



Relationship Between Workplace Spirituality And Employee Engagement In The Milling Sector Of Pt. Family Raya

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ABSTRACT

This study aims to see the relationship between Workplace Spirituality and Employee Engagement in the Milling Sector of PT. Famili Raya Padang. The independent variable in this study is Workplace Spirituality and the dependent variable is Employee Engagement. The measuring tools used in this study are the Workplace Spirituality scale and the Employee Engagement scale. The sampling technique used in this study was a saturated sample technique with a total sample of 38 people. Test the validity and reliability using the Cronbach Alpha technique. The results of the validity coefficient on the Workplace Spirituality scale range from 0.361 to 0.852, while the reliability coefficient is 0.944. The results of the validity coefficient on the Employee Engagement scale range from 0.620 to 0.874, while the reliability coefficient is 0.978. The results of data analysis showed the magnitude of the correlation coefficient was 0.507 with a significant level of $p = 0.001$. This means that there is a significant relationship with a positive direction between Workplace Spirituality and Employee Engagement in the Milling Sector of PT. Family Raya Padang.

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1. Introduction

The development of the business world in the past few decades has experienced many advances, including more and more companies engaged in various business fields. Every company owner who wants his company to grow must have a goal in establishing a company. Personnel management and human resources are very important for companies in managing, regulating, and utilizing employees so that they can function productively to achieve company goals. In developing today's business strategy, the technology sector dominates over the human resources sector. Although technology plays an important role in supporting the running of the process input data, data processing, and presentation output in the form of information, but technology cannot replace the role of humans in creative thinking and innovating at work (Wijayati et al., 2022).

Engagement is a complex concept and is influenced by many factors, including the culture in the workplace, organizational communication, managerial style that triggers trust and respect as well as the leadership adopted and the reputation of the company itself (Meuthia & Ulfa, 2017; Rahmah, 2013). Engagement is a positive feeling towards the company or commitment to the company's success (Sung, Yoon, & Han, 2022; Wright & Silva, 2022) and the level of energy or excitement that triggers employees to exert more effort or exceed the basic needs of the job, can predict important employee behaviors, such as high discretionary behavior and exceed the lowest threshold, resulting in higher performance, or adaptive behavior such as problem solving and creative decision making that can affect company results such as productivity, customer loyalty or profitability, can be influenced by

the actions taken by the company and especially supervisors (Odriozola & Baraibar-Diez, 2018; Tutar & Oruç, 2020).

A company that implements workplace spirituality, will make employees feel connected and meaningful at work, employees will perform better, show up more often, and contribute more to a better atmosphere at work (Bell-Ellis, Jones, Longstreth, & Neal, 2015; Sharma & Singh, 2020). Furthermore, employees want more control over their work, more work-life balance, and employees will have more meaning in their work (Odriozola & Baraibar-Diez, 2018). According to Albuquerque, Cunha, Martins, & Sá (2014); Petchsawang & Duchon (2012), Spirituality in the workplace is human awareness of the existence of a human relationship with God, including: inner life individuals, their ideals, attitudes, thoughts, feelings, and expectations to the absolute, and how individuals express these relationships in everyday life (Khasawneh, 2011). Spirituality in the workplace is no longer confined by formal rules that even provide opportunities for cheating, but plays with moral, ethical, and humanitarian rules that lead to justice and honesty (Petchsawang & McLean, 2017). With spirituality in the workplace, business is understood as an ecosystem not a battlefield, the company is a community not a machine, management is service not control, managers are coach not foreman, employees are colleagues not helpers, motivation comes from vision not fear, change is growth not suffering (Aboramadan & Dahleez, 2021). But theoretically spirituality is not a religion, religion is characterized by a belief, practice and intuition. While spirituality is just the connectedness of one's feelings to God.

