

ABSTRAK

Fisaka Prima Dianti, 20220100016, 2024. “Pengaruh *Spiritual Leadership* dan *Organizational Citizenship Behavior* (OCB) terhadap Komitmen Organisasi Pandita Buddhayana DKI Jakarta”. Tesis Pascasarjana Program Pendidikan Keagamaan Buddha. Sekolah Tinggi Ilmu Agama Buddha (STIAB) "Smaratungga". Pembimbing (I) Budi Utomo, P.hD. Pembimbing (II) Dr. dr. Khie Khiong, S.Si.,S.Ked., M.Si.,M.Pharm. Sc., PhD., PA (K), Exp.Flow, Akp.

Kata kunci: *Spiritual Leadership*, *Organizational Citizenship Behavior*, Komitmen Organisasi.

Peran pandita dalam perkembangan agama Buddha untuk meningkatkan sumber daya pelayanan tanpa pamrih merupakan dasar kebahagiaan bagi umat Buddha, seorang pandita yang memiliki pelayanan tanpa pamrih pada intinya sudah merelakan dirinya demi perkembangan umat Buddha, tetapi bagi pandita yang belum memiliki rasa tulus dan ikhlas ini akan membawa kemerosotan bagi perkembangan umat Buddha. Untuk itu diperlukan seorang pemimpin spiritual karena berfungsi sebagai memotivasi karyawan dalam pelaksanaan tanggung jawab dan tugas mendasar mereka dan *organizational citizenship behavior* perilaku sukarela individu dalam melakukan pelayanan atau membantu orang lain dengan tulus dan ikhlas diluar tanggung jawab demi kemajuan organisasi serta komitmen organisasi tingkat keterlibatan, loyalitas, dan dedikasi yang dimiliki oleh anggota organisasi terhadap tujuan, nilai, dan keberlanjutan organisasi.

Metode penelitian ini menggunakan pendekatan kuantitatif dengan desain penelitian *ex post facto*. Sampel dalam penelitian ini adalah keseluruhan populasi yaitu Pandita Buddhayana DKI Jakarta sebanyak 76 orang. Instrumen yang digunakan dalam penelitian ini berupa angket dengan skala *likert*. Hasil uji validitas instrumen dengan menggunakan rumus korelasi *product moment* menunjukkan bahwa seluruh item pernyataan memiliki status valid. Hasil uji reliabilitas dengan menggunakan rumus Alpha Cronbach menyatakan bahwa instrument bersifat reliabel. Hipotesis diuji dengan menggunakan analisis regresi.

Hasil analisis data menunjukkan nilai korelasi spiritual leadership terhadap komitmen organisasi sebesar 0,704 dengan persamaan regresi linear yang dihasilkan yaitu $Y = 10,436 + 0,811X$. Nilai korelasi *organizational citizenship behavior* terhadap komitmen organisasi sebesar 0,704 dengan persamaan regresi linear yang dihasilkan yaitu $Y = 27,593 + 0,541X$. Nilai koefisien determinasi pengaruh spiritual leadership dan *organizational citizenship behavior* terhadap komitmen organisasi adalah sebesar 0,617 dengan persamaan regresi linear ganda yang dihasilkan yaitu $Y = 3,198X_1 + 0,504X_2 + 0,337$. Uji hipotesis pertama menolak H_0 dengan t_{hitung} sebesar 8,529 dan sig. 0,000. Uji hipotesis kedua menolak H_0 dengan t_{hitung} sebesar 8,536 dan sig. 0,000. Uji hipotesis ketiga menolak H_0 dengan F_{hitung} sebesar 58,813 dan sig. 0,000.

Hasil penelitian menunjukkan bahwa spiritual leadership berpengaruh positif dan signifikan terhadap komitmen organisasi pandita Buddhayana DKI Jakarta. *Organizational citizenship behavior* berpengaruh positif dan signifikan terhadap komitmen organisasi pandita Buddhayana DKI Jakarta. Spiritual leadership dan *organizational citizenship behavior* secara simultan berpengaruh positif terhadap komitmen organisasi Pandita Buddhayana DKI Jakarta dengan kontribusi pengaruh sebesar 61,7%. Sisanya dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini.

ABSTRACT

Fisaka Prima Dianti, 20220100016, 2024. "The Influence of Spiritual Leadership and Organizational Citizenship Behavior on the Organizational Commitment of Pandita Buddhayana DKI Jakarta". Postgraduate Thesis of Buddhist Religious Education Program. School of Buddhist Studies (STIAB) "Smaratungga". Supervisor (I) Budi Utomo, P.hD. Supervisor (II) Dr. dr. Khie Khiong, S.Si., S.Ked., M.Si., M.Pharm. Sc., PhD., PA (K), Exp.Flow, Akp.

Keywords: Spiritual Leadership, Organizational Citizenship Behavior, Organizational Commitment

The role of priests in the development of Buddhism to increase resources for selfless service is the basis of happiness for Buddhists. A priest who has selfless service has essentially given himself up for the development of Buddhists, but for priests who do not have a sense of sincerity and sincerity this will bring decline for the development of Buddhists. For this reason, a spiritual leader is needed because it functions to motivate employees in carrying out their basic responsibilities and duties and organizational citizenship behavior, voluntary behavior of individuals in providing services or helping other people sincerely and willingly beyond responsibility for the progress of the organization as well as organizational commitment, level of involvement, loyalty, , and the dedication that organizational members have towards the goals, values and sustainability of the organization.

This research method uses a quantitative approach with an ex post facto research design. The sample in this study was the entire population, namely Pandita Buddhayana DKI Jakarta, 76 people. The instrument used in this research was a questionnaire with a Likert scale. The results of the instrument validity test using the product moment correlation formula show that all statement items have valid status. The results of the reliability test using the Alpha Cronbach formula stated that the instrument was reliable. The hypothesis was tested using regression analysis.

The results of data analysis show that the correlation value of spiritual leadership with organizational commitment is 0.704 with the resulting linear regression equation, namely $Y = 10.436 + 0.811X$. The correlation value of organizational citizenship behavior with organizational commitment is 0.704 with the resulting linear regression equation, namely $Y = 27.593 + 0.541X$. The coefficient of determination of the influence of spiritual leadership and organizational citizenship behavior on organizational commitment is 0.617 with the resulting multiple linear regression equation, namely $Y = 3.198X_1 + 0.504X_2 + 0.337$. The first hypothesis test rejects H_0 with tcount of 8.529 and sig. 0,000. The second hypothesis test rejects H_0 with tcount of 8.536 and sig. 0,000. The third hypothesis test rejects H_0 with Fcount of 58.813 and sig. 0,000.

The results of the research show that spiritual leadership has a positive and significant effect on the organizational commitment of the DKI Jakarta Buddhayana pandits. Organizational citizenship behavior has a positive and significant effect on the organizational commitment of the DKI Jakarta Buddhayana pandits. Spiritual leadership and organizational citizenship behavior simultaneously have a positive influence on the organizational commitment of Pandita Buddhayana DKI Jakarta with an influence contribution of 61.7%. The remainder is influenced by other variables not examined in this study.