

**THE IMPACT OF WORKPLACE SPIRITUALITY ON
ORGANIZATIONAL COMMITMENT
A STUDY AT PT. BRP INTI AMBAWARA SEJAHTERA**

THESIS



Written By:

Venina Maharani Pramono

Student ID Number: 171223223

INTERNATIONAL BUSINESS MANAGEMENT PROGRAM

FACULTY OF BUSINESS AND ECONOMICS

ATMA JAYA YOGYAKARTA UNIVERSITY

2021

APPROVAL PAGE

Thesis

**THE IMPACT OF WORKPLACE SPIRITUALITY ON
ORGANIZATIONAL COMMITMENT
A STUDY AT PT. BRP INTI AMBAWARA SEJAHTERA**

Written By:

Venina Maharani Pramono

Student ID Number: 171223223

Has been read and approved by:

Advisor



Daniel Yudistya Wardhana, S.E., MEI.

15 August 2021

THESIS

The Impact of Workplace Spirituality to Organizational Commitment
Study at PT. BPR INTI AMBARAWA SEJAHTERA

Compiled and presented by:

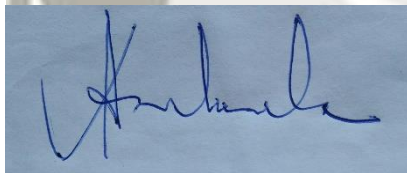
Venina Maharani Pramono

171223223

Has been defended and accepted in front of examiner committee on 3rd of September 2021 and has been declared to fulfill as one of the requirements for the Degree of Sarjana Manajemen (S1) in International Business Management Program

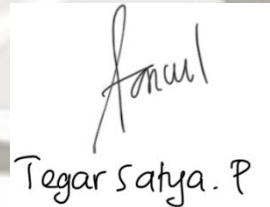
Examiner Committee Structure

Head of Examiner Committee



Drs. M. Parnawa Putranta, MBA., Ph.D.

Member



Tegar Satya . P

Tegar Satya Putra, SE., M.Sc



Daniel Yudistya Wardhana, S.E., MEI.

Yogyakarta, 17 September 2021

Dean of Business and Economics Faculty Universitas Atma Jaya Yogyakarta

Drs. Budi Suprpto, MBA., PH.D



UNIVERSITAS ATMA JAYA YOGYAKARTA
Fakultas Bisnis dan Ekonomika

Letter of Statement

No. 958/J/I

Based on the Thesis Defense results that has been held on Friday, 3 September 2021 with the following examiners:

- | | |
|--|----------|
| 1. Drs. M. Parnawa Putranta, MBA., Ph.D. | Chairman |
| 2. Daniel Yudistya Wardhana, SE., MEI. | Member |
| 3. Tegar Satya Putra, SE., M.Sc. | Member |

The examiners team has decided that:

Name : Venina Maharani
Student Number : 171223223
Program : International Business Management

Has passed
Thesis Revision

The thesis revision has been reviewed and confirmed by all examiners.

This letter of statement is made for Yudisium/Graduation of Bachelor of Management in Faculty of Business and Economics Universitas Atma Jaya Yogyakarta.

Dean,

Drs. Budi Suprpto, MBA., Ph.D

AUTHENTICITY ACKNOWLEDGEMENT

I, Venina Maharani Pramono hereby declare that I complied the thesis with title:

The Impact of Workplace Spirituality on Organizational Commitment

Study at PT. BRP INTI AMBARAWA SEJAHTERA

Declare that this thesis that has been completed is my work and does not contain the work of others except for some parts that require it as a reference with the proper procedures for writing scientific papers.

Yogyakarta, 15 August 2021



Venina Maharani Pramono

ACKNOWLEDGEMENT

Thank to Almighty God who has given His bless and help to finish this research as a fulfilment to graduate, this thesis has been made. In the process of writing this thesis, I would like to express my sense of gratitude for parties who also involved in the making of it. The proposed title for this thesis is:

The Impact of Workplace Spirituality on Organizational Commitment

Study at PT. BPR INTI AMBARAWA SEJAHTERA

In the make of the thesis, there are many helps, guidance and supports along the way. In its idea creation, construction, and completion, I received review and suggestion that helps me to compose this thesis.