PT. Famili Raya is one of the companies under the Domestic Investment Program (PMDN) which was established for the first time in 1969. The factory location is currently located on a land area of 28,050 m² 2 on Jalan Gurun Laweh, District Lubuk Begalung Padang or approximately 4 km from the city center. Crumb Rubber Industry PT. Famili Raya has started production in August 1970 with the aim of not only serving the processing of smallholder rubber plantation products, but also to meet the needs of national and international industrial markets. The existence of this Crumb Rubber Factory in the city of Padang is not only able to create jobs but also to increase the regional economy in generating local revenue. So that it will increase the wheels of development and the economy of the city of Padang in particular and West Sumatra in general.

This company has employees both in the field and in its offices as many as 200 people. The amount of competition with other companies and the increasing demand for production make employees have to work even harder. When employees do their work they are not always noticed by their superiors, because some of the employees already know about their respective jobs while some still need supervision from their superiors. The employee also explained that in every working hour, they really have to work harder, coupled with competition from other companies and the high demand for rubber production both domestically and abroad. If the employee has good performance and makes every effort to complete his work, it can produce performance and production achievement in a company.

Based on the results of the initial interview on June 24, 2017 submitted by researchers to 24 employees of PT. Padang Family a phenomenon that occurs in most employees who are in the company PT. Famili Raya Padang, where employees say they work at PT. The Padang Raya family said that they felt they were getting tired of the very busy work they do every day. In addition, they do not get enough vacation time from the company because they work a full week from morning to evening, so when doing rubber processing work they are dissatisfied with the results of their work, sometimes they can't even finish their work on time work is not satisfactory. They have also thought of quitting their jobs because of the severity of the work and the results were not satisfactory for them and the company, so they had received several reprimands from their superiors for negligence in their work.

Based on the interview that on June 27 2017 submitted by the researcher to the personnel of PT. Great Padang family me said that, the work of employees is not in accordance with the expected target, in one day the production of rubber processing that the company expects is 60 tons but the production results obtained are less than 60 tons, so that personnel often reprimand employees for being negligent at work. Based on the results of observations and interviews conducted on 14 employees on

the 6th July 2017 reveal that the salary they receive is not in accordance with what they expect, they feel the wages they receive are not in accordance with the work they consider a risk to security and safety at work. Basically my employees know the routine tasks that they have to do but when they enter working hours they still haven't carried out their activities, they are still waiting for orders from the personnel.

In addition, the problems they expressed were about the lack of attention from superiors to subordinates, superiors who were less concerned with the work environment but the superiors forced the processing results to continue smoothly without considering the working conditions and equipment needed by employees, employees needed facilities that were able to support the process. production, such as processing machine tools that need repair, replacement of new tools and equipment that should be provided for the safety and security of employees at work. Furthermore, communication between fellow co-workers is not good, they reveal that their lack of cohesiveness in working such as differences in understanding, the absence of a sense of kinship they feel.

Furthermore, interviews were conducted again with several employees on July 19, 2017, there are employees who have not been involved in working for the company, they say that they have tried and strive to provide the best results to the company, but it can be seen in several ways that cause employees who are less involved in work, such as making mistakes, namely lack of thoroughness in work which causes production results are not good, the presence of employees who do not run perfectly in accordance with the agreed regulations, as well as the presence of employees who take more leave than what has been agreed upon by the company.

In addition, employees reveal their lack of participation in work, such as the absence of employees expressing ideas or opinions for the progress of the company, and they say that the lack of coordination between the office and employees, the office is always busy with the exchange of superiors who do not settle causing work involvement. they are not optimal and feel dissatisfied with their involvement in work so they have thoughts of leaving work.

Employee Engagement, Engagement is a positive feeling towards the company or commitment to the company's success and the level of energy or excitement that triggers employees to exert more effort or exceed the basic needs of the job, can predict important employee behaviors, such as high discretionary behavior and exceed the lowest threshold, resulting in higher performance, or adaptive behavior such as problem solving and creative decision making that can affect company results such as productivity, customer loyalty or profitability, can be influenced by the actions taken by the company and especially supervisors (Aldi & Rahma, 2019; Rahma, 2017).

