

Determination Leadership Spiritual, Culture Organization, Competence, Service on Religious Performance Through Spiritual Motivation

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ABSTRACT

Introduction/ Objectives: Study This aim for know spiritual leadership , culture organization , competition , service to religious performance through spiritual motivation . **Methods:** Method Which used in study This is method mixed Methods. This research combines two existing forms of research: qualitative and quantitative. The research method uses a causal model survey using path analysis techniques. **Results:** The results show that spiritual leadership determinate significant to spiritual motivation on private hospital of lhokseumawe city, aceh province .organizational culture, competence, service. the next results show that spiritual leadership, organization culture, service, spiritual motivation determinate significant to religious performance on private hospital of lhokseumawe city, aceh province. and the last results show that spiritual leadership, organization culture, competence, and service determinate significant to religious performance through spiritual motivation on private hospital of lhokseumawe city, aceh province. **Conclusion:** Based on conclusion which obtained from this study, there is some suggestions that can made into reference for increase performance religious Private Hospital Nurses in Lhokseumawe City, Aceh Province. Suggestions for Spiritual Leadership and Spiritual Motivation, namely with push training program development spiritual leadership for leader at home pain to strengthen spiritual motivation of employees. Spiritual Leadership and Religious Performance are: provide a platform or forum for leaders and employees for share practice best related spiritual performance in environment Work.

Keywords: Competence; Culture Organization; Leadership Spiritual; Religious Performance; Service

JEL Classification: D91; G32; M14; M41.

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INTRODUCTION

Hospital is form means service health with mission provide service health basic , supporting or references that can be managed by government or public . In frame increase the best possible service to nurses , although No There is regulations nationally which is special arrange existence officer coaching spiritual Islam in Private hospitals , there are many hospitals in Indonesia, especially in the regions with Muslim majority like Aceh, provides service This as part from commitment they to service holistic which includes aspect physical , mental, and spiritual in Lhokseumawe City Private Hospital , Aceh Province holds role important For give calm soul and add belief nurse towards Almighty God Esa. In addition , coaching spiritual Islam also plays a role For increase practice Islamic teachings . Lhokseumawe City Private

Hospital, Aceh Province provides service guidance Islamic spirituality through coaching . Based on matter the researchers feel interested For do study this , because in busyness daily nurse For Work look for life worldly they Still take time time For learn or carry out religious practice and its impact on performance religious nurse.

Religiosity generally is individual. But Because religiosity that is owned generally always emphasize on approach religious nature personal , things This will push somebody For develop and confirm belief That in attitude , behavior behavior and practice religious beliefs . Nurses at Private Hospitals in Lhokseumawe City, Aceh Province , need to own characteristic religious , considering that the Hospital operate in accordance sharia principles . Attitude religious important Because every religion teaches goodness , so that nurse will Work in a way professional and give the best , not just for the salary or position , but also for reach the pleasure of Allah SWT. Based on results observations made to nurses who work at the Private Hospital in Lhokseumawe City, Aceh Province , as well as from the findings data current about performance they can obtained information about performance nurse who shows values religious as following:

