

ABSTRAK

Workplace spirituality dibutuhkan pada lingkungan pekerjaan, dimana *workplace spirituality* dapat memberikan peningkatan pada *job performance*. Gambaran dari adanya *workplace spirituality* adalah adanya kebermaknaan kerja, adanya solidaritas antar karyawan dan pemenuhan fasilitas yang dibutuhkan. Penelitian ini mempunyai tujuan untuk mengetahui pengaruh *workplace spirituality* terhadap *job performance* dengan dimediasi *work engagement* dan *thriving at work* di PT. Skyline Jaya Surabaya. Pendekatan kuantitatif digunakan dalam penelitian dengan pengambilan sampel menggunakan teknik sensus yang populasi pada karyawan bagian produksi sejumlah 57 karyawan dan pengolahan dengan teknik *partial least square* (PLS). Hasil yang ada dalam penelitian menunjukkan *workplace spirituality* berpengaruh terhadap *job performance* dan peran dari mediasi *work engagement* dan *thriving at work* berpengaruh secara positif signifikan pada karyawan bagian produksi di PT. Skyline Jaya Surabaya. Melihat dengan hasil yang ada diharapkan *workplace spirituality* dapat membantu karyawan dalam meningkatkan *job performance* dan perusahaan dapat meningkatkan *workplace spirituality* pada karyawan.

Kata Kunci: *Workplace Spirituality, Job Performance, Work Engagement, Thriving at Work*

ABSTRACT

Workplace spirituality is needed in a work environment, where workplace spirituality can provide an increase in job performance. Workplace spirituality can be depicted through the existence of meaningfulness of work, solidarity between employees, and the fulfillment of the required facilities. This study aims to determine the effect of workplace spirituality on job performance mediated by work engagement and thriving at work at PT. Skyline Jaya Surabaya. Quantitative approach was used in this research with sampling using a census technique with a population of 57 employees in the production department and processing using partial least square (PLS) technique. The results of this study indicated that workplace spirituality had an effect on job performance and the role of mediating work engagement and thriving at work had a significant positive effect on employees from the production department at PT. Skyline Jaya Surabaya. With these results, it is expected that workplace spirituality can help employees improve their job performance, and companies can increase workplace spirituality for employees.

Keyword: Workplace Spirituality, Job Performance, Work Engagement, Thriving at Work