

ABSTRAK

PENGARUH *PSYCHOLOGICAL CAPITAL* DAN *SPIRITUALITY LEADERSHIP* TERHADAP *WORK ENGAGEMENT* DENGAN *WORK MEANINGFULNESS* SEBAGAI MEDIATOR

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Penelitian ini bertujuan untuk mengetahui pengaruh antara *psychological capital* (PsyCap) dan *spirituality leadership* terhadap *work engagement* baik secara langsung maupun melalui mediasi *work meaningfulness* pada para Pejabat Eksekutif (PE) Bank Pembiayaan Rakyat Syariah (BPRS) di Indonesia. Hipotesis yang diajukan dalam penelitian ini adalah terdapat pengaruh yang positif antara *psychological capital* dan *spirituality leadership* terhadap *work engagement* baik secara langsung maupun melalui mediasi *work meaningfulness*. Subjek penelitian berjumlah 250 PE BPRS di Indonesia, yang memiliki karakteristik minimal berpengalaman sebagai pejabat eksekutif adalah 1 tahun. Penentuan subjek penelitian menggunakan metode *Purposive Sampling*. Pengumpulan data penelitian menggunakan alat ukur berupa skala *work engagement*, skala *psychological capital*, skala *spirituality leadership* dan skala *work meaningfulness*. Pemodelan persamaan struktural (SEM) dengan bantuan aplikasi AMOS 24 untuk menguji hipotesis yang telah diajukan dan analisis pengaruh langsung digunakan untuk menguji hubungan yang dihipotesiskan dan *sobel test* digunakan untuk menguji variabel mediasi. Hasil penelitian menunjukkan terdapat pengaruh yang positif dan signifikan antara antara *psychological capital* dan *spirituality leadership* terhadap *work engagement* secara langsung maupun yang dimediasi variabel *work meaningfulness* pada para PE BPRS di Indonesia. Saran penelitian ini adalah HRD perlu memperhatikan dan mendesain ulang komposisi jenis pelatihan guna menunjang pertumbuhan mental (psikologi) para PE, nilai spiritual selain melekat pada pribadi pemimpin juga dapat terinternalisasi dalam program atau budaya perusahaan, kemudian perusahaan untuk meningkatkan *work meaningfulness* harus mampu membangun komunikasi yang sehat dan hubungan interaksi yang baik dalam lingkungan kerja, serta perusahaan untuk membangun *engagement* hendaknya dapat memberikan pengalaman orientasi (*onboarding*) yang baik sejak awal seleksi PE BPRS

Kata Kunci : *Psychological Capital, Spirituality Leadership, Work Engagement, dan Work Meaningfulness*

ABSTRACT
**THE INFLUENCE OF PSYCHOLOGICAL CAPITAL AND SPIRITUALITY
LEADERSHIP ON WORK ENGAGEMENT WITH WORK
MEANINGFULNESS AS A MEDIATOR**

By
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This research aims to determine the relationship between Psychological Capital (PsyCap) and Spirituality Leadership on Work Engagement both directly and through the mediation of Work Meaningfulness among Executive Officers (PE) of Sharia People's Financing Banks (BPRS) in Indonesia. The hypothesis proposed in this research is that there is a positive relationship between psychological Capital and Spirituality Leadership on Work Engagement both directly and through the mediation of Work Meaningfulness among the BPRS PEs. The research subjects were 250 PE BPRS in Indonesia, whose minimum experience as an executive officer was 1 year. Determining research subjects used the Purposive Sampling method. Research data collection used measuring instruments in the form of the Work Engagement Scale, Psychological Capital Scale, Spirituality Leadership scale and Work Meaningfulness scale. Structural equation modeling (SEM) with the help of the AMOS 24 application to test the hypothesis that has been proposed and Direct Effect analysis is used to test the hypothesized relationship and the Sobel Test is used to test indirect variables or test mediating variables. The research results show that there is a positive and significant relationship between Psychological Capital and Spirituality Leadership on Work Engagement directly and mediated by the Work Meaningfulness variable among BPRS PEs in Indonesia. The suggestion of this research is that HRD needs to pay attention to and redesign the composition of training types to support the mental (psychological) growth of PE staff; spiritual values apart from being attached to the leader's personality can also be internalized in the program or company culture, then companies to increase work meaningfulness must be able to build good communication, healthy and good interaction relationships in the work environment, and companies to build engagement should be able to provide a good orientation (onboarding) experience from the start of PE BPRS selection

Keywords : *Psychological Capital, Spirituality Leadership, Work Engagement, and Work Meaningfulness*