

Workplace Spirituality as School Performance Improvement in the Era of Society 5.0: A Review from an Organizational Behaviour Perspective

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Abstract. In the era of society 5.0, increasingly advanced technological developments have an impact on schools, schools as organizations must be able to optimize to achieve performance, one of which is through spirituality in the workplace. Spirituality in the workplace can be used as a guideline or tool to influence in achieving good school performance improvements by integrating technological developments. Improved performance will be in line with good organizational behaviour, from this it can achieve school performance goals optimally. The purpose of this paper is to analysis workplace spirituality in improving school performance based on organizational behaviour. This writing method uses a literature review by searching for information from secondary sources, then comparing and analysis according to the objectives. The results of this writing are that schools need to adapt in the era of society 5.0 through workplace spirituality, workplace spirituality can provide increased school performance, including feeling meaningful, togetherness, and harmony with organizational values. While the role of spirituality in the workplace can provide a role and impact on school or organizational performance such as effectiveness, efficiency, productivity, innovation, quality of life and work morale.

Keywords: workplace spirituality, performance, and organizational behaviour

INTRODUCTION

The development of an increasingly advanced era is characterized by the Era Society 5.0, the era was first introduced by the Japanese government, in this era which directly fundamentally changed the way humans live, work and interact with each other. The characteristics of the Era Society 5.0 include the integration between technology and humans, a strong integration between technology and humans includes the use of artificial intelligence (AI), the internet of things, and big data with the aim of improving the quality of human life. Society 5.0 provides challenges in various lives, including in the field of education, education is not only defined as learning in the classroom but more broadly, namely related to organizational management, in this case school management and operations. In this context, school management must be able to utilize the presence of the society 5.0 era to create changes that have a positive impact. In the field of education has an important role in preparing individuals as leaders and innovators in the future, a leader must certainly be able to manage his organization properly and optimally to achieve the desired goals. The organization in this case is the school as a place where there is a meeting or gathering of people arranged in a structure and there is a goal or vision of the organization. Organizations in education, especially schools, will not be separated from organizational behaviour. School organizational

behaviour can show an attitude and behaviour of individuals and groups in an organization and its relationship to the context of the school as an organization (Karimadin, 2019). Organizational behaviour is the behaviour of individuals in an organization, in an educational organization involving many members both as members of the organization and as members of the school. teachers, staff and employees, therefore in organizations have different individual behaviours both from their emotional and intellectual levels (Samiyono, 2022).

Organizational behaviour emphasizes how to create people or human resources can work in teams efficiently. The success of an organization will not be separated from the achievement or performance of human resources. It can be seen that there is a strong relationship between performance and performance achievement (Maulina Sari, 2022). Assessment of subordinate work performance is a manager's activity to evaluate team performance behaviour and establish further policies. In the context of education, we can also often find this, schools have leaders and teams who then work together to achieve the goals or vision of the school mission, the importance of paying attention to organizational behaviour, each component must be able to create good collaboration to create good organizational performance as well, this will certainly have a

positive impact on the quality of education.

Schools must create a comfortable and efficient environment, this will certainly have an impact on the quality performance of the school itself. All aspects must be considered not only physically but also spiritually. Creating a work environment by looking at spiritual aspects makes it very easy for an organization to achieve predetermined goals. In general, workplace spirituality is a person's perception of their workplace, and this can help them find meaning in life, establish relationships with coworkers and others through work engagement and self alignment between their beliefs and the agency where they work (Setiadi, 2017). Workplace spirituality will have a positive impact in various aspects of an organization, one of which can achieve performance in it and on organizational behaviour, especially in schools. From this background, it can be determined that the purpose of this writing is to find out the spiritual workplace in improving school performance in the era of society 5.0 with a review of organizational behaviour. The goal of this research is to analysis the spiritual workplace in improving school performance based on organizational behaviour.

METHODS

Methodology this paper uses a qualitative literature survey (literature review). The review conducted on theories, conclusions, and other study materials taken from reference materials to serve as an operational basis, this writing is called a literature review which is of course in accordance with the chosen topic which is related to workplace spirituality, performance, and organizational behaviour. Finding, analysis and interpreting all study results related to a particular research question, subject or phenomenon of interest is the purpose of a literature review, a research methodology. Writing with a literature review approach is part of collecting secondary data such as books, articles, journals, the internet and other information, which when writing a qualitative approach needs to sort out data that matches the theme with the existing theoretical basis.

