

**PENGARUH AGILE COACHING TERHADAP ORGANIZATIONAL
PERFORMANCE, MELALUI ORGANIZATIONAL AGILITY
DIMODERASI NEUROLOGICAL DOMINANCE SCIENCE,
SPIRITUALITY DAN ORGANIZATIONAL CULTURE
(STUDI KASUS PADA YAYASAN HALAQAH
SILSILAH ILMIAH)**

ABSTRAK

Dalam era VUCA (*Volatility, Uncertainty, Complexity, Ambiguity*), organisasi dituntut untuk mampu beradaptasi secara cepat dan fleksibel. Penelitian ini bertujuan untuk menganalisis pengaruh *agile coaching* terhadap *organizational performance*, dengan *organizational agility* sebagai variabel mediasi, serta *neurological dominance science*, *workplace spirituality*, dan *organizational culture* sebagai variabel moderasi. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei dan teknik analisis *Structural Equation Modeling* (SEM). Sampel penelitian adalah pimpinan, karyawan dan relawan Yayasan Halaqah Silsilah Ilmiah (HSI) AbdullahRoy, lembaga berbasis dakwah yang telah mengimpelentasikan *agile coaching* tersertifikasi dari program Agile Hijrah Coaching (AHC). Hasil penelitian menunjukkan bahwa *agile coaching* berpengaruh signifikan terhadap *organizational agility* dan *organizational performance*. Selain itu, *organizational agility* terbukti menjadi mediator yang kuat dalam hubungan tersebut. Ketiga variabel moderasi—*neurological dominance*, *spirituality*, dan *organizational culture*—memiliki peran penting dalam memperkuat hubungan antara *agile coaching* dan kedua variabel hasil (*agility* dan *performance*). Penelitian ini memberikan kontribusi teoritis dengan membangun model integratif yang menggabungkan pendekatan manajerial, psikologis, dan spiritual dalam konteks peningkatan *organizational performance* berbasis *agile*. Temuan ini diharapkan dapat menjadi referensi strategis bagi organisasi, khususnya dalam sektor dakwah, untuk menerapkan *agile coaching* secara lebih efektif dan kontekstual.

Kata Kunci: *Agile Coaching, Organizational Performance, Organizational Agility, Neurological Dominance, Workplace Spirituality, Organizational Culture.*

**THE EFFECT OF AGILE COACHING ON ORGANIZATIONAL
PERFORMANCE, THROUGH ORGANIZATIONAL AGILITY
MODERATED BY NEUROLOGICAL DOMINANCE SCIENCE,
SPIRITUALITY AND ORGANIZATIONAL CULTURE
(A CASE STUDY ON HALAQAH
SILSILAH ILMIAH FOUNDATION)**

ABSTRACT

In the era of VUCA (Volatility, Uncertainty, Complexity, Ambiguity), organizations are required to be able to adapt quickly and flexibly. This study aims to analyze the effect of agile coaching on organizational performance, with organizational agility as a mediating variable, and neurological dominance science, workplace spirituality, and organizational culture as moderating variables. This study uses a quantitative approach with survey methods and Structural Equation Modeling (SEM) analysis techniques. The research sample is the leaders, employees and volunteers of Abdullah Roy's Halaqah Silsilah Ilmiah (HSI) Foundation, a da'wah-based institution that has implemented certified agile coaching from the Agile Hijrah Coaching (AHC) program. The results show that agile coaching has a significant effect on organizational agility and organizational performance. In addition, organizational agility proved to be a strong mediator in the relationship. The three moderating variables-neurological dominance, spirituality, and organizational culture-play an important role in strengthening the relationship between agile coaching and the two outcome variables (agility and performance). This research makes a theoretical contribution by building an integrative model that combines managerial, psychological, and spiritual approaches in the context of improving agile-based organizational performance. The findings are expected to serve as a strategic reference for organizations, especially in the da'wah sector, to implement agile coaching more effectively and contextually.

Keywords: *Agile Coaching, Organizational Performance, Organizational Agility, Neurological Dominance, Workplace Spirituality, Organizational Culture.*