1. Thank you to Almighty God who has given his bless and help in the making of the thesis from the start until the end.
2. My parents, and brother. For providing supports, endless encouragement, and to put trust on me that I can finish this research.
3. My Supervisor, Daniel Yudistya Wardhana, S.E., MEI. For giving me feedbacks, reviewing my research, providing suggestion, and correcting mistakes along the way of this thesis making. Without his help I won't be able to finish even to start this thesis.
4. PT. BPR INTI AMBARAWA Sejahtera who allowed me to use their company for research.

5. My closest friends: Vania, Sandy, Adinda, Angel, Edo, Eltimanto, Thedi, and others. For the help and supports in both my thesis and university life. Making my university life fun and memorable.
6. Promotion and Partnership Office's Staffs and Student Staffs. For the experience and support during my tenure and university life. Making my university life more interesting and challenging.
7. For everyone else that I am unable to mention by names on paragraph above. Thank you for the supports and lesson.

The writer of this thesis realize that this research is not perfect and there are shortcomings in this writing. That being the case, the writer accepts suggestions and critics from readers to be able to improve writer's future research and the future research study of others with similar topic.

Yogyakarta, 15 August 2021



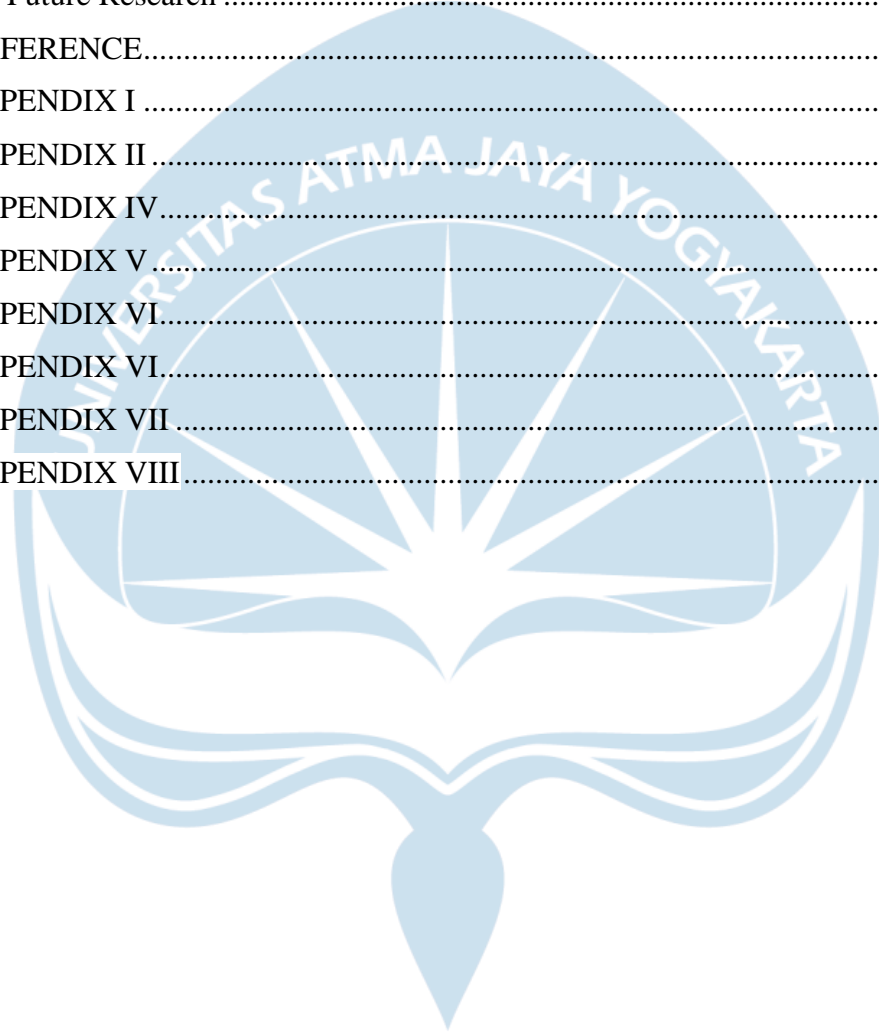
Venina Maharani Pramono

Table of Contents

Title Page	I
APPROVAL PAGE	i
AUTHENTICITY ACKNOWLEDGEMENT.....	iv
ACKNOWLEDGEMENT	v
Table of Contents.....	vii
List of Tables	x
List of Figure.....	xi
ABSTRACT.....	xii
CHAPTER I.....	1
1.1 Research Background	1
1.2 Research Questions.....	6
1.3 Research Aims	6
1.4 Research Objective	7
1.5 Research Benefit	7
1.6 Structure of The Thesis.....	8
CHAPTER II.....	9
2.1. Introduction.....	9
