

## ABSTRAK

Andriana Purnama Sari. (2025). Pengaruh *Workplace Spirituality*, Rotasi Kerja dan *Servant Leadership* Terhadap *Organizational Citizenship Behavior* Pada Pegawai Kantor Dinas Tenaga Kerja dan Transmigrasi (Disnaker) Kabupaten Madiun. Skripsi. Program Studi Manajemen. Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (1) Dr. Apriyanti S.E., M.M., CPSMM. Pendamping (II) Rollis Ayu Ditasari, S.E., M.Ak.

Penelitian ini bertujuan untuk membuktikan secara empiris pengaruh *Workplace Spirituality*, Rotasi Kerja dan *Servant Leadership* terhadap *Organizational Citizenship Behavior* pada pegawai Dinas Tenaga Kerja Dan Transmigrasi (DISNAKER) Kabupaten Madiun. Penelitian ini merupakan penelitian kuantitatif dengan jumlah sampel sebanyak 58 karyawan. Metode pengambilan sampel yaitu menggunakan sampel jenuh. Pengambilan data menggunakan kuesioner dengan penyebaran melalui google form. Teknik analisis data menggunakan alat uji berupa *Structural Equation Modeling* (SEM) dengan SmartPLS Versi 3.0.

Hasil penelitian ini menunjukkan bahwa 1) *Workplace spirituality* berpengaruh terhadap *Organizational Citizenship Behavior* Pegawai Kantor Dinas Tenaga Kerja dan Transmigrasi (DISNAKER) Kabupaten Madiun. 2) Rotasi Kerja berpengaruh terhadap *Organizational Citizenship Behavior* Pegawai Kantor Dinas Tenaga Kerja dan Transmigrasi (DISNAKER) Kabupaten Madiun. 3) *Servant Leadership* tidak berpengaruh terhadap *Organizational Citizenship Behavior* Pegawai Kantor Dinas Tenaga Kerja dan Transmigrasi (DISNAKER) Kabupaten Madiun.

Kata Kunci: *Workplace Spirituality*, Rotasi Kerja, *Servant Leadership* dan *Organizational Citizenship Behavior*

## ABSTRACT

Andriana Purnama Sari. (2025). The Effect of Workplace Spirituality, Job Rotation, and Servant Leadership towards Organizational Citizenship Behavior among Employees at the Madiun Regency Manpower and Transmigration Office (*Disnaker*).

This study aims to empirically demonstrate the effect of Workplace Spirituality, Job Rotation, and Servant Leadership towards Organizational Citizenship Behavior among employees at the Madiun Regency Manpower and Transmigration Office (*Disnaker*). This quantitative study involved 58 employees. The sampling method used saturated sampling. Data collection used a questionnaire distributed via Google Form. Data analysis used Structural Equation Modelling (SEM) with Smart-PLS Version 3.0 as a testing tool.

The results of this study indicate: (1) Workplace spirituality influences Organizational Citizenship Behavior among Employees at the Madiun Regency Manpower and Transmigration Office (*Disnaker*); (2) Job rotation has an effect towards the organizational citizenship behavior of employees at the Madiun Regency Manpower and Transmigration Office (*Disnaker*). 3) Servant leadership has no effect towards the organizational citizenship behavior of employees at the Madiun Regency Manpower and Transmigration Office (*Disnaker*).

Keywords: Workplace Spirituality, Job Rotation, Servant Leadership, Organizational Citizenship Behavior.