

## **ABSTRACT**

***THE EFFECT OF JOB DEMANDS, PERCEIVED ORGANIZATIONAL SUPPORT, AND WORKPLACE SPIRITUALITY ON WORK ENGAGEMENT***  
***(Research on Civil Servant Nurses at RSUD dr. Soekardjo Tasikmalaya City)***

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*The aimed of this research was to determine and analyze the effect of job demands, perceived organizational support, and workplace spirituality on work engagement of civil servant nurses at RSUD dr. Soekardjo Tasikmalaya City. The research method used was a survey method, data obtained directly through questionnaires to 168 respondents who were of civil servant nurses at RSUD dr. Soekardjo Tasikmalaya City. Sampling used a proportionate stratified random sampling and the analytical tool used in this research was path analysis. Based on the research results, job demands, perceived organizational support, workplace spirituality, and work engagement on civil servant nurses at RSUD dr. soekardjo Tasikmalaya City are classified as high. Based on research, job demands, perceived organizational support, and workplace spirituality have significant effect on work engagement of civil servant nurses at RSUD dr. Soekardjo Tasikmalaya City either partially or simultaneously.*

***Keywords: Job Demands, Perceived Organizational Support, Workplace Spirituality, Work Engagement.***

## **ABSTRAK**

**PENGARUH TUNTUTAN PEKERJAAN, PERSEPSI DUKUNGAN ORGANISASI, DAN SPIRITUALITAS DI TEMPAT KERJA TERHADAP KETERIKATAN KERJA  
(Suatu Penelitian Pada Perawat PNS di RSUD dr. Soekardjo Kota Tasikmalaya)**

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh tuntutan pekerjaan, persepsi dukungan organisasi, dan spiritualitas di tempat kerja terhadap keterikatan kerja perawat PNS di RSUD dr. Soekardjo Kota Tasikmalaya. Metode penelitian yang digunakan adalah metode survei, data diperoleh secara langsung melalui kuesioner kepada 168 orang responden yang merupakan perawat PNS di RSUD dr. Soekardjo Kota Tasikmalaya. Penentuan sampel menggunakan *proportionate stratified random sampling* dan alat analisis data yang digunakan pada penelitian adalah analisis jalur. Berdasarkan hasil penelitian, diketahui bahwa tuntutan pekerjaan, persepsi dukungan organisasi, spiritualitas di tempat kerja, dan keterikatan kerja pada perawat PNS di RSUD dr. Soekardjo Kota Tasikmalaya termasuk klasifikasi tinggi. Berdasarkan penelitian, tuntutan pekerjaan, persepsi dukungan organisasi, dan spiritualitas di tempat kerja berpengaruh signifikan terhadap keterikatan kerja perawat PNS di RSUD dr. Soekardjo Kota Tasikmalaya baik secara parsial maupun simultan.

**Kata Kunci: Tuntutan Pekerjaan, Persepsi Dukungan Organisasi, Spiritualitas di Tempat Kerja, Keterikatan Kerja.**