

ABSTRAK

Perkembangan era disrupsi yang dimana terjadinya perubahan masif dengan mengubah sistem dan tatanan bisnis yang lebih baru berdampak terhadap dunia pendidikan. Salah satu wujud kebijakan pemerintah adalah program Kampus Merdeka. Adanya perkembangan era disrupsi ditekankan dalam hal kualitas pendidikan tinggi yang inovatif dan akseleratif. Secara psikologis, keterlibatan guru terhadap sekolah adalah sebagai salah satu wujud dari engagement. Dan sekolah membutuhkan guru yang memiliki engagement tinggi agar bisa mencapai tujuan yang optimal. Penelitian ini bertujuan untuk mengetahui peran dari *Workplace Spirituality* dan *Knowledge Sharing* dalam mempengaruhi *Employee Engagement* dengan *achievement motivation* sebagai variabel mediasi. Sampel penelitian ini adalah satu yayasan pendidikan yang terletak di Jakarta Barat. Responden penelitian adalah guru tetap yang berjumlah 108 guru. Metode analisis model penelitian menggunakan Partial Least Square (PLS) dengan Perangkat Lunak SMART PLS Ver 4.0. Temuan empiris membuktikan bahwa *Workplace Spirituality*, *achievement motivation* berpengaruh terhadap *Employee Engagement*, *Knowledge Sharing* tidak berpengaruh terhadap *Employee Engagement*, *Workplace Spirituality* dan *Knowledge Sharing* berpengaruh terhadap *Employee Engagement* dengan dimediasi oleh *achievement motivation*.

keyword : *Workplace Spirituality, Knowledge Sharing, Achievement motivation Dan Employee Engagement*

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ABSTRACT

The development of the era of disruption in which massive changes occurred by changing newer business systems and arrangements had an impact on the world of education. One form of government policy is the Independent Campus program. The development of the era of disruption is emphasized in terms of the quality of innovative and accelerated higher education. Psychologically, teacher involvement in school is a form of engagement. And schools need teachers who have high engagement in order to achieve optimal goals. This study aims to determine the role of *Workplace Spirituality* and *Knowledge Sharing* in influencing *Employee Engagement* with *achievement motivation* as a mediating variable. The sample of this research is an educational foundation located in West Jakarta. The research respondents were permanent teachers, totaling 108 teachers. The research model analysis method uses Partial Least Square (PLS) with SMART PLS Ver 4.0 Software. Empirical findings prove that *Workplace Spirituality*, *achievement motivation* has an effect on *Employee Engagement*, *Knowledge Sharing* has no effect on *Employee Engagement*, *Workplace Spirituality* and *Knowledge Sharing* has an effect on *Employee Engagement* mediated by *achievement motivation*.

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