2.2. Workplace Spirituality Definition.....	9
2.2.1. Dimension of Workplace Spirituality.....	12
2.3. Organizational Commitment Definition	14
2.3.1 Organizational Commitment Three Components Model	15
2.3.2 The Factors Influencing Organizational Commitment.....	16
2.4 Workplace Spirituality and Organizational Commitment	18
2.5 Hypothesis Development	19
2.5.1 Meaningful work and Organizational Commitment	19
2.5.2. Sense of Community and Organizational Commitment	20
2.5.3. Alignment with Organizational Values and Organizational Commitment	21
2.6. Research Framework	21
CHAPTER III	23
3.1 Research Design.....	23
3.2 Research Object	23

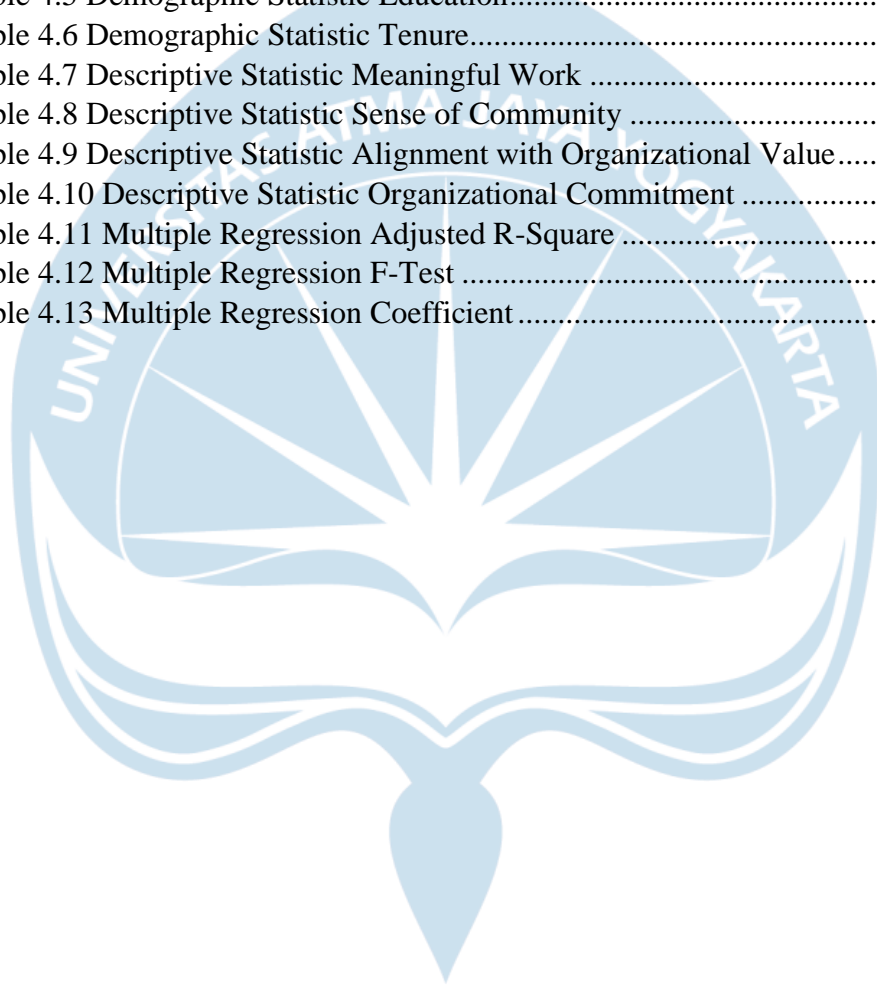
3.3 Population and Sample	23
3.4 Sampling Method.....	24
3.5 Data Collection Method.....	24
3.6 Operational Variable.....	25
3.7 Instrument Testing Method.....	29
3.7.1 Validity Test.....	29
3.7.2 Reliability Test.....	29
3.8 Data Analysis.....	30
3.8.1 Descriptive Statistic Analysis.....	30
3.8.2 Multiple Regression Analysis.....	31
3.8.2.1 F-Test.....	31
3.8.2.2 t-Test.....	32
CHAPTER IV.....	33
4.1 Pre-Test Result.....	33
4.2 Measuring Instrument.....	33
4.2.1 Validity Test.....	34
4.2.2 Reliability Test.....	35
4.3 Demographic Statistic Analysis.....	36
4.3.1 Gender.....	36
4.3.2 Age.....	36
4.3.3 Education.....	37
4.3.4 Tenure.....	37
4.4 Descriptive Statistic Analysis.....	38
4.4.1 Workplace Spirituality Dimension.....	38
4.4.2 Organizational Commitment.....	41
4.5 Data Analysis.....	42
4.5.1 The effect of Meaningful Work to Organizational Commitment.....	44
4.5.2 The effect of Sense of Community to Organizational Commitment.....	44
4.5.3 The effect of Alignment with Organizational Value to Organizational Commitment.....	44
4.6 Discussion.....	45
4.6.1 The impact of Meaningful Work on Organizational Commitment.....	45
4.6.2 The impact of Sense of Community on Organizational Commitment.....	45