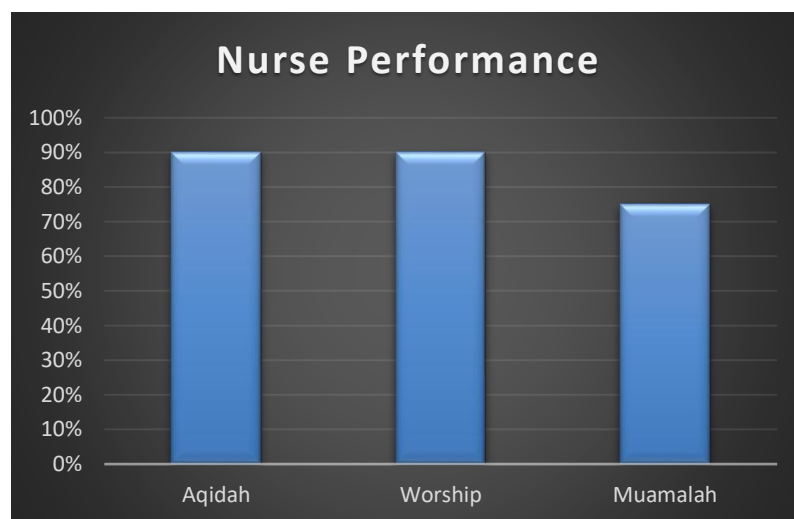


Figure 1. Results Nurse Performance Assessment Which Religious

Based on the data in Figure 1 regarding evaluation performance Private Hospital Nurse City Lhokseumawe, Province Aceh, on year 2024, seen that aspect Knowledge get mark by 86%, which shows that knowledge nurse Already good . Meanwhile that aspect Attitude and Behavior get mark the smallest , namely 77%, shows the need improvement in this area . Aspect Skills get value of 83%, which means skills nurse classified as good . In terms of overall , assessment performance nurse own average value of 82%, which is included in "Good" category , based on aspect knowledge , attitudes and behavior as well as skills . Spiritual leadership is more leadership Lots depend on spiritual intelligence (spiritual) in leading , spiritual leadership is also interpreted as very caring leadership spiritual values . Leader operate his power based on heart conscience . The importance of heart conscience implemented in management leadership Because heart conscience guide leader become wise and prudent in carry out his leadership . Leadership spiritual That Alone is leadership which forms values , attitudes , behaviors required For Motivate you and others. Emphasize aesthetic heights, values, interpersonal skills, and balancing work and personal interests, which of course

can improve productivity And profit financial. Spirituality in place Work push commitment nurse For productivity and reduce change work (Djaelani, Sanusi, & Trianmanto, 2020).

Spiritual leadership does not solely involve a leader who own values spiritual And capable lead organization in a way spiritual but there are other dimensions to it, such as building shared values, implementing a vision (*Vision Setting*), providing opportunities for development (*Enabling*), have influence and power (*Influence Power*), Intuition, willing to take risks (*Risk Talking*). Spirituality is the essence of individual relationships with the spirit and the holy soul, the source of truth, or God that humans believe in and how to apply it to everyone (Isnaeni *et al.*, 2020).

According to previous researchers, it can be interpreted that spirituality in the workplace does not mean religion or a substitute for religion, and is also not about inviting people to follow a particular belief system.



Figure 2. Results Evaluation Leadership Spiritual

Based on research Initial research conducted at the Private Hospital in Lhokseumawe City, Aceh Province found that problems that occur in a way spirituality in place Work is : a). There is a relationship trust with role capable spiritual leadership influence improvement satisfaction with nurses , and vice versa . b). Lack proximity between leader with the nurse so that Still There is nurses who feel Afraid to the leader as well as nurse must Can cooperate with Good in make an effort reach Which desired organization . c). Lack of leadership spiritual which influence proximity between leader with the nurse so that Still There is nurses who feel Afraid to the leader .

Culture organization between department Which One with department other Of course different , things this is greatly influenced by conditions nurses in it , the burden and type the work he does as well as Lots indicative factors capable influence culture organization every department . According to Meher and Mishra (2021), culture organization can defined as a set system values , beliefs , assumptions , *or norms* that have been in effect for a *long* time , agreed upon and followed by members something organization as guidelines behavior and problem solving problem his organization .

Table 1. Culture Organization Private Hospital City Lhokseumawe Province Aceh

Indicator Culture Organization	Results
Friendly in give service	Already walk
Good cooperation and communication between fellow nurses and between superiors and subordinates	Already walk
Work active And responsible answer	Already walk
Follow guidance And training nurse	Already walk
Obeys regulation And SOUP (Standard Operational Procedure) applicable	Already walk

Source : Pre- Results survey (2024)

Based on Figure 1, culture organization at the Private Hospital in Lhokseumawe City, Aceh Province, is classified as good and contributing positive to improvement performance. Matter This Also reflected from data average delay absence nurses who are below the tolerance limits set by management. Good attendance indicates that compliance with regulations and responsibilities has been well established in the organizational culture.

Spiritual motivation is related to human needs, both psychologically and spiritually, which are not directly related to human biological needs, but rather to human needs to develop through interactions with other humans and needs related to the spiritual aspects of the human self (Yusmini & Sarina, 2020).



Figure 3. Results Evaluation Motivation Spiritual

Based on Picture 3, motivation spiritual covers motivation Muamalah, which regulates human relations with others, animals, and the environment. Nurses are expected to foster good moral relationships as part of muamalah. For reach mercy little nature. Can concluded that The demand for spiritual needs is so pressing for humanity at large that even the simplest issues must be guided by a spiritual path. Therefore, the study of spiritual motivation is crucial in reducing the obstacles and challenges faced by individuals facing illnesses.

Motivation in the process consists of two things: intrinsic and extrinsic motivation. Intrinsic motivation is a response related to a person's ability to perform an action due to

internal influences. according to Sardiman (2014). Whereas motivation extrinsic in the form of Motivational responses that come from outside the individual, such as awards and policies. According to the Minister of Health Regulation No. 3 of 2020 concerning Hospitals, a Hospital is institutions service health Which organize service individual health in a way plenary Which provide service care stay, care roads, and emergencies and have functions that require hospitals to play a role in improving national health standards.

