

ABSTRACT

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THE EFFECT OF TRANSFORMATIONAL LEADERSHIP ON ORGANIZATIONAL COMMITMENT WITH WORKPLACE SPIRITUALITY AND SENSE OF COMMUNITY AS MEDIATION VARIABLES

(xv + 107 pages; 9 figures; 24 tables; 15 attachments)

Organizational commitment is an important factor in achieving organizational goals. It is not enough for organizations to have competent human resources in achieving organizational goals without organizational commitment. Organizational commitment is related to many factors including transformational leadership, workplace spirituality and sense of community. The purpose of this study was to determine the effect of transformational leadership on organizational commitment with workplace spirituality and sense of community as mediation variables. This study used a quantitative approach and data collection was carried out using a questionnaire with the research subject being permanent employees of XYZ School which consisted of teachers and staff of 54. Data processing methods were carried out using PLS-SEM and descriptive statistics. The results obtained show that transformational leadership affects organizational commitment positively, transformational leadership affects workplace spirituality positively, transformational leadership affects sense of community positively, workplace spirituality affects organizational commitment positively, sense of community affects organizational commitment positively, transformational leadership positively affects organizational commitment through workplace spirituality, transformational leadership positively affects organizational commitment through sense of community

Keywords: transformational leadership, workplace spirituality, sense of community, organizational commitment

Referensi : 73 (2005 – 2022)

ABSTRAK

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PENGARUH *TRANSFORMATIONAL LEADERSHIP* TERHADAP *ORGANIZATIONAL COMMITMENT* DENGAN *WORKPLACE SPIRITUALITY* DAN *SENSE OF COMMUNITY* SEBAGAI VARIABEL MEDIASI

(xv + 107 halaman; 9 gambar; 24 tabel; 15 lampiran)

Organizational commitment merupakan faktor penting dalam tercapainya tujuan organisasi. Tidak cukup bagi organisasi untuk memiliki sumber daya manusia yang kompeten dalam mencapai tujuan organisasi tanpa adanya *organizational commitment*. *Organizational commitment* berkaitan dengan banyak faktor diantaranya *transformational leadership*, *workplace spirituality* dan *sense of community*. Tujuan penelitian ini adalah untuk mengetahui pengaruh *transformational leadership* terhadap *organizational commitment* dengan *workplace spirituality* dan *sense of community* sebagai variabel mediasi. Penelitian ini menggunakan pendekatan kuantitatif dan pengumpulan data dilakukan menggunakan kuisioner dengan subjek penelitian yaitu karyawan tetap Sekolah XYZ yang terdiri dari guru dan staf berjumlah 54. Metode pengolahan data dilakukan dengan menggunakan PLS-SEM dan statistik deskriptif. Hasil penelitian yang diperoleh menunjukkan bahwa *transformational leadership* memengaruhi *organizational commitment* secara positif, *transformational leadership* memengaruhi *workplace spirituality* secara positif, *transformational leadership* memengaruhi *sense of community* secara positif, *workplace spirituality* memengaruhi *organizational commitment* secara positif, *sense of community* memengaruhi *organizational commitment* secara positif, *transformational leadership* memengaruhi *organizational commitment* melalui *workplace spirituality* secara positif, *transformational leadership* memengaruhi *organizational commitment* melalui *sense of community* secara positif

Kata Kunci: *transformational leadership*, *workplace spirituality*, *sense of community*, *organizational commitment*

Referensi : 73 (2005 – 2022)