

**TINGKAT PENERAPAN MANAJEMEN SPIRITUAL ISLAM
(STUDI KASUS PT. BONNE INDO TEKNIK)**

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ABSTRAK

Kebutuhan manusia dibagi menjadi dua, yaitu kebutuhan jasmani dan kebutuhan rohani yang pemenuhannya sangat penting dalam meningkatkan kualitas karyawan. Pemenuhan kebutuhan rohani karyawan dapat dipengaruhi oleh budaya organisasi dengan menerapkan manajemen spiritual kedalam perusahaan, seperti pada PT. Bonne Indo Teknik yang memiliki budaya Islam sebagai budaya perusahaannya. Dalam penelitian deskriptif-kualitatif dengan menggunakan teknik wawancara, observasi, dan dokumentasi, diperoleh data mengenai manajemen spiritual Islam di PT. Bonne Indo Teknik, yaitu, jenis manajemen spiritual Islam yang diterapkan adalah sholat berjamaah, ceramah, dan kajian buku yang berfungsi untuk meningkatkan keuntungan, produktivitas karyawan, serta pencapaian kerja. Walaupun demikian masih ada beberapa kendala yang dihadapi PT. Bonne Indo Teknik dalam menerapkan manajemen spiritual Islam ini, yaitu keterbatasan fasilitas, penyesuaian jadwal penceramah, dan kondisi fisik imam. Kemudian hasil tersebut dibandingkan dengan model manajemen spiritual Islam yang didapatkan melalui studi pustaka, sehingga menghasilkan kesimpulan bahwa tingkat penerapan manajemen spiritual Islam di PT. Bonne Indo Teknik tinggi berdasarkan model pengawasan, introspeksi, refleksi, dan non-retret, namun rendah pada model meditasi

Kata Kunci : Manajemen Spiritual Islam, Model, Tingkat Penerapan, Tujuan

**THE APPLICATION LEVEL OF ISLAMIC SPIRITUAL MANAGEMENT
(CASE STUDY - PT. BONNE INDO TEKNIK)**

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ABSTRACT

Human needs are divided into two types, which are physical and spiritual, which have important role in improving employee quality. The fulfillment of spiritual needs of employees can be improved by corporate culture by implementing spiritual management to the company, as the case with PT. Bonne Indo Teknik which integrate Islamic culture as their corporate culture. Using interview, observation, and documentation techniques in this descriptive-qualitative research, the following data about Islamic spiritual management in PT. Bonne Indo Teknik was obtained, which are, the types of Islamic Spiritual management applied are sholat in congregation, religious lecture, and religious study. All leads to increase in profits for the company, improve the employees productivity, also work achievements. However, there still are some problems in its application, which are facility limitation, schedule adjustments for lecturers, and physical condition of the imam. All the data obtained then compared to Islamic spiritual management model that was obtained from literature review, resulting in some conclusions, which are, the application level of Islamic spiritual management in PT. Bonne Indo Teknik are high for supervision, introspection, reflection, and non-retreat models, but low for meditation model.

Keywords : Islamic Spiritual Management, Model, Level of Application, Target