

Abstrak

Penelitian ini bertujuan untuk menganalisa dan menguji peran Employee Engagement (EE) dalam memediasi relasi Spiritual Leadership (SL) dan Commitment Organizational (CO) terhadap Organizational Citizenship Behavior (OCB). Sebanyak 95 orang dipilih untuk diuji hubungan regresional dari keempat variabel tersebut. Penelitian ini menemukan pengaruh CO terhadap OCB dan EE terhadap OCB, namun tidak berpengaruh SL terhadap OCB. Pada beragam literatur komitmen, kepemimpinan yang visioner, loyalitas serta extra-role, penelitian ini memiliki analisis dengan beberapa variabel yang tidak berpengaruh karena adanya faktor lain. Hasil kajian empiris memperpanjang penelitian sebelumnya tentang pengembangan OCB.

Kata Kunci : *Spiritual Leadership, Commitment Organizational, Employee Engagement, Organizational Citizenship Behavior.*

Abstract

This study aims to analyze and examine the role of Employee Engagement (EE) in mediating Spiritual Leadership (SL) relations and Organizational Commitment (CO) to Organizational Citizenship Behavior (OCB). A total of 95 people were selected to be tested for regression relations of the four variables. This study found the effect of CO on OCB and EE on OCB, but did not affect SL against OCB. In a variety of commitment literature, visionary leadership, loyalty and extra-role, this study has an analysis with several variables that have no effect because of the presence of other factors. The results of empirical studies extend previous research on the development of OCB.

Keywords: *Spiritual Leadership, Organizational Commitment, Employee Engagement, Organizational Citizenship Behavior.*