

## ABSTRACT

*This study aims to examine the effect of Individual Spirituality and Spiritual Intelligence in an effort to increase Organization Citizenship Behavior mediated by Islamic Work Ethics as an intervening variable for cooperative employees in Kecamatan Kembang, Jepara. The population in this study were all employees of the cooperative in Kecamatan Kembang, Jepara, totaling 108 people. The sampling technique used was the census technique. The analysis technique used in this study is the classical assumption test, path analysis, F test, t test, determination coefficient test, and sobel test. The results showed : 1) Statistically Individual Spirituality affects Islamic Work Ethics, 2) Statistically Spiritual Intelligence affects Islamic Work Ethics, 3) Statistically Individual Spirituality does not affects Organization Citizenship Behavior, 4) Statistically Spiritual Intelligence affects Organization Citizenship Behavior, 5) Statistically Islamic Work Ethics affects Organization Citizenship Behavior, 6) There is a mediating effect of Islamic Work Ethics in relation to Individual Spirituality with Organization Citizenship Behavior, 7) There is a mediating effect of Islamic Work Ethics in relation to Spiritual Intelligence with Organization Citizenship Behavior.*

*Keywords: Individual Spirituality, Spiritual Intelligence, Islamic Work Ethics, Organization Citizenship Behavior*



## ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *Individual Spirituality* dan *Spiritual Intelligence* dalam upaya peningkatan *Organization Citizenship Behavior* dengan dimediasi oleh *Islamic Work Ethihcs* sebagai variabel intervenig pada karyawan koperasi di Kecamatan Kembang, Jepara. populasi pada penelitian ini adalah seluruh karyawan koperasi di Kecamatan Kembang, Jepara yang berjumlah 108 orang. Teknik pengambilan sampel yang digunakan adalah teknik sensus. Teknik analisis yang digunakan pada penelitian ini yaitu uji asumsi klasik, *path analysis*, uji F, uji t, uji koefisien determinasi dan uji sobel. Hasil penelitian menunjukkan : 1) secara statistik *Individual Spirituality* mempengaruhi *Islamic Work Ethics*, 2) *Spiritual Intelligence* mempengaruhi *Islamic Work Ethics*, 3) *Individual Spirituality* tidak mempengaruhi *Organization citizenship Behavior*, 4) *Spiritual Intelligence* mempengaruhi *Organization citizenship Behavior*, 5) *Islammic Work Ethics* mempengaruhi *Organization citizenship Behavior*, 6) ada efek mediasi *Islamic Work Ethics* kaitannya dengan *Individual Spirituality* dan *Organization Citizenship Behavior*, 7) ada efek mediasi *Islamic Work Ethics* kaitannya dengan *Spiritual Intelligence* dan *Organization Citizenship Behavior*.

Kata kunci :*Individual Spirituality*, *Spiritual Intelligence*, *Islamic Work Ethics*, *Organization Citizenship Behavior*.

