

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *Employee Engagement*, *Spiritual Leadership* dan Kecerdasan Spiritual terhadap Kinerja Karyawan dengan *Organizational Citizenship Behavior* sebagai variabel intervening. Populasi yang digunakan adalah jumlah keseluruhan pegawai Pengadilan Tinggi Jawa Tengah sebesar 118 orang, dengan jumlah sampel sebesar 86 orang. Alat analisisnya adalah path analysis, dimana sebelumnya dilakukan uji validitas dan reliabilitas serta uji asumsi klasik.

Hasil pengujian menunjukkan bahwa *Employee Engagement*, *Spiritual Leadership* dan Kecerdasan Spiritual mempunyai pengaruh positif terhadap *Organizational Citizenship Behavior*. *Employee Engagement*, *Spiritual Leadership*, Kecerdasan Spiritual dan *Organizational Citizenship Behavior* mempunyai pengaruh positif terhadap Kinerja Pegawai. Hasil pengujian sobel test menunjukkan bahwa *Organizational Citizenship Behavior* mampu menjadi variabel intervening antara *Employee Engagement*, *Spiritual Leadership* dan Kecerdasan Spiritual terhadap Kinerja Pegawai.

Kata Kunci : *Employee Engagement*, *Spiritual Leadership*, Kecerdasan Spiritual, *Organizational Citizenship Behavior* dan Kinerja Pegawai.

ABSTRACT

This study aims to determine and analyze the effect of Employee Engagement, Spiritual Leadership and Spiritual Intelligence on Employee Performance with Organizational Citizenship Behavior as an intervening variable. The population used is the total number of employees of the Central Java High Court by 118 people, so this study is a census study. The analysis tool is the path analysis, which was previously tested for validity and reliability as well as the classic assumption test.

The test results show that Employee Engagement, Spiritual Leadership and Spiritual Intelligence have a positive influence on Organizational Citizenship Behavior. Employee Engagement, Spiritual Leadership, Spiritual Intelligence and Organizational Citizenship Behavior have a positive influence on Employee Performance. Sobel test results show that Organizational Citizenship Behavior can be an intervening variable between Employee Engagement, Spiritual Leadership and Spiritual Intelligence on Employee Performance.

Keywords : *Employee Engagement, Spiritual Leadership, Spiritual Intelligence, Organizational Citizenship Behavior and Employee Performance*