ORGANIZATIONAL COMMITMENT AS MEDIATING FACTOR BETWEEN WORKPLACE SPIRITUALITY TO ROLE-BASED PERFORMANCE
(CASE: NON-ACADEMIC STAFF UNIVERSITY OF ANDALAS)

THESIS

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ABSTRACT

The research has the purpose to find the effect of organizational commitment as mediating factor between workplace spirituality to role-based performance of non-academic staff University of Andalas. The data obtained troughs questionnaire, and sample were drawn from 202 of Andalas University non-academic staff. The data analyzed by using SPSS 16 and PLS 3.0. In this research there are three variables, those are independent variable which is workplace spirituality, the dependent variable which is role-based performance and mediating variable is organizational commitment. The finding indicated that workplace spirituality has positively and significantly effect toward role-based performance and organizational commitment. Organizational commitment has positively and significantly effect toward role-based performance and organizational commitment as mediating factor also positve and significantly effect between workplace spirituality and role-based performance.

Keywords: workplace spirituality, organizational commitment, role-based performance, non-academic staff.