

ABSTRAK

Tujuan penelitian ini adalah untuk mendeskripsikan dan menganalisis keterkaitan antara spiritual leadership, motivasi intrinsik, dan komitmen afektif terhadap kinerja sumber daya manusia. Populasi dari penelitian ini adalah karyawan fakultas Ekonomi Unissula yang berjumlah 40 orang. Peneliti menggunakan cara sensus yaitu seluruh elemen populasi diselidiki satu persatu. Metode analisis yang digunakan yaitu regresi linear berganda.

Berdasarkan hasil analisis dapat disimpulkan bahwa terdapat pengaruh yang signifikan variabel komitmen afektif terhadap kinerja sumber daya manusia, variabel variabel motivasi intrinsik terhadap kinerja sumber daya manusia, dan variabel spiritual leadership terhadap komitmen afektif. Sedangkan variabel motivasi intrinsik tidak berpengaruh terhadap komitmen afektif begitu juga dengan variabel spiritual leadership tidak berpengaruh terhadap kinerja sumber daya manusia. Pengaruh motivasi intrinsik terhadap kinerja sumber daya manusia melalui komitmen afektif mendapatkan persentase paling tinggi yaitu sebesar 46.7%. Pengaruh komitmen afektif terhadap kinerja sumber daya manusia mendapat persentase tertinggi kedua yaitu sebesar 41.9% dan pengaruh spiritual leadership terhadap kinerja sumber daya manusia melalui variabel komitmen afektif mendapat persentase terendah yaitu sebesar 28.5%

Kata kunci : spiritual leadership, motivasi intrinsik, komitmen afektif, dan kinerja sumber daya manusia

ABSTRACT

The purpose of this study is to describe and analyze the relationship between spiritual leadership, intrinsic motivation and affective commitment to the performance of human resources. The population of this study are 40 people were employees of Economic faculty of Unissula. Researchers used a census that all elements of the population investigated one by one. The analytical method is multiple linear regression.

Based on the analysis it is concluded that there is significant influence variable affective commitment to the performance of human resources, intrinsic motivation variables to the performance of human resources, and the spiritual leadership to the affective commitment. While there is no significant influences between intrinsic motivation and affective commitment as well as the spiritual leadership variable does not affect the performance of human resources. Intrinsic motivation influences on the performance of human resources through affective commitment got the highest percentage that is equal to 46.7%. The influence of affective commitment to human resources performance got the second number percentage in the amount of 41.9% and the spiritual influences of leadership on the performance of human resources through affective commitment varibael got the lowest percentage that is equal to 28.5%

Keyword : *spiritual leadership, intrinsic motivation, affective commitment, and performace human resource*