Data analysis in this writer is by looking at literature or literature reviews obtained based on secondary sources from books, articles, journals, the internet and other information in accordance with the theme, then categorizing, organizing patterns and then analysis. The following are the procedures or steps 1) summarize, after the source is obtained then summarize or look for the main points in the source; 2) synthesize, conclusions may

be based on the author's examination of various hypotheses or previous research; 3) compare or compare, the sources obtained need to be compared or compared to find patterns or similarities; 4) contrast, then find out how this research is different from other research that has been done before; 5) and finally, compare or compare. criticize or criticize, the last process after collecting, categorizing, organizing, the next is to criticize the previous results to find the uniqueness and novelty of the results of the literature review (Sugiyono, 2014).

RESULT AND DISCUSSION

School Dynamics as an Organization in the Era of Society 5.0

The era of Society 5.0 will have an impact on all aspects of human life, one of which is organizational management, schools as organizations will certainly be related to management, according to Stoner management is the process of planning, organizing, directing, and supervising efforts made by members to use other resources to achieve organizational goals, this relates to management. School management must involve the resources available in the school, because according to Ahmad (2023) school management is the most important factor in the implementation of education and teaching in the institution, whose success is measured by the results achieved, therefore when implementation must be used a system that has meaning in the implementation of education.

Schools must be able adapt the current era, where there is management that organizes it in order to achieve the desired goals. Not only focusing on learning, but more broadly on the management of human resources and operational needs. School based management is a centralized view which refers to giving full authority to schools to manage all operational needs. There are changes or dynamics in school management. If previously in managing schools learning was done simply and tended to be monotonous such as media and learning resources only from books, school management was done conventionally such as focusing on results, and in meeting the operational needs of schools without integrating with technology. However, now schools are required to adapt and adjust to the times such as having to integrate with technology not only in learning in the process of human resource management, quality, quantity, and operational needs.

Table 1. Workplace Spirituality in Performance School

Workplace Spirituality			
	Feeling Meaningful	Sense of togetherness	Alignment with organizational values
Performance			
Efective	perceive a meaningful work environment as not only focusing on material and results but values that will help the effectiveness of the goals of the organization (clearly explain tasks and responsibilities and open discussion)	the existence of a sense of togetherness among resources in schools can increase effectiveness in performance (creating a fair environment without discriminating).	workplace spirituality should be aligned with the values and culture of the school, such alignment will increase effectiveness in the performance of all aspects (reminding each other when there are shortcomings).
Quality	meaningfulness in the spiritual workplace will improve the quality of school performance by adjusting to the era of society 5.0 (there are clear standards of performance and must be easy to understand)	collaboration as a form of togetherness will create a good quality of school performance (the importance of creating a shared culture in accordance with agreed standards)	Improving the quality of school performance is one of the workplace adaptations that are in accordance with the school culture (building good school values)
Productivity	giving meaning will have a positive impact, namely increasing productivity (creating technology products that can increase school productivity, such as LMS, attendance, etc.). IT-based, etc.)	a sense of community will have a positive impact on the organization as evidenced by increased productivity (building a healthy school collaboration culture). productivity (building a healthy school collaboration culture)	the productivity of an organization's performance increases because the strategy used takes into account the value of an organization (in creating IT products must be adjusted to the value of the school).
Efficiency	It has something in common with productivity, if an organization creating meaningfulness will increase efficiency in school performance, especially in the era of society 5.0 (can create efficient and meaningful product to support the vision and goals of the school)	If there is good cooperation in an organization, it will increase efficiency in an organization (efficient needs a good environment, support and wise leader in making improvements to achieve the goals of the school).	Workplace spirituality will pay attention to common values and culture which will certainly have a positive impact on the efficiency of school performance
Inovation	sustainability will affect the performance of schools that continue to innovate for the better especially in the Era of Society 5.0 to utilize technology (explaining the value of innovation clearly)	cooperation will create innovations to achieve the desired school performance goals and be integrated with the era of society 5.0 (leaders encourage if when conducting innovations and finding difficulties to ask for help with others)	alignment of organizational values will help increase innovation (leaders encourage innovation according to their beliefs, because these beliefs can definitely create good value for the organization). school)
Quality of life	the quality of life in an organization is due to the environment creating value for each element in it (the need for meaningful messages for teachers, students, educators, and parents)	inner comfort is present because a good working environment will improve the quality of life which has an impact on school performance (religious activities are held regularly).	value alignment can improve the quality of life which will have a positive impact on school performance (the message must be related to the conditions).
Work of morale	the cultivation of organizational values will create individual attitudes in the group towards the work environment voluntarily exert the ability to achieve organizational goals, (school leaders encourage all parties in the school to work. sincerely)	togetherness characterized by cooperation will create good morale in the organization (school), (school leaders encourage and provide nasihat to help others if there are difficulties)	improving good school performance is characterized by self-awareness at work that is aligned with organizational values (encouraging one's belief to be sincere and sincere in doing, because all good deeds will get a reward).

