

Spiritual Leadership As A Model For Organization Commitment And Productivity

(A Study of Private University In Indonesia)

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ABSTRACT

Spiritual leadership is creation of values, attitude and behavior which is required to motivate one's selves and other by intrinsic motivation to achieve spiritual survival sense through calling and membership. Impact of spiritual leadership in developing relationship between leader and follower are value creation in harmony, empowerment of member and individual, increase psychology aspect and welfare until the organizational commitment is achieved. The objectives of the research are to gain knowledge regarding influence of spiritual leadership to organizational commitment through calling and membership. This research was conducted to 359 responden from 10 University in East Java. Analysis technique used to test the hypothesis is Spatial SEM- PLS. Based on analysis result, we conclude that: (1) spiritual leadership is has significant influence to calling (2) spiritual leadership has significant influence to membership (3) calling has significant influence to organizational commitment, (4) membership has significant influence to organizational commitment, (5) calling has significant influence to productivity, and (6) membership has significant influence to productivity.

Keywords: Spiritual Leadership, Calling, Membership, Organizational Commitment, Productivity.

1. INTRODUCTION

The National Education System states that universities have the obligation to provide education, research, and community service (UU RI No 20/2003 chapter 20 verse 2) and (UU RI No.12/2012 chapter 1 verse 9). High education as part of system national education has a strategic role in educating the nation's life and advancing science and technology by observing and applying the humanities value as well as the sustainable culture and empowerment of the Indonesian nation.

In realizing the strategic role and great can be run well, then the role of leadership in developing human resources college should have a leadership style of superior quality, especially for lecturers as professional educators. One of the main concerns today is the style of leadership that involves a spiritual leadership style. Spiritual leadership is the formation of values, attitudes and behaviors needed to motivate oneself (intrinsic motivation) and others so as to generate a sense of spiritual well-being (spiritual survival) through calling and membership (Fry, 2003). This brings two things, first is to unite the vision of fellow members of the organization through the feeling of calling in life so that it becomes more meaningful and make a change, calling speaks of the calling of soul to a change in serving people to gain meaning and purpose of life, second is foster organizational culture based on altruistic love where leaders and leaders are caring for each other, caring for each other and mutually respect each other so as to create a feeling of membership, membership talking about family relationships and social relations interactions. (Fry, 2003)

The characteristics of spiritual leadership according to Fry (2003) is vision, altruistic love and hope / faith, vision is a goal to be achieved by an organization in the long and short, altruistic love is a cultural picture of an organization defined as a feeling intact, harmonious, welfare through care, caring and appreciation for self and others, and hope / faith is the desire for a fulfilled hope and the foundation of the vision, objectives and mission of the organization to be fulfilled.

From the characteristics of spiritual leadership based on vision, altruistic love, and hope / faith will result in a feeling of spiritual survival through repetition and membership that influences

the positive performance (productivity positive) and organizational commitment lecturers as professional educators, thus impacting the achievement of Tri Dharma Perguruan Tinggi. so, this study discusses leadership through calling and membership using Spatial Structural Equation Model method - Partial Least square (Spatial SEM-PLS) with Research object of Private University in Surabaya.

2. METHODOLOGY

This research is a type of quantitative research to find out which variables are the most significant to form model of organizational commitment and productivity at private universities all over Indonesia. The population of this study is all lecturers of universities in Surabaya, from the population that is used as a sample is a lecturer who already has a minimal functional position of expert assistant, in accordance with the characteristics of the sample that researchers expect (purposive sampling). Data analysis techniques used in this study using SEM-PLS method to determine the relationship of structural equations of each latent variables and to know the measurement indicators terhadap variabel latent. The variables in this study consist of demographic characteristic variables, exogenous variables, endogenous variables and manifest variables. The variables used in this study as follows:

1. Variables of demographic characteristics (Sex, Functional Position)
2. Exogenous variables (Spiritual Leadership (vision, altruistic love, hope))
3. Endogen intervening variable (Calling, Membership)
4. Endogen Variables (Organizational Commitment, Productivity)
5. Manifest Variables, manifest variables are variables used to explain and measure latent variables, in this study is a questionnaire associated with latent variables

