

ABSTRAK

Penelitian ini diimplikasikan untuk mengetahui dan mengidentifikasi bagaimana pengaruh antara *workplace spiritual* terhadap *employee engagement*, pengaruh kepribadian terhadap *employee engagement*, *workplace spiritual* terhadap *organizational citizenship behavior* pengaruh kepribadian terhadap *organizational citizenship behavior* pengaruh *employee engagement* terhadap *organizational citizenship behavior* pada karyawan Rumah Sakit Islam Sultan Agung Semarang. Teknik pengambilan sampel yang dilakukan menggunakan metode *purposive sampling* dengan jumlah sampel ditentukan melalui rumus Slovin dengan jumlah sebanyak 100 responden. Penelitian ini menghasilkan beberapa kesimpulan antara lain : *workplace spiritual* berpengaruh positif dan signifikan terhadap *employee engagement*. Kepribadian berpengaruh positif dan signifikan terhadap *employee engagement*. *Workplace spiritual* berpengaruh positif dan signifikan terhadap *organizational citizenship behaviour*. Kepribadian karyawan berpengaruh positif dan signifikan terhadap *organizational citizenship behaviour*. *Employee engagement* berpengaruh positif tetapi tidak signifikan terhadap *organizational citizenship behaviour* dan *employee engagement* tidak mampu memediasi pengaruh tidak langsung antara *workplace spiritual* dan kepribadian terhadap *organizational citizenship behaviour*.

Kata Kunci: *Spiritual Workplace, Employee Engagement, Personality, Organizational Citizenship Behavior*

ABSTRACT

This study implied to find out and identify how the influence of spiritual workplace on employee engagement, the influence of personality on employee engagement, spiritual workplace on organizational citizenship behavior, the influence of personality on organizational citizenship behavior, the effect of employee engagement on organizational citizenship behavior in employees of the Sultan Agunga Islamic Hospital Semarang. The sampling technique used purposive sampling method with the number of samples determined by the Slovin formula with a total of 100 respondents. This study resulted in several conclusions, including: workplace spiritual has a positive and significant effect on employee engagement. Personality has a positive and significant effect on employee engagement. Spiritual workplaces have a positive and significant effect on organizational citizenship behavior. Employee personality has a positive and significant effect on organizational citizenship behavior. Employee engagement has a positive but not significant effect on organizational citizenship behavior and employee engagement was unable to mediate the indirect influence between spiritual workplace and personality on organizational citizenship behavior.

Keywords: *Spiritual Workplace, Employee Engagement, Personality, Organizational Citizenship Behavior*