif terhadap organizational citizenship behavior, variabel workplace spirituality dan organizational citizenship behavior memiliki pengaruh positif terhadap employee performance, serta organizational citizenship behavior berperan sebagai mediator antara workplace spirituality dengan employee performance. Penelitian ini diharapkan dapat berkontribusi pada pemahaman dan pengembangan lingkungan kerja yang mendukung pertumbuhan ekonomi yang inklusif dan berkelanjutan serta menambah wawasan teoritis dan empiris di bidang sumber daya manusia, khususnya dalam meningkatkan kualitas layanan publik melalui employee performance.

.....The study was conducted to determine The Effect of Transformational Leadership and Workplace Spirituality on Employee Performance with the Mediating Role of Organizational Citizenship Behavior and the Moderating Effect of Emotional Intelligence. The data used in this research is primary data collected through an online questionnaire. A total of 444 employees at State Asset Management participated in filling out the questionnaire. Of this number, 8 respondents' data was not included in the data processing process because they did not pass the screening process according to the predetermined respondent criteria and 23 respondents' data was not included in the data processing process because they did not pass the cleansing process so that the data used for the research sample was 413 data. The data were analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM). The results show that workplace spirituality has a positive effect on organizational citizenship behavior, the workplace spirituality and organizational citizenship behavior have a positive effect on employee performance, and organizational citizenship behavior acts as a mediator between workplace spirituality and employee performance. The objectives of this research which is expected to contribute to the understanding and development of a work environment

that supports inclusive and sustainable economic growth as well as adding theoretical and empirical insight in the field of human resources, especially in improving the quality of public services through employee performance.