School management in the era of society 5.0 focuses on solving problems that do not only involve humans or in this case the human resources element in schools but must integrate or utilize technology and digitalization to improve school efficiency and productivity. Schools can utilize information technology such as in the mastery of technology by teachers for IT-based learning, data storage management systems or school information based on artificial intelligence (AI), Internet of Things (IoT) or big data, optimization of technology-based facilities and infrastructure, use of platforms that support activities in improving the quality of school management. Optimal utilization of technology certainly requires leaders who can and are proficient in technology, in this case the principal as a school leader is obliged and responsible for continuing to manage, develop, and be creative in the use of technology to achieve school goals and create a quality school environment. However, it should be noted that the use of technology must also be balanced with other needs or aspects, namely spiritual human resources and organizational behaviour in schools.

Workplace spirituality in School Performance in the Era of Society 5.0

According to Ashmos and Duchon in Riza (2022) explain that workplace spirituality (WS) is a spiritual concept found in the workplace as appropriate that arises because individuals can explain themselves with meaningful work in an organization. Schools need an environment that pays attention to spiritual workplaces, such as giving advice, implementing congregational worship, learning by instilling tolerance, providing facilities for spiritual activities. The existence of a spiritual workplace will affect school performance, this is explained by Islamiyanti (2022) that spiritual workplace has a positive and significant effect on human resources performance, even in the same study adding that the more spiritual values and aspirations are congruent with the organization, the more likely it is that employees will find true meaning at work. Leaders are very influential and are a determining factor for increasing and decreasing performance, leaders who can have a positive influence, especially can provide examples of behaviour so that employees in the company want to work as expected, especially in the era of society 5.0, leaders must be proficient with technological developments, such as creating a spiritual workplace by integrating technology. When

employees have a positive meaning in their work, they will have compatibility with their work and feel comfortable at work. Furthermore, according to Heydi Dwi (2024), explaining also that there is a positive influence between spiritual workplace and teacher performance, teachers become part of the school, of course this will have a direct positive impact. This is reinforced by Kasina than and Rajee's research (2022), explaining that organizational factors and spiritual workplace have a positive effect on performance. Organizational factors (organizational change, culture organization, and organizational environment) are significant predictors of performance in table 1.

Improving School Performance through Workplace spirituality in Organizational Behaviour

Workplace spirituality has affected performance in an organization, this is according to Heydi Dwi (2024), explaining that there is a positive influence between workplace spirituality and teacher performance, teachers become part of the school of course this will have a direct positive impact. Schools as organizations are certainly closely related to organizational behaviour, according to Triatna (2015) organizational behaviour explains all the activities that exist in an organization and these behaviour that will affect performance. The purpose of organizational behaviour is to describe human behaviour in organizations, run and control human behaviour (Sobbirin, 2015). Workplace spirituality becomes a tool or foundation in controlling organizational behaviour (school) to achieve good school performance, performance here is not only limited to human resources, but from school management and operations can run well.

According to Robbins in Haris (2016) there are eight indicators of organizational behaviour, including motivation, leader behaviour and power, interpersonal communication, group structure and process, attitude development and perception, change process, conflict and negotiation, and work design. Workplace spirituality as a foundation is closely related to these indicators, 1) motivation as a stimulus for all school members must be obtained from a comfortable environment not only from the physical, psychological aspects, but from the spiritual aspects can increase motivation in achieving school goals; 2) leader behaviour and power, schools certainly have leaders, namely principals, principals must be able to implement workplace spirituality by integrating technological

developments; 3) interpersonal communication, workplace spirituality can create good communication and cooperation between school elements; 4) structure and group processes, whether or not the implementation of a spiritual workplace can be seen from the clear structure and responsibilities of the school; 5) attitude development and perception, attitudes are determined from school values, school values can be integrated with spiritual workplace; 6) the process of change, more changes in the school indicate good performance in it; 7) conflict and negotiation, in organizations conflict is inevitable, the application of spiritual workplace can reduce conflict in a healthy way and find solutions; 8) work design, clarity and implementation of spiritual workplace can be used as a guideline in school work design and can integrate with technology to achieve optimal school goals.

CONCLUSION

In the era of society 5.0, the challenges in the world of education are very diverse. A spiritual workplace is one way to adapt to this era, schools as organizations not only carry out teaching activities but also pay attention to aspects of operational performance or school management. This will have a positive impact on school performance, apart from that the school as an organization will certainly not be separated from the behaviour of the organization within it, meaning that the school must achieve a good environment to achieve the desired goals. Based on the findings, spiritual workplaces have a good role in improving school performance, including that schools are able to adapt in the era of society 5.0, in management they can feel meaningfulness in the school, togetherness between parties, and create harmony with organizational values. This can improve school performance such as effectiveness, efficiency, productivity, innovation, quality of life and teamwork morale.

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