Employee engagement it is also associated with a high internal motivational drive. This is in line with Meuthia & Ulfa (2017) who said that employee engagement is an illusory drive that motivates employees to show high performance. This drive is a combination of commitment to loyalty, productivity and ownership. This definition is then added to include employees' feelings and attitudes towards their work and the company.

Spirituality Workplace, according to Sharma & Singh (2020), Spirituality in the workplace is human awareness of the existence of a human relationship with God, including: inner life individuals, their ideals, attitudes, thoughts, feelings, and expectations to the absolute, and how individuals express these relationships in everyday life. Spirituality Workplace is awareness that people have an inner life that grows and is nurtured by meaningful work and takes place in a community context (Dandona, 2013).

There is a deep meaning and purpose of work, namely describing how employees interact with their work from day to day at the individual level. Spirituality sees work not only as an interesting and challenging thing, but also seeks deep meaning and purpose, brings one's dreams to life and illustrates one's needs in life by seeking the meaning of work and contributing to others. Employees enjoy work, feel alive because of work, and find personal meaning and purpose.

Having a deep relationship with others, which focuses on individual behavior at the group level and focuses on worker interactions with co-workers, involving mental, emotional and spiritual connections between employees in the organization. This forms a deep feeling of connectedness between individuals, the presence of support, freedom of expression, a feeling of being connected to

colleagues, employees supporting each other, and being connected to a common goal.

There is a feeling of being connected to the organization's goals, namely identifying themselves with the organization's mission and values (Harto, Saymsu, Rukmana, Komalasari, & Dwijayanti, 2022), with the organization's attention to employees, employees wanting to work in the organization with the aim of not only being a good company, but becoming an organization that has ethics or integrity and contributes more than ordinary companies, namely the welfare of employees, customers and society.

2. Methods

2.1. Population

The population is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are determined by researchers. The population in this study is whole employees at PT. Royal Family part mill yes ng amounted to 38 person .

2.2. Sample

Sample is part from the population that becomes object study with the purpose of the sample being taken from population representative or represent so that could obtained enough information for estimate population. Technique taking sample used in study this is sample fed up. Sample fed up is technique determination sample when all member population chosen as sample. Technique this called also census. This matter conducted because amount relative population small and researcher want to make generalization with very error small. Whole employees of PT. Royal Family Existing field in the mill total 38 people, so sample in study this is 38 persons.

2.3. Data Collection Techniques

a. Measuring instrument

Method data collection used in this study is the scale. The scale as a measuring tool in psychology has special characteristics that distinguish it from other forms of data collection, such as questionnaires, checklists, and inventories. Scale Spirituality Workplace scale Spirituality Workplace measured using a scale Spirituality Workplace spirituality proposed by (Jalil, 2013) that is a danya meaning and destination deep from profession , m have deep relationship with other people , a danya feeling connected with destination organization. Scale Employee Engagement employee Engagement measured using the scale stated by Schiemann (2011) that is: satisfaction, commitment and advocacy. These aspects will be the author's reference in compiling the scale employee engagement .

b. Testing of Measuring Instruments validity originated from the word validity that have meaning so far where accuracy and precision something tool measuring in To do function measure it . A test or measuring instrument can be said to have high validity if the test instrument performs its measuring function, or provides measurement results in accordance with the purpose of the measurement. A test that produces data that is not relevant to the purpose of the measurement is said to be a test that has low validity. The validity coefficient can be considered satisfactory if r_{xy} exceeds 0.30. If value not enough than 0.30 then recommended for no choose it as item tool measuring because could interpreted as items that have power discrimination low. Technically validity testing is done with use formulation A alpha Cronbach with help IBM SPSS 21.0. Reliability Test Reliability is degrees accuracy, precision, or demonstrated accuracy by instrument measurement, namely the extent to which a measuring instrument can trusted and reliable. If something tool measuring could worn twice for same measurement with relative results same, then tool measuring the said reliable. Reliable declared by coefficient reliability with ranged numbers between 0 to with 1.00. Test reliability in study this will conducted with use formulation alpha cronbach with help IBM SPSS 21.0. On generally reliability has considered satisfying when coefficient reach a minimum of $r_{xx} = 0.900$.

