

ABSTRACT

Employee performance has several supporting criteria, which one of them is Organizational Citizenship Behavior (OCB). Employees who have Organizational Citizenship Behavior will try to get involved together voluntarily to create ideal working conditions in order to create a supportive atmosphere for efforts to achieve the expected goals.

The population in this research were all of staff / employees of the Central Java High Court amount of 118 people. The data in the research uses the census research, it is taking the whole of the population in the high court central java. Based on the results of the questionnaires distribution process obtained of 86 people. Analysis tool used in this research is the path analysis, which previously conducted validity and reliability test as well as the classical assumptions test.

The results showed that Islamic Work Ethics and Spiritual intelligence proved to be positive and significant towards Employee Engagement as well as a positive and significant effect on Organizational Citizenship Behavior. Employee Engagement is capable to become an intervening variable between Islamic Work Ethics towards Organizational Citizenship Behavior (OCB). Employee Engagement is able to be an intervening variable between spiritual intelligence towards OCB.

Keyword: Islamic Work Ethics, Spiritual Intelligence, Employee Engagement, dan Organizational Citizenship Behaviour.