

## ABSTRAK

Nama : Pipi Santika  
Program Studi : Manajemen  
Judul : Pengaruh *Employee Engagement*, Kepemimpinan Spritual dan Etos Kerja Islami Terhadap *Organizational Citizenship Behavior* (OCB) Pada Satuan Polisi Pamong Praja dan Wilayatul Hisbah Kabupaten Bireuen

Penelitian ini dilakukan untuk menguji pengaruh *employee engagement*, kepemimpinan spiritual dan etos kerja islami terhadap *organizational citizenship behavior* (OCB) pada Satuan Polisi Pamong Praja dan Wilayatul Hisbah Kabupaten Bireuen. Populasi pada penelitian ini adalah pegawai di satuan polisi pamong praja dan wilayatul hisbah Kabupaten Bireuen yang berjumlah 204 pegawai. Sedangkan jumlah sampel pada penelitian ini adalah 67 pegawai. Teknik pengumpulan data yang digunakan adalah teknik survei melalui penyebaran kuesioner. Metode analisis data yang digunakan adalah teknik analisis regresi berganda dengan menggunakan SPSS 25. Analisis data menggunakan uji asumsi klasik, uji parsial (t) dan uji koefisien determinasi. Hasil penelitian menunjukkan bahwa *employee engagement*, kepemimpinan spritual dan etos kerja islami berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB) pada Satuan Polisi Pamong Praja dan Wilayatul Hisbah Kabupaten Bireuen.

Kata Kunci : *Employee engagement*, kepemimpinan spiritual, etos kerja Islami dan *Organizational Citizenship Behavior* (OCB)

## **ABSTRACT**

*Name : Pipi Santika*  
*Study Program : Management*  
*Title : The Influence of Employee Engagement, Spiritual Leadership and Islamic Work Ethic on Organizational Citizenship Behavior (OCB) in the Civil Service and Wilayatul Hisbah Police Units of Bireuen Regency*

*This research was conducted to examine the influence of employee engagement, spiritual leadership and Islamic work ethic on organizational citizenship behavior (OCB) in the Bireuen Regency Civil Service and Wilayatul Hisbah Police Unit. The population in this study were employees in the civil service and wilayatul hisbah police units in Bireuen Regency, totaling 204 employees. Meanwhile, the number of samples in this study was 67 employees. The data collection technique used was a survey technique through distributing questionnaires. The data analysis method used is multiple regression analysis technique using SPSS 25. Data analysis uses the classic assumption test, partial test (t) and coefficient of determination test. The research results show that employee engagement, spiritual leadership and Islamic work ethic have a positive and significant effect on Organizational Citizenship Behavior (OCB) in the Bireuen Regency Civil Service and Wilayatul Hisbah Police Unit.*

*Keywords : Employee engagement, spiritual leadership, Islamic work ethic and Organizational Citizenship Behavior (OCB)*