

## ABSTRACT

Aminah. 2015, SKRIPSI. Title: “The Impact Of Spirituality In The Workplace Toward The Loyalty Of The Employees Through Job Satisfaction Mediator Variable and Organizational Commitment in BMI, BSM, and BRIS KC Of Malang”.

Advisor : Dr. Siswanto, SE. M.Si

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The fact that syariah banking in Indonesia have experienced in the crisis of human resource makes syariah banking in Indonesia more motivated to raise the quantity and quality of their human resources' that had been owned. Now days, there are a lot of companies (including syariah banking) which are trying to develop the spirituality in the workplace. That new occupational culture is aimed to increase the employees' loyalty, job satisfaction for the employees, and the organizational commitment for the employees. Therefore, this study examines the direct and indirect impact of spirituality in the workplace toward the loyalty of the employees, job satisfaction for the employees, and the organizational commitment for the employees as the mediator variables.

In addition, this study examines three greatest banks based on asset, they are Bank Muamalat Indonesia, Bank Syariah Mandiri, and Bank Rakyat Indonesia Syariah Cabang Malang. In doing this research, the researcher uses quantitative descriptive approach. Regarding with that, this approach is used to examine and explain the spirituality impact in the workplace in order to step up the loyalty of the employees through job satisfactory and organizational commitment or do not through job satisfactory and organizational commitment. This research uses 100 employees with the adjustment of the number composition of population in each of syariah banking. Additionally, this research employs path analysis technique which previously done with Validity test, Reability test, F-test, and T-test.

The results of this study show that there is a positive impact but it is not significant. It means that there is no significance between spirituality in the workplace toward the loyalty of the employees either through direct way or through job satisfaction and organizational commitment. In this case, the direct impact has the bigger value than indirect impact. However, it is different with result of path analysis which done individually. The three of syariah banks have smaller direct impact than indirect impact. In addition, BSM and BRIS have indirect impact value which are positive and significant especially through job satisfaction. Besides of that, BSM also has the direct value which is positive and significant.