3. RESULT AND DISCUSSION

This study uses secondary data, the data taken in this study is the data of lecturers in 10 private universities that have majors / economics field at least accredited B with 50 respondents each each university. From the results of the survey conducted data obtained a number of 359 of the 500 questionnaires that are targeted The 10 universities are as follows:

Table 1. Responden

1	Sekolah Tinggi Ilmu Ekonomi Indonesia Surabaya	35 from 50 responden
2	Sekolah Tinggi Ilmu Ekonomi Mahardhika	34 from 50 responden
3	Sekolah Tinggi Ilmu Ekonomi Perbanas Surabaya	50 from 50 responden
4	Sekolah Tinggi Ilmu Ekonomi Yapan Surabaya	33 from 50 responden
5	Universitas 17 Agustus 1945 Surabaya	43 from 50 responden
6	Universitas Bhayangkara	25 from 50 responden
7	Universitas Ciputra	35 from 50 responden
8	Universitas Katolik Widya Mandala Surabaya	25 from 50 responden
9	Universitas Muhammadiyah Surabaya	45 from 50 responden
10	Universitas Surabaya	34 from 50 responden

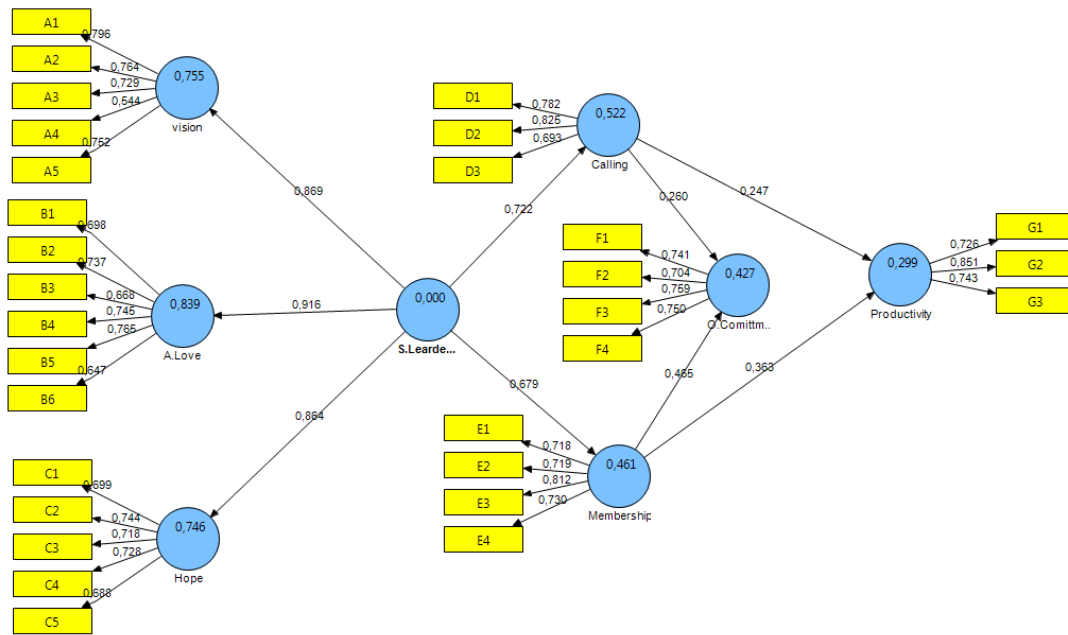


Figure 1. Early model Stuctural Equation Model

Table 2. Result Analysis

Variabel Laten	T Statistics	Keterangan
S.Leadership -> Calling 1	28,374517	Significant
S.Leadership -> Membership 2	21,176341	Significant
Calling -> O.Comittment 3	4,282329	Significant
Membership -> O.Comittment 4	9,213265	Significant
Calling -> Productivity 5	4,357301	Significant
Membership -> Productivity 6	5,636419	Significant

based on Figure 1 (SEM-PLS hypothesis test) and table 2 (SEM-PLS hypothesis test) shows that the T value of Spritual Leadership against Calling (H1), Spritual Leadership against Membership (H2), Calling to Organization Commitment (H3), Membership against Organization Comitment (H4), Calling on Productivity (H5) and Membership on Productivity (H6) is above 1.96, it shows that all hypothesis in this research is accepted.

