

ABSTRACT

This study aims to examine the influence of workplace spirituality and stewardship on the well-being of educational personnel, particularly by examining the mediating role of stewardship. By exploring this relationship in the context of higher education institutions, this study seeks to improve understanding of the factors that contribute to the well-being of educational personnel. This understanding is particularly relevant given the unique demands and dynamics of work faced by personnel in educational settings.

This study used a quantitative approach, with data collected from 274 education personnel at Telkom University through a questionnaire survey. The data was then analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) to comprehensively test the hypothesized relationships between constructs. PLS-SEM was chosen for its ability to handle complex models and effectively estimate relationships between latent variables.

The findings indicate that workplace spirituality has a positive and significant effect on the well-being of educational personnel. Workplace spirituality also has a positive and significant effect on stewardship. Stewardship itself has a positive and significant effect on the well-being of educational personnel. Furthermore, stewardship has been shown to partially mediate the relationship between workplace spirituality and the well-being of educational personnel. These findings indicate that workplace spirituality not only improves well-being directly, but also indirectly through stewardship. Theoretically, this study contributes to explaining the mediation mechanism of stewardship in the influence of workplace spirituality on stewardship, which enriches the understanding of causality in the field of human resource management, emphasizing the importance of developing a spiritual work environment and stewardship behavior to improve the well-being of educational personnel.

Keyword: workplace spirituality, spiritualitas tempat kerja, stewardship, penatalayanan, well-being, kesejahteraan holistik