

ABSTRAK

Tujuan utama penelitian ini adalah untuk menguji pengaruh spiritualitas di tempat kerja (*workplace spirituality*), kepemimpinan spiritual (*spiritual leadership*), kepercayaan (*trust*), kerjasama tim (*teamwork*), terhadap kepuasan kerja (*job satisfaction*). Penelitian ini dilakukan di kantor Dinas Kesehatan Kabupaten Demak dengan total sampel sejumlah 95 orang. Data diperoleh melalui penyebaran kuesioner, selanjutnya data diolah dengan menggunakan *Partial Least Square (PLS)*. Hasil penelitian menunjukkan bahwa Spiritualitas di tempat kerja (*workplace spirituality*) mempunyai pengaruh yang signifikan terhadap kepercayaan (*trust*) dan kerjasama tim (*teamwork*) tetapi tidak mempunyai pengaruh signifikan terhadap kepuasan kerja (*job satisfaction*). Kepemimpinan spiritual (*spiritual leadership*) mempunyai pengaruh yang signifikan terhadap kepercayaan (*trust*) dan kepuasan kerja (*job satisfaction*), tetapi tidak mempunyai pengaruh yang positif terhadap kerjasama tim (*teamwork*). Kerjasama tim (*teamwork*) tidak mempunyai pengaruh yang positif terhadap kepuasan kerja (*job satisfaction*). Selanjutnya hasil *sobel test* menunjukkan bahwa kepercayaan (*trust*) mampu memediasi hubungan pengaruh Spiritualitas di tempat kerja (*workplace spirituality*) dan kepemimpinan spiritual (*spiritual leadership*) terhadap kepuasan kerja (*job satisfaction*).

Kata kunci : Spiritualitas di tempat kerja, kepemimpinan spiritual, kepercayaan, kerjasama tim dan kepuasan kerja.

ABSTRACT

THE MODEL OF IMPROVING JOB SATISFACTION BASED ON TRUST, TEAMWORK AND SPIRITUALITY

The main purpose of research is to examine the influence of workplace spirituality, spiritual leadership, trust, teamwork, and job satisfaction. This research was conducted at Public Health Office in Demak by using 95 persons as the sample. The data was obtained through questionnaires, afterward the data is processed by using Partial Least Square (PLS). The results showed that workplace spirituality had a significant influence on trust and teamwork. However did not have a significant effect on job satisfaction. Spiritual leadership had a significant influence on trust and job satisfaction, but did not have a positive effect on teamwork. Teamwork did not has a positive effect on job satisfaction. Furthermore, the sobel test showed that trust was able to mediate the relationship between the influence of spirituality in the workplace and spiritual leadership on job satisfaction.

Keywords: workplace spirituality , spiritual leadership, trust, teamwork and job satisfaction.