

ABSTRACT

The aim of this research is to investigate how workplace spirituality positively influences employee engagement, with a focus on emotional intelligence as a mediating factor. This study utilized a quantitative descriptive methodology, gathering data via the distribution of questionnaires. using Google Forms and through interview sessions. The sampling method used was census, covering the entire population of 50 teachers (ASN and PPPK) at SMA Negeri 2 Pemalang, Central Java. Hypothesis testing in the study used a Structural Equation Model (SEM) based on Partial Least Square (PLS) edition 3. The results showed that workplace spirituality and emotional intelligence have a positive and significant influence on employee engagement. The role of emotional intelligence was also found to be a mediator variable in the relationship between workplace spirituality and employee engagement. Thus, emotional intelligence serves as an intermediary between workplace spirituality practices and employee engagement to continue making their maximum contribution to the school.

Keywords: *Workplace spirituality, Emotional intelligence, Employee engagement.*