- c. Trial of Research Measurement Tools , Researchers first conduct a trial or try out which aims to select which items are valid and reliable so that they can be used in real research. Trial of research measuring instruments was carried out on November 27, 2017 to 30 mill employees at PT. Five Mountains Refinery which have the same characteristics as the research subject. The scale used by researchers in the study is the scale workplace spirituality and scale employee engagement . Scale Validity Spirituality Workplace the validity coefficient is set at 0.30 so that the results are obtained from the number of initial items 36 per reality , fall 15 items so the number of valid items is 21 statement, with value corrected item - total correlation ranged between 0.361 up to 0, 852 . Cale Validity Employee Engagement The validity coefficient is set at 0.30 so that the results are obtained from the number of initial items 36 per reality , the number of valid items is 36 statement
- d. with value corrected item - total correlation ranged between 0.500 until with 0, 874 . R Scale Eability Spirituality Workplace and Employee Engagement Scale reliability workplace spirituality in this study using analytical techniques Alpha Cronbach . After going through the process of calculating the results try out , then on the scale obtained the value of the reliability coefficient of 0.944. This shows that the measuring instrument workplace spirituality have high reliability .

Results test reliability on scale employee engagement through technique analysis alpha cronbach obtained coefficient by 0, 978 . This matter show that tool measuring scale employee engagement have high reliability, so reliable for use in research. The higher the reliability coefficient approaching the number 1.00 means the higher the reliability, on the contrary the lower the coefficient approaching the number 0 means the lower the reliability.

3. Result And Discussion

3.1 Normality test

Normality test is used to determine whether the data population is normally distributed or not. The normality test in this study used the test Kolmogorov-Smirnov . The data stated are normally distributed if the significance (p) is greater than 0.05. Based on the results of data processing using the program IBM SPSS 21 .0, then the following results are obtained:

Table 1.
NORMALITY TEST SCALE SPIRITUALITY WORKPLACE WITH EMPLOYEE ENGAGEMENT

Variable	N	KSZ	P	scatter
Spirituality Workplace	38	0.495	0.967	Normal
Employee Engagement	38	0.491	0.969	Normal

Based on the table above, the significance value is obtained on the scale workplace spirituality of $p = 0.967$ with $KSZ = 0.495$ these results indicate that the p value > 0.05 , meaning that the scale distribution workplace spirituality normally distributed, while for k employee engagement obtained a significance value of $p = 0.969$ with $KSZ = 0.491$, these results indicate that the p value > 0.05 , meaning that the scale distribution employee engagement normally distributed.

4.2 Linearity Test. The linearity test aims to determine whether two variables have a linear relationship or not. Two variables are said to have a linear relationship if the significance (linearity) is less than 0.05 (Priyatno, 2008). Based on the results of data processing using the program IBM SPSS 21 .0, then the following results are obtained:

Table 2.
LINEARITY TEST SCAL A SPIRITUALITY WORKPLACE WITH EMPLOYEE ENGAGEMENT

N	df	Mean Square	F	Sig
38	1	1049,934	12,432	0,00 1

Based on the table above, the value of $F=$ is 12,432 with a significance of $p = 0.001$ (p workplace spirituality with employee engagement classified as linear.

