

ABSTRACT

THE INFLUENCE OF ISLAMIC SPIRITUALITY AT WORKPLACE ON TURNOVER IN XBANK INDONESIA COMMUNITY EAST PRIANGAN REGION:ROLE OF DIGITAL RELIGION AND ORGANIZATIONAL COMMITMENT

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This study aims to identify dan analyze (1) the influence of alignment of Islamic spiritual workplace (SITK) with organizational values on organizational commitment, (2) the influence of organizational commitment on turnover, (3) the influence of alignment of Islamic spiritual values in the workplace with organizational values on turnover, (4) the influence of alignment of SITK values with organizational values on turnover mediated by organizational commitment, (5) the influence of alignment of SITK values with organizational values on turnover. moderation by digital religion, using a quantitative technique approach dan SEM-PLS analysis techniques and processed using the SmartPLS 3 application. The primary data in this study used a research instrument in the form of a questionnaire which was distributed to 216 respondents from the Komunitas XBank Indonesia wilayah Priangan Timur. Based on the calculation results, the NJI score is in the high category, except for organizational commitment which has a low result. The results showed that the alignment of SITK values with organizational values had a significant and positive influence on organizational commitment, organizational commitment had a significant and negative influence on turnover, SITK had a significant and negative influence on turnover, organizational commitment mediated the relationship of SITK on turnover and digital religion moderated the influence of SITK on turnover.

Keywords: *Islamic Spirituality at Workplace, Digital Religion, Organizational Commitment, dan Turnover.*