

ABSTRAK

PENGARUH IMPLEMENTASI *WORKPLACE SPIRITUALITY* TERHADAP KINERJA KARYAWAN DI CV. MANGROVE INTERNATIONAL YOGYAKARTA

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Keberadaan perusahaan menjadi sumber utama kehidupan masyarakat. Potensi masyarakat muslim yang menjadi sumber daya perusahaan (karyawan) masih bisa termanfaatkan. Perusahaan yang ada saat ini hanya dinilai mengedepankan sifat keduniawian saja, belummemandang kebutuhan rohaninya. Sehingga karyawan hanyamenjadi obyek perusahaan dan belum menjadi subyek bagi perusahaan sehingga berpengaruh pada kinerja karyawan. *Workplace spirituality* mewakili sebagai kesejahteraan rohani individu dalam bekerja sebagai kondisi yang mencakup berbagai faktor yang mempengaruhi kepuasan individu menuju ke kehidupan atau pekerjaan, sehingga karyawan tidak hanya mendapatkan materi semata namun juga kebutuhan rohaninya terpenuhi. Permasalahannya adalah bagaimana pengaruh *workplace spirituality* terhadap kinerja karyawan di perusahaan CV Mangrove International dan implementasi *workplacespirituality* di perusahaan CV Mangrove International. Tujuan penelitian ini adalah menganalisis pengaruh *workplace spirituality* terhadap kinerja karyawan di perusahaan CV Mangrove International dan menganalisis implementasi dari adanya *workplacespirituality* bagi kinerja karyawan di perusahaan CV Mangrove International.

Metode penelitian : Jenis penelitian yaitu metode survey dengan teknik *selfadministered questionnaire*, pendekatan penelitian dengan menggunakan pendekatan kuantitatif, metode pengambilan sample menggunakan metode *purposive sampling*. Sampel dalam penelitian ini adalah 45 responden yaitu seluruh karyawan CV Mangrove International. Teknik analisis data menggunakan metode analisisdeskriptif kuantitatif dan menggunakan teknik *Ordinary Least Square (OLS)*.

Hasil penelitian menunjukkan bahwa *workplace spirituality* berpengaruh positif terhadap kinerja karyawan dibuktikan dengan hasil uji t sebagai berikut diketahui nilai sig 0,000. Nilai sig lebih kecil dari nilai probabilitas 0,05 atau nilai 0,000 <0,05, maka H_0 ditolak dan H_a diterima. Sehingga dapat disimpulkan bahwa hal tersebut menunjukkan ada pengaruh positif dan signifikan dari *Workplace Spirituality* terhadap Kinerja karyawan.

Keyword : *Workplace spirituality* dan Kinerja karyawan

ABSTRACT

THE INFLUENCE OF IMPLEMENTATION WORKPLACE SPIRITUALITY ON PERFORMANCE OF EMPLOYEES IN YOGYAKARTA INTERNATIONAL MANGROVE CV.

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The existence of the company becomes the main source of community life. The potential of the Muslim community that becomes the company's resources (employees) can still be utilized. Companies that are currently only considered to put forward the worldliness, have not seen spiritual needs. So that employees only become the object of the company and has not become the subject for the company so that affect on employee performance. Workplace spirituality represents the individual's spiritual well-being in working as a condition that encompasses various factors that affect individual satisfaction into life or work, so that employees not only get the material but also their spiritual needs are met. The problem is how the influence of workplace spirituality on employee performance in CV Mangrove International company and implementation of workplace spirituality in CV Mangrove International company. The purpose of this study is to analyze the effect of workplace spirituality on employee performance at CV Mangrove International company and analyze the implementation of workplace spirituality for employee performance at CV Mangrove International company. Research method: Type of research that is survey method with self administered questionnaire technique, research approach using quantitative approach, sampling method using purposive sampling method. The sample in this research is 45 respondents that is all employees of CV Mangrove International. Data analysis technique used descriptive quantitative analysis method and using Ordinary Least Square (OLS) technique. The results showed that workplace spirituality has a positive effect on employee performance as evidenced by the result of t test as follows the value of sig 0.000. Sig value is smaller than probability value 0,05 or value $0,000 < 0,05$, then H_0 is rejected and H_a accepted. So it can be concluded that it shows there is a positive and significant influence of Workplace Spirituality on Employee Performance.

Keyword: Workplace spirituality and Employee Performance