

ABSTRACT

This research discusses new concepts about "Spiritual millennial relational" which contribute to improving the ethics of millennial workforce in relating and communicating with others. In the current digital era, millennial work needs to have a spiritual side as the basis for doing work so as to have good attitudes and behavior in the workplace. The sample used in this study amounted to 145 namely millennial lecturers at Sultan Ageng Islamic University Semarang. Data analysis using SmartPLS Software. The results showed that millennial relational spiritual can be influenced by digital workplace and workplace spirituality. Finally, SMR can increase employee engagement and commitment with the organization.

Keywords: Digital workplace, Workplace Spirituality, Spiritual Millennial Relational, Employee Engagement and Employee Commitment.

ABSTRAK

Penelitian ini mendiskusikan konsep baru tentang “*spiritual millennial relational*” yang berkontribusi meningkatkan etika para *millennial workforce* dalam berhubungan dan berkomunikasi dengan orang lain. Di era digital saat ini, *workforce millennial* perlu memiliki sisi spiritual sebagai dasar melakukan pekerjaan sehingga memiliki sikap dan perilaku yang baik di tempat kerja. Sampel yang digunakan pada penelitian ini berjumlah 145 yaitu para dosen *millennial* di Universitas Islam Sultan Agung Semarang. Analisis data menggunakan *Software SmartPLS*. Hasil penelitian menunjukkan bahwa *spiritual millennial relational* dapat dipengaruhi oleh *digital workplace* dan *workplace spirituality*. Akhirnya, SMR dapat meningkatkan keterlibatan dan komitmen karyawan dengan organisasi.

Keywords: Digital workplace, Workplace Spirituality, Spiritual Millennial Relational, Employee Engagement dan Employee Commitment.