4.CONCLUSION

Based on the results of analysis and discussion can be concluded that all indicators are able to measure well against the variables measured. And all hypotheses are accepted, it shows that improving vision, altruistic love and hope / faith will improve productivity / lecturer performance.

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- UU RI No 20 tahun 2003 pasal 20 ayat 2
- UU RI No.12 tahun 2012 pasal 1 ayat 9

Appendix

Loading Factor

	A.Love	Calling	Hope	Membership	O.Comittment	Productivity	vision
A1	0,545801	0,409746	0,410026	0,407704	0,426694	0,334890	0,795645
A2	0,489713	0,464875	0,468942	0,475877	0,446744	0,359774	0,764422
A3	0,477333	0,461620	0,440468	0,468294	0,368565	0,337929	0,728521
A4	0,422027	0,344464	0,386431	0,373828	0,459755	0,376564	0,543652
A5	0,571121	0,495253	0,525649	0,481856	0,444815	0,357295	0,752091
B1	0,697823	0,413337	0,463304	0,444058	0,407008	0,356119	0,468446
B2	0,736770	0,456620	0,442258	0,414913	0,402927	0,378141	0,503067
B3	0,667967	0,448437	0,493278	0,403755	0,491211	0,397306	0,417731
B4	0,744725	0,541936	0,550521	0,468717	0,410958	0,348316	0,544105
B5	0,765366	0,404748	0,517855	0,454323	0,447281	0,445594	0,517219
B6	0,647130	0,523531	0,481648	0,439557	0,384102	0,401428	0,519512
C1	0,471928	0,406839	0,698892	0,424682	0,481436	0,432454	0,458338
C2	0,505022	0,444353	0,744135	0,374724	0,442015	0,361126	0,456939
C3	0,447907	0,430846	0,717921	0,430620	0,416422	0,429118	0,414099
C4	0,487157	0,494708	0,728408	0,350375	0,424536	0,319765	0,409985
C5	0,558172	0,548922	0,688386	0,448802	0,434693	0,375707	0,476913
D1	0,441072	0,782352	0,530076	0,429564	0,523539	0,320601	0,464364
D2	0,559652	0,825281	0,561558	0,404934	0,382622	0,432823	0,459065
D3	0,512231	0,693133	0,399294	0,544051	0,315862	0,303884	0,482259
E1	0,392971	0,400425	0,379484	0,718137	0,425064	0,309735	0,449594
E2	0,422643	0,403572	0,329688	0,718631	0,374407	0,324278	0,362260
E3	0,577101	0,485391	0,510268	0,812380	0,571821	0,460177	0,573095
E4	0,415029	0,459707	0,444426	0,730169	0,441514	0,398837	0,411549
F1	0,466226	0,359420	0,457951	0,539311	0,740552	0,419142	0,458782
F2	0,455744	0,419219	0,505380	0,452429	0,704407	0,486690	0,492400
F3	0,401114	0,400375	0,418281	0,445146	0,758726	0,482198	0,384521
F4	0,428631	0,401534	0,428828	0,371011	0,749993	0,525447	0,401663
G1	0,398603	0,295245	0,379831	0,381584	0,481555	0,725841	0,375722
G2	0,460208	0,417285	0,462263	0,484864	0,573862	0,851294	0,424871
G3	0,406678	0,350072	0,397977	0,289312	0,426690	0,742782	0,319150

Realibility

	AVE	Composite Reliability	R Square	Cronbachs Alpha
A.Love	0,505858	0,859556	0,838608	0,803417
Calling	0,591199	0,811899	0,521693	0,652105
Hope	0,512410	0,840011	0,746192	0,761856
Membership	0,556315	0,833374	0,460676	0,736010
O.Comittment	0,545690	0,827610	0,426767	0,723006
Productivity	0,601090	0,818091	0,298826	0,670297
vision	0,521867	0,843113	0,754784	0,764861