The environment of a private hospital operating under Sharia principles should reflect Islamic values, both in interactions between nurses and in patient care. However, several work environment issues can impact the implementation of nurse religiosity, including the busy work schedules of hospital nurses, especially medical personnel who must work shifts. This can reduce chance they For follow activity coaching spiritual services are held, so strengthening religious values is less than optimal. Although Islamic spiritual guidance services exist, not all nurses have equal access or opportunity to participate in these activities. Furthermore, the availability of facility worship Which adequate, like prayer room Which comfortable And Adequate rest time for religious worship is an important factor to consider. Each nurse has a different level of understanding and application of religious values. These differences can lead to inequalities in the application of religious values in the workplace, especially if there is no internal policy directing nurses to use religious values as a guideline in their work.

High workloads, demands for professionalism, and pressure from patients or their families can cause nurses to experience stress and fatigue. condition This, There is possibility nurse difficult guard attitude And behavior which is in accordance with religious values, such as being patient, honest, and continuing to provide service with intention worship. Evaluation performance nurse often time only focuses on technical and professional aspects without considering religiosity. In fact, if religious values were part of performance standards, nurses would be more motivated to work with integrity and devotion. The above issues indicate that although religious values have become part of the work culture at Lhokseumawe City Private Hospital, challenges remain in optimizing the implementation of nurse religiosity. Therefore, there is a need for a more systematic approach to creating a work environment that is not only professional but also in accordance with Islamic values.

Table 2. Competence Nurse

No.	Part Task	Competence
1	Doctor/Midwife	Help patient healing process , analyzing patient health
2	General	Look after part administration Good it's direct related to patients and nursing departments
3	Laboratory	Analyze And carry out practice operational according to laboratory procedures
4	Nurse	Help task Doctor or Midwife Which on duty, as well as carry out night and day shifts according to schedule
5	Kitchen	Prepare food For patient with rule or doctor's advice

Source: Pre-Results survey (2024)

Developing nursing competencies requires knowledge and skills Which Enough so that objective Which desired can achieved, And Good cooperation between nurses is needed. Competence greatly influences nurse performance, for example in terms of serving patients

also needed A good nursing competence, this can be seen from how nurses serve patients the Then speaking Which Good And polite, behave friendly And be patient in dealing with patients, and nurses must also have good skills and be patient in dealing with patients who do not understand how to register and how to pay hospital administration fees.

Phenomenon performance nurse with do interview with Head Nurse of Private Hospital in Lhokseumawe City, Aceh Province, obtained information that happen decline performance Nurse, in decline performance in the form of obstacles in completing Nurses' tasks such as delays in patient care, increased complaints from patients and the absence of Nurses during working hours for various reasons. The decline in performance is thought to be due to Nurses' work motivation such as inadequate facilities such as Personal Protective Equipment (PPE) when they work treating patients (29%), the provision of work leave that does not meet expectations (14%), lack of award from party Hospitals such as development Nurse competence (37%), and difficulties in dealing with working relationships with fellow nurses and patients who are less concerned about the nurse's workload and hospital regulations (20%).

Study This based on theory justice that states that how people are treated in organization they from corner view justice . According to theory This, individual compare input, output, And the results received with the same results given to their coworkers. In A organization, a number of individual Work in various part, They perform nearly identical activities during routine work. They typically work in groups and teams. The work performed by one individual is closely observed by others.

The grand theory used in this research is Human Resource Management. Organizational Behavior focuses on the interactions of individuals and groups in the work environment, and how factors such as motivation, job satisfaction, and group dynamics influence nurse performance. This research will focus on analyzing nurses' attitudes, behaviors, and motivations, and how these aspects contribute to organizational efficiency and effectiveness, particularly in the context of hospital services. By adopting this approach, research can be more focused in exploring behavioral factors that influence individual and organizational performance.

Management source Power man (HRM) is approach strategic for the effective management of people in a company or organization so that they help business they get superiority competitive. This designed to maximize performance in serving the strategic objectives of the owner Human resource management organization is primarily concerned with managing people within an organization, with a focus on policies and systems. The overall goal of human resources (HR) is to ensure that the organization is able to achieve success through people.

METHOD

Method Which used in study This is method *mixed Methods* . This research is a research step that combines two previously existing forms of research, namely qualitative research and quantitative research. According to Creswell (2017), mixed research is a research approach that combines between Qualitative research with quantitative research. According to Sugiyono (2016), a mixed *methods research method* is a research method that combines quantitative and qualitative methods to be used together. in something activity study, so that obtained data that more comprehensive, valid, reliable and objective.