4.6.3 The impact of Alignment with Organizational Value on Organizational Commitment.....	46
CHAPTER V	47
5.1 Conclusion	47
5.2 Managerial Implication.....	48
5.3 Research Limitation	49
5.4 Future Research	49
REFERENCE.....	50
APPENDIX I	56
APPENDIX II.....	58
APPENDIX IV.....	72
APPENDIX V.....	83
APPENDIX VI.....	85
APPENDIX VI.....	87
APPENDIX VII.....	90
APPENDIX VIII.....	93



List of Tables

Table 3.1 Operational Variable.....	26
Table 3.2 Mean Table	31
Table 4.1 Validity Result Workplace Spirituality and Organizational Commitment	34
Table 4.2 Reliability Test.....	35
Table 4.3 Demographic Statistic Gender	36
Table 4.4 Demographic Statistic Age	36
Table 4.5 Demographic Statistic Education.....	37
Table 4.6 Demographic Statistic Tenure.....	37
Table 4.7 Descriptive Statistic Meaningful Work	38
Table 4.8 Descriptive Statistic Sense of Community	39
Table 4.9 Descriptive Statistic Alignment with Organizational Value.....	40
Table 4.10 Descriptive Statistic Organizational Commitment	41
Table 4.11 Multiple Regression Adjusted R-Square	42
Table 4.12 Multiple Regression F-Test	43
Table 4.13 Multiple Regression Coefficient.....	43



List of Figure

Figure 2.1. Research Framework22



THE EFFECT OF WORKPLACE SPIRITUALITY ON ORGANIZATIONAL COMMITMENT

Study at PT. BPR INTI AMBARAWA SEJAHTERA

Venina Maharani Pramono

Daniel Yudistya Wardhana, S.E., MEI.

International Business Management Program

Faculty of Business and Economics Atma Jaya Yogyakarta University

ABSTRACT

This research aims to understanding the effect of workplace spirituality dimension on organizational commitment of employees in PT. BPR Inti Ambarawa Sejahtera. The dimension of workplace spirituality consists of meaningful work, sense of community, and alignment with organizational values. The research will be using quantitative research and the data collected by using questionnaires. The questionnaire was collected on online platform, google form with respondents' number of 47 respondents. Descriptive analysis and multiple regression analysis were used to analyze the data. Meaningful work and alignment with organizational values have a significant and positive effect on organizational commitment of employees. The finding in this research can be use by the company to improve their current policies.

Keywords: meaningful work, sense of community, alignment with organizational value, organizational commitment, rural bank