

**THE IMPACT OF WORK SPIRITUALITY ON
ORGANIZATIONAL COMMITMENT OF EMPLOYEES IN
PT. DHARMA LAUTAN UTAMA SURABAYA**

THESIS

**Presented as a Fulfilment of Partial Requirements for the Degree of Sarjana
Manajemen (S1) In International Business Management Program
Faculty of Business and Economics Universitas Atma Jaya Yogyakarta**



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**FACULTY OF BUSINESS AND ECONOMICS
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Thesis

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STATEMENT OF THESIS AUTHENTICITY

I, Yudi Kristianto hereby declare that I compiled the thesis with the following title:

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Yogyakarta, May 16th 2020

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Thank to Almighty God who has given His bless to the author for finishing this research from the beginning until the end, so this thesis can be done properly and on time. This thesis is needed to meet one of academic requirements in completion of Bachelor study of International Business Management Program University of Atma Jaya Yogyakarta.

Thesis with title “**THE IMPACT OF WORKPLACE SPIRITUALITY ON ORGANIZATIONAL COMMITMENT IN PT. DHARMA LAUTAN UTAMA SURABAYA**” is needed to meet one of the academic requirements in completion of Bachelor Study of International Business Management Program, Faculty of Business and Economics Universitas Atma Jaya Yogyakarta.

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Finally, author realize that this thesis is not perfect, hence author is open for any critiques or suggestion from any parties in order to perfecting this thesis.

Yogyakarta, May 16th 2020

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ABSTRACT

The main purpose of this research is to understand the effects of the dimension of work spirituality on organizational commitment of employees. There are three dimensions of work spirituality which are meaningful work, sense of community, and alignment of values. It is believed that these dimensions affect organizational commitment of employee. This research uses online questionnaire to collect the data and it was conducted in PT. Dharma Lautan Utama Surabaya. The number of questionnaires distributed were 100, and out of 92 responses 1 had to be excluded as it did not meet the requirements. Descriptive Mean Analysis and Multiple Regression Analysis are used to analyse the data. Based on t-test analysis, meaningful work, sense of community, and alignment of values have significant and positive impacts on organizational commitment of employees. The results of this research can help company to improve employee commitment by improving their work spirituality.

Keyword: Work Spirituality, Meaningful Work, Sense of Community, Alignment of Values, Organizational Commitment.