

## RINGKASAN

Penelitian ini mencoba menggali potensi moderasi *Islamic workplace spirituality* dalam hubungan antara Stres Kerja dan *job burnout* serta hubungan Stres Kerja dengan *employee engagement*. Penelitian ini menggunakan metode regresi sebagai alat analisis hubungan dan *Moderated Regression Analysis* (MRA) sebagai alat analisis moderasi dengan sampel sebanyak 91 dari populasi 419. Hasil dari penelitian ini tingkat signifikansi pada variabel X1 (Stres Kerja) = 0,000 (sig < 0,1) dan memiliki nilai (-0,458), variabel Stres Kerja berpengaruh negatif terhadap *Employee Engagement*. tingkat signifikansi pada variabel X1 (Stres Kerja) = 0,000 (sig < 0,1) dan memiliki nilai (1,136), variabel Stres Kerja berpengaruh positif terhadap *Job Burnout*. Tingkat signifikansi pada variabel moderasi XZ = 0,298 (sig > 0,1) dan memiliki nilai (0,016), *Islamic Work Spirituality* tidak memoderasi pengaruh hubungan Stres Kerja terhadap *Job Burnout*. Tingkat signifikansi pada variabel moderasi XZ = 0,298 (sig > 0,05) dan memiliki nilai (-0,008), *Islamic Work Spirituality* tidak memoderasi pengaruh hubungan Stres Kerja terhadap *Employee Engagement*.

Kata Kunci: *Islamic Work Spirituality*, *Employee Engagement*, *Job Burnout*, Stres Kerja, Moderasi.



## SUMMARY

This study tries to explore the potential for moderating Islamic workplace spirituality in the relationship between job stress and job burnout and the relationship between job stress and employee engagement. This study uses the Regression method as a relationship analysis tool and Moderated Regression Analysis (MRA) as a moderating analysis tool with a sample of 91 from a population of 419. The results of this study indicate that the significance level of the variable X1 (Work Stress) = 0.000 (sig < 0.1) and has a value of (-0.458), Work Stress variable negatively affected Employee Engagement. The significance level of the X1 variable (Work Stress) = 0.000 (sig < 0.1) and has a value of (1.136), the Job Stress variable has a positive effect on Job Burnout. The significance level of the moderating variable XZ = 0.298 (sig > 0.1) and has a value of (0.016), does not moderate the effect of the relationship between Job Stress on Job Burnout. The significance level of the moderating variable XZ = 0.298 (sig > 0.05) and has a value of (-0.008), Islamic Work Spirituality does not moderate the effect of work stress on employee engagement.

Keywords: *Islamic Work Spirituality, Employee Engagement, Job Burnout, Work Stress, Moderation.*

