

HUBUNGAN ANTARA WORKPLACE SPIRITUALITY DENGAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR PADA TENAGA KESEHATAN RUMAH SAKIT ADVENT MEDAN

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INTISARI

Dalam kajian ini menganalisis tentang hubungan antara *workplace spirituality* dan *organizational citizenship* (OCB) pada tenaga kesehatan di Rumah Sakit Advent Medan. Metode kuantitatif digunakan pada penelitian ini, serta memakai kuesioner dalam memperoleh data dan diberikan kepada 127 tenaga kesehatan. Hasil analisis penelitian ini mengindikasikan terdapat hubungan positif dan relevan antara *workplace spirituality* dan OCB ($r = 0.356$, $p < 0.05$). Koefisien determinasi sebesar 0.126 mengindikasikan bahwa *workplace spirituality* menghasilkan kontribusi sebesar 12.6% terhadap OCB. Temuan ini menunjukkan pentingnya membangun lingkungan kerja yang mendukung spiritualitas untuk mendorong perilaku kerja sukarela yang positif.

Kata Kunci: *Workplace Spirituality, Organizational Citizenship Behavior*

**RELATIONSHIP BETWEEN WORKPLACE SPIRITUALITY AND
ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN HEALTH CARE
PERSONNEL OF ADVENT MEDAN HOSPITAL**

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ABSTRACT

This study analyzes the relationship between workplace spirituality and organizational citizenship (OCB) in health workers at Adventist Hospital Medan. Quantitative methods were used in this study, and questionnaires were used to obtain data and administered to 127 health workers. The results of the analysis indicated that there is a positive and significant relationship between workplace spirituality and OCB ($r = 0.356, p < 0.05$). The coefficient of determination of 0.126 indicates that workplace spirituality contributes 12.6% to OCB. These findings indicate the importance of building a work environment that supports spirituality to encourage positive voluntary work behaviors.

Keywords: Workplace Spirituality, Organizational Citizenship Behavior