

ABSTRACT

The study, entitled "the role of Workplace Spirituality And culture of the Organization to increased Organizational Commitment Sultan Agung Islamic University In Semarang". In order to realize organizational commitment is expected should pay attention to the things that can affect the organizational commitment such as workplace spirituality, cultural organizations, and intrinsic motivation. The purpose of this research is to know the influence of workplace spirituality, cultural organizations, and intrinsic motivation towards organizational commitment either directly or through intrinsic motivation. The population of this research is a non-powered academics Sultan Agung Islamic University in Semarang. The number of samples examined in this study were 80 respondents. The technique of sampling is done through purposive sampling technique. Methods of data analysis used was partial least square (PLS). The result of this research shows that workplace spirituality variables (X 1) take effect directly against the organizational commitment (Y2), (X2) Organization cultural effect is not directly against the organizational commitment (Y2) through intrinsic motivation (Y1).

Keywords: Workplace Spirituality, Organizational Culture, Intrinsic Motivation, and Organizational Commitment

ABSTRAK

Penelitian ini berjudul “Peran *Workplace Spirituality* Dan Budaya Organisasi Terhadap Peningkatan *Organizational Commitment* Di Universitas Islam Sultan Agung Semarang”. Dalam rangka mewujudkan *organizational commitment* yang diharapkan harus memperhatikan hal-hal yang dapat mempengaruhi *organizational commitment* seperti *workplace spirituality*, budaya organisasi, dan *intrinsic motivation*. Tujuan penelitian ini adalah untuk mengetahui pengaruh *workplace spirituality*, budaya organisasi, dan *intrinsic motivation* terhadap *organizational commitment* baik secara langsung ataupun melalui *intrinsic motivation*. Populasi dari penelitian ini adalah tenaga non akademisi Universitas Islam Sultan Agung Semarang. Jumlah sampel yang diteliti dalam penelitian ini adalah 80 responden. Teknik pengambilan sampel dilakukan melalui teknik *purposive sampling*. Metode analisis data yang digunakan adalah *partial least square* (PLS). Hasil dari penelitian ini menunjukkan bahwa variabel *workplace spirituality* (X1) berpengaruh secara langsung terhadap *organizational commitment* (Y2), budaya organisasi (X2) berpengaruh tidak langsung terhadap *organizational commitment* (Y2) melalui *intrinsic motivation* (Y1).

Kata Kunci : *Workplace Spirituality, Budaya Organisasi, Intrinsic Motivation, dan organizational commitment*