

**ABSTRAK**

Judul : Pengaruh *Servant Leadership* Terhadap Komitmen Organisasi Melalui *Workplace Spirituality* dan Motivasi Kerja.  
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Program Studi : S-1 Manajemen  
Pembimbing : Lia Amalia

Penelitian ini bertujuan untuk mengetahui pengaruh *Servant Leadership* terhadap Komitmen Organisasi melalui *Workplace Spirituality* dan Motivasi Kerja. Variabel independen terdiri *Servant Leadership*, variabel dependen adalah Komitmen Organisasi dan variabel *intervening* adalah *Workplace Spirituality* dan Motivasi Kerja. Penelitian ini dilakukan pada karyawan generasi milenial yang bekerja lebih dari satu tahun di wilayah Tangerang. Sampel yang digunakan adalah sebanyak 160 responden dengan teknik pengambilan sampel yaitu *purposive sampling*. Jenis penelitian ini adalah asosiatif yang bersifat kausal dan metode yang digunakan dalam penelitian ini adalah Analisis Jalur (*Path Analysis*).

Hasil penelitian ini menunjukkan bahwa *Servant Leadership* berpengaruh secara positif dan signifikan terhadap *Workplace Spirituality* dan Motivasi Kerja. *Workplace Spirituality* dan Motivasi Kerja berpengaruh positif dan signifikan terhadap Komitmen Organisasi, sedangkan *Servant Leadership* tidak berpengaruh secara positif dan signifikan terhadap Komitmen Organisasi. *Workplace Spirituality* dan Motivasi Kerja berhasil menjadi variabel *Intervening* bagi *Servant Leadership*.

**Kata Kunci :** *Servant Leadership*, *Workplace Spirituality*, Motivasi Kerja, Komitmen Organisasi

**ABSTRACT**

*Title* : *The Effect of Servant Leadership on Organization Commitment through Workplace Spirituality and Work Motivation.*  
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*This study aims to determine the effect of Servant Leadership on Organizational Commitment through Workplace Spirituality and Work Motivation. The independent variable consists of Servant Leadership, the dependent variable is Organizational Commitment and the intervening variable is Workplace Spirituality and Work Motivation. This research was conducted on millennial generation employees who worked for more than one year in the Tangerang area. The sample used was 160 respondents with a sampling technique that is purposive sampling. This type of research is causal associative and the method used in this research is Path Analysis.*

*The results of this study indicate that Servant Leadership has a positive and significant effect on Workplace Spirituality and Work Motivation. Workplace Spirituality and Work Motivation have a positive and significant effect on Organizational Commitment, while Servant Leadership does not have a positive and significant effect on Organizational Commitment. Workplace Spirituality and Work Motivation have successfully become the Intervening variables for Servant Leadership.*

*Keywords: Servant Leadership, Workplace Spirituality, Work Motivation, Organization Commitment*