

ABSTRAK

Kepemimpinan merupakan faktor yang sangat menentukan keberhasilan suatu organisasi, termasuk negara dalam mencapai tujuannya. Tulisan ini menyajikan kajian teoritis mengenai kepemimpinan spiritual, *meaning/calling* dan *membership* yang nampaknya menjadi jawaban atas masalah kepemimpinan di Indonesia. Secara khusus tulisan ini mengungkapkan konsep kepemimpinan spiritual yang dikembangkan sejak tahun 2005 oleh Louis W. Fry. Dan beberapa penelitian Fry dkk menunjukkan bahwa model kepemimpinan tersebut cocok untuk berbagai jenis organisasi.

Tujuan penulisan ini adalah untuk menganalisis pengaruh Kepemimpinan Spiritual, *Meaning/Calling*, *Membership* terhadap Kinerja SDM diPolres Rembang. Jumlah sampel dalam penelitian ini sebesar 70 responden. Pengujian hipotesis menggunakan program SPSS ver.20 untuk mendapatkan hasil hubungan antar variabel dalam model.

Hasil analisis statistik menggunakan program SPSS menunjukkan pengaruh Kepemimpinan Spiritual terhadap *Meaning/Calling* dan *Membership*. Kepemimpinan Spiritual tidak berpengaruh secara langsung terhadap Kinerja SDM, melainkan dimediasi oleh *Meaning/Calling* dan *Membership* dalam peningkatan Kinerja SDM.

Kata kunci : *Kepemimpinan Spiritual, Meaning/Calling, Membership, Kinerja SDM*

ABSTRACT

Leadership is factor that determine success of organizations, including a state in achieving it's objectives. This paper presents a theoretical study about spiritual leadership, meaning/calling and membership which seems to be answer to the problem of leadership in Indonesia. In particular, this paper brings the concept of spiritual leadership that was developed since 2005 by Louis W. Fry. And several studies by Fry et.al, shows that the model of leadership are appropriate for different types of organization.

The purpose of this paper is to analyze the influence of Spiritual Leadership, Meaning/Calling, Membership to Human Resources Performance at Polres Rembang. The total of this sample are 70 respondence. The hypothesis is test by using SPSS ver.20 to get result to relationship between variable on the model.

The result of statistic analyze by using SPSS is showing the effect the Spiritual Leadership has influence on Meaning/Calling and Membership. Spiritual Leadership has no directly influence on Human Resources Performance, but rather mediated by Meaning/Calling and Membership to development of Human Resources Performance.

Keywords : *Spiritual Leadership, Meaning/Calling, Membership, Human Resources Performance*