This research method uses a causal model *survey method* using path analysis *techniques*



. Based on this reason, this research aims to confirm the theoretical model with empirical data. The survey referred to here is research that aims to determine and determine the current status of variables (*status quo of variables*) based on data Which There is moment That (*status quo data*) And influence relationship between the variables studied can then be determined and conclusions drawn.

RESULT AND DISCUSSION

Study determination leadership spiritual, culture organization, competence, service towards religious performance through spiritual motivation in nurses at private hospitals in Lhokseumawe City, Aceh Province. Spiritual leadership determinate significant to Spiritual Motivation on Private Hospital of Lhokseumawe City, Aceh Province. Organizational Culture is determined No significant to Spiritual Motivation at Private Hospitals in Lhokseumawe City, Aceh Province Competence determinate No significant to Spiritual Motivation at Private Hospitals in Lhokseumawe City, Aceh Province. Service determinate significant to Spiritual Motivation at Private Hospitals in Lhokseumawe City, Aceh Province.

Spiritual leadership determinate significant to Religious Performance on Private Hospital of Lhokseumawe City, Aceh Province. Organization Culture determinate No significant to Religious Performance on Private Hospital of Lhokseumawe City, Aceh Province. Competence determinate no significant towards Religious Performance at Private Hospitals in Lhokseumawe City, Aceh Province. Service terminated significant to Religious Performance At t h e Private Hospital in Lhokseumawe City, Aceh Province. Spiritual Motivation is determined significant towards Religious Performance At the Private Hospital in Lhokseumawe City, Aceh Province.

Spiritual leadership determinate significant to Religious Performance through Spiritual Motivation on Private Hospital of Lhokseumawe City, Aceh Province. Organization Culture is determinate No significant to Religious Performance through Spiritual Motivation on Private Hospital of Lhokseumawe City, Aceh Province. Competence determinate no significant to Religious Performance through Spiritual Motivation on Private Hospital of Lhokseumawe City, Aceh Province. Service terminated significant to Religious Performance through Spiritual Motivation on Private Hospital of Lhokseumawe City, Aceh Province.

CONCLUSION

Based on conclusion which obtained from this study, there is some suggestions that can made into reference for increase performance religious Private Hospital Nurses in Lhokseumawe City, Aceh Province. Suggestions for Spiritual Leadership and Spiritual Motivation, namely with push training program development spiritual leadership for leader at home pain to strengthen spiritual motivation of employees. Spiritual Leadership and Religious Performance are: provide a platform or forum for leaders and employees for share practice best related spiritual performance in environment Work.

Suggestions for Organizational Culture and Spiritual Motivation): Evaluation return values culture organizations that can give support direct to spiritual motivation of employees. Organizational Culture and Religious Performance, are expected can build integrated spiritual initiatives with culture organization for increase employee spiritual performance. Organizational Culture, Spiritual Motivation, and Religious Performance,

from results research although No significant , focusing on aspects culture organizations that can strengthen employee spiritual motivation for increase spiritual performance in general effective.

Suggestions for Competence and Spiritual Motivation, necessary done identification need specific competencies in context spirituality and strengthening development programs related competencies. Although no significant, consider for give training and development more competence focused on aspects religious for employees who want to increase performance religious they.

Service and Spiritual Motivation, Hospital Management to provide incentive or recognition / award for employees who provide service with high spiritual motivation For maintain and improve level spiritual motivation in place Work. Service and Religious Performance, namely with method Implement training programs or improvement quality attentive service Spiritual aspects for increase employee spiritual performance through improvement service.

Spiritual Motivation and Religious Performance, recommended to Hospital Management for focus on development employee spiritual motivation with provide environment supportive work their spiritual needs so that can increase spiritual performance in general overall. Spiritual Leadership, Spiritual Motivation, and Religious Performance: Strengthening roles and competencies spiritual leader in guide and encourage employee spiritual motivation, so that can impact positive on performance their religious.

Competence, Spiritual Motivation, and Religious Performance, from results study although no significant, evaluation back development program related competencies with spiritual aspects in order to be able to more support improvement employee spiritual performance. Service, Spiritual Motivation, and Religious Performance: Improve training and support for employees who provide service with high spiritual motivation for increase performance religious in a way comprehensive. With considering these suggestions, it is hoped that House Sick private sector in Lhokseumawe City, Aceh Province , can increase performance religious employees and create environment more work support spiritual and religious aspects.

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