

ABSTRACT

This research aims to examine the influence of spirituality in the workplace on organizational commitment and job satisfaction with perceived organizational support as a moderating effect, namely 1) the influence of spirituality in the workplace on organizational commitment, 2) the influence of spirituality in the workplace on job satisfaction, 3) the influence the moderating variable Perceived Organizational Support on the relationship between spirituality in the workplace and organizational commitment, 4) the influence of the moderating variable Perceived Organizational Support on the relationship between spirituality in the workplace and job satisfaction. The dependent variable in this research is organizational commitment and job satisfaction, while the independent variable in this research is spirituality in the workplace by adding Perceived Organizational Support as a moderating variable.

The number of samples in this research was 30 samples obtained from permanent employees of CV Kalika Intergraha. The data used in this research is primary data determined using saturation sampling. The analysis technique used in this research is using software SEM PLS 3.3.3

The empirical results of this research show that there is a positive and significant influence of spirituality in the workplace on organizational commitment and job satisfaction. Then, having Perceived Organizational Support as a moderating variable also strengthens the relationship between spirituality in the workplace and organizational commitment and job satisfaction.

Key words: spirituality in the workplace, organizational commitment, job satisfaction, perceived organizational support