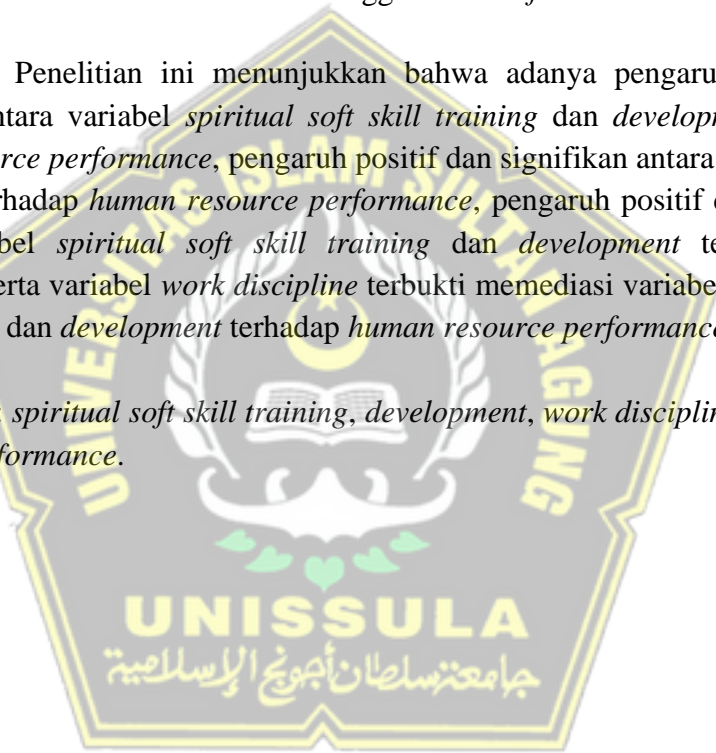


ABSTRAK

Tujuan dari penelitian ini adalah menganalisis dan mendeskripsikan peran *work discipline* dalam memediasi pengaruh *spiritual soft skill training* dan *development* terhadap *human resource performance*. Penelitian ini menggunakan kuesioner untuk mengambil data pada kinerja perawat di Rumah Sakit Islam Sultan Agung Semarang sebanyak 100 responden. Teknik pengambilan sampling yang digunakan yaitu teknik *proportional random sampling*, yang artinya pengambilan sampel proporsional dilakukan dengan mengambil subjek dari masing-masing wilayah, yang ditentukan agar seimbang dengan jumlah subjek di setiap wilayah. Metode analisis ini menggunakan *software smartPLS* dan *sobel test*.

Hasil Penelitian ini menunjukkan bahwa adanya pengaruh positif dan signifikan antara variabel *spiritual soft skill training* dan *development* terhadap *human resource performance*, pengaruh positif dan signifikan antara variabel *work discipline* terhadap *human resource performance*, pengaruh positif dan signifikan antara variabel *spiritual soft skill training* dan *development* terhadap *work discipline*. Serta variabel *work discipline* terbukti memediasi variabel *spiritual soft skill training* dan *development* terhadap *human resource performance*.

Kata kunci : *spiritual soft skill training, development, work discipline, dan human resource performance.*



ABSTRACT

The purpose of this study was to analyze and describe the role of work discipline in mediating the spiritual soft skill training and development on human resource performance. This study used a questionnaire to collect data on the performance of nurses at the Sultan Agung Islamic Hospital in Semarang as many as 100 respondents. The sampling technique used is the proportional random sampling technique, which means that proportional sampling is done by taking subjects from each region, which is determined to be balanced with the number of subjects in each region. This analysis method uses smartPLS software and the sobel test.

The results of this study indicate that there is a positive and significant influence between spiritual soft skill training and development variables on human resource performance, a positive and significant influence between work discipline variables on human resource performance, a positive and significant influence between spiritual soft skill training and development variables on work discipline. As well as the variable work discipline proven to mediate the spiritual variables soft skill training and development on human resource performance.

Keywords: spiritual soft skill training, development, work discipline and human resource performance.