3.2 Hypothesis testing

Processing research data on the relationship between workplace spirituality with employee engagement to 38 employee at PT. Royal Family using statistical test Pearson Product Moment with the help of the program IBM SPSS 21.0, can be seen in the following table:

Table 3.
CORRELATION TEST RESULTS BETWEEN SCALE SPIRITUALITY WORKPLACE
WITH EMPLOYEE ENGAGEMENT

P	(α)	ValueCorrelation (r)	R square	Conclusion
0.001	0.01	0,507	0,257	Sig (2-tailed) 0.001 < 0,01

Based on the results of the correlation test above, it can be seen that the correlation currently with a positive direction between Spirituality Workplace with Employee Engagement that is equal to 0,507 (Priyatno, 2008) ^[10]. Positive direction means, means more conducive Spirituality Workplace then the lower Employee Engagement. And vice versa, the more unfavorable Spirituality Workplace, then the higher Employee Engagement. This is reinforced by the significant test results with the help of IBM SPSS 21.0. Sig (2-tailed) 0.001 < 0,01 significance level (α), the hypothesis is accepted, meaning that there is a positive correlation between Spirituality Workplace with employee engagement PT. Family Raya. The following is a statistical descriptive table of the variables Spirituality Workplace and Employee Engagement based on hypothetical mean as follows.

Table 4.
DESCRIPTIVE STATISTICS SCALE SPIRITUALITY WORKPLACE AND EMPLOYEE ENGAGEMENT

Variable	N	Minimum	Maximum	mean	Std. Deviation
<i>Spirituality Workplace</i>	38	36	84	63.74	10,767
<i>Employee Engagement</i>	38	90	133	111.32	10,514

Based on value *hypothetical mean*, then it can be grouped that refers to the categorization criteria with the aim of placing individuals into separate groups in stages according to a continuum based on the measured attributes.

Table 5.
CATEGORIZATION NORMS

Norm	Categorization
X	Low
($\mu - 1.0$) X	Currently
($\mu + 1.0$) X	Tall

Information:
= standard deviation
X = raw score
= average

Based on the description of the table above, it is obtained the categorization of research subjects on the variable *Spirituality Workplace* and *Employee Engagement* as follows:

Table 5.
SUBJECT CATEGORIZATION GROUPING

Variable	Score	Amount	Percentage (%)	Category
<i>Spirituality Workplace</i>	X 53	13	14 %	Low
	53 □ X 74	62	66 %	Currently
	74 □ X	19	20 %	Tall
<i>Employee Engagement</i>	X 101	13	14 %	Low
	101 □ X 122	66	70 %	Currently
	122 X	16	17 %	Tall

Based on table 1 3 it can be seen that *workplace spirituality* Most of them are in the medium category, namely 71% and in the low category, namely 13%. As for the variable *employee engagement* it can be seen that most of them are in the medium category, which is 63% and in the low category, which is 21%.

3.3 Effective Donation

Variable contribution *Spirituality Workplace* to *Employee Engagement* variables can be determined using the determinant coefficient formula. The determinant coefficient is the square of the correlation coefficient multiplied by 100%. The degree of the determinant coefficient is sought by using the following formula:

$$KP = r^2 \cdot 100\% \quad (1)$$

Information:

KP = Determinant Coefficient Value

r = Correlation Coefficient Value

$$KP = r^2 \times 100 \%$$

$$= 0.507^2 \times 100 \%$$

$$= 0.257049 \times 100\%$$

$$= 26\%$$

Based on this formula, it can be determined that the amount of contribution *workplace spirituality* to *employee engagement* is 26% and 74% is influenced by other factors such as employee job satisfaction, commitment, and organizational culture .

4. Conclusion

Based on the results of data collection and data analysis that has been carried out by the researcher, it can be concluded that at the same time the answer to the research objective is: t there is a significant relationship between Spirituality Workplace with Employee Engagement PT. Padang Family where is getting conducive Spirituality Workplace then more low Employee Engagement . Vice versa, less conducive Spirituality Workplace, then higher Employee Engagement, This means that the hypothesis is accepted. The amount of the effective contribution of the variable el Spirituality Workplace with Employee Engagement is 26%.

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