

## ABSTRAK

Tujuan dalam penelitian ini adalah untuk mendeskripsikan dan menganalisis pengaruh *spiritual quotient* dan *spiritual leadership* terhadap *organization sustainability* dengan *employee behavior* sebagai variabel intervening pada karyawan Rumah Sakit Islam Sultan Agung Semarang. Populasinya adalah para karyawan tetap Rumah Sakit Islam Sultan Agung Semarang per bulan Maret tahun 2018 sebesar 684 orang dengan jumlah sampel sebesar 87 karyawan. Teknik pengambilan sampel adalah *Purposive Sampling*. Alat analisisnya adalah path analysis, dimana sebelumnya dilakukan uji validitas dan reliabilitas serta uji asumsi klasik.

Hasil pengujian menunjukkan bahwa *spiritual quotient* dan *spiritual leadership* terbukti mempunyai pengaruh positif terhadap *employee behavior*. Hasil penelitian juga menunjukkan bahwa *spiritual quotient*, *spiritual leadership* dan *employee behavior* juga mempunyai pengaruh positif terhadap *organization sustainability*. *Employee behavior* tidak mampu menjadi variabel intervening antara *spiritual quotient* dengan *organization sustainability*. *Employee behavior* mampu menjadi variabel intervening antara *spiritual leadership* dengan *organization sustainability*, artinya semakin *spiritual leadership* mampu diterapkan dengan baik, maka akan mempengaruhi perilaku, pikiran dan sikap karyawan, sehingga reaksi yang timbul dari karyawan terhadap apa yang dikerjakannya akan semakin lebih baik yang tentunya akan berdampak pada kinerja rumah sakit berkelanjutan.

**Kata Kunci :** *spiritual quotient*, *spiritual leadership*, *employee behavior* dan *organization sustainability*

## ABSTRACT

The purpose of this study was to describe and analyze the influence of spiritual quotient and spiritual leadership on sustainability organization with employee behavior as an intervening variable for employees of Sultan Agung Islamic Hospital Semarang. The population is permanent employees of Sultan Agung Islamic Hospital Semarang per March 2018 totaling 684 people with a sample of 87 employees. The sampling technique is purposive sampling. The analysis tool is path analysis, where previously tested the validity and reliability and classic assumption test.

The test results showed that the quotient and spiritual leadership proved to have a positive influence on employee behavior. The results of the study also showed that spiritual quotient, spiritual leadership and employee behavior also had a positive influence on organization sustainability. Employee behavior is not able to be an intervening variable between quotient spiritual and organization sustainability. Employee behavior is able to become an intervening variable between spiritual leadership and sustainability organizations, meaning that the more spiritual leadership is able to be applied well, the more influence the behavior, thoughts and attitudes of employees, so that the reactions that arise from employees will be better which will have an on sustainable hospital performance

Keywords: *spiritual quotient, spiritual leadership, employee behavior and organization sustainability*