

## Spirituality and Work Engagement in Ministry at the Indonesian Baptist Church Immanuel Simolangit

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### ABSTRACT

*Every church congregation is expected to have engagement in ministry. However, in reality, there are still many congregations that are not actively engaged. At Indonesian Baptist Church Immanuel Simolangit in Surabaya itself, some members are reluctant to participate in worship, resulting in a lack of engagement in ministry. This study aims to determine whether there is an influence of spirituality on work engagement in ministry at Indonesian Baptist Church Immanuel Simolangit. The method used is quantitative research. The results of this study indicate that there is an influence of spirituality on work engagement in ministry at Indonesian Baptist Church Immanuel Simolangit. The calculation of simple correlation between spirituality and work engagement in ministry found an R value of 0.810, which is positively correlated. This means that the strength of the relationship between spirituality and work engagement in ministry at Indonesian Baptist Church Immanuel Simolangit is 0.810, falling into the category of very high correlation.*

**Keywords:** *Spirituality, Work Engagement, Ministry*

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### INTRODUCTION

The engagement of church members in ministry is something crucial. Irawan and Putra mentioned that one of the indicators that influence the success of a church is the engagement of its members in ministry (Irawan, 2019). As church members, congregants are expected to be actively engaged in serving God, but there are still many members of churches in Indonesia who are not fully involved in ministry. The survey conducted by Sinaga and Muntu at the Seventh-day Adventist Church in North Sumatra Region showed a very low level of

congregational engagement in literature evangelism. Out of 9,517 church members, only 33 were actively engaged in such ministry. This means that only 0.34% of the total congregation was involved. Several factors contribute to the lack of interest among congregants in ministry, such as lack of experience, guidance, or practice, and inadequate resources (Sinaga & Muntu, 2020). Research conducted by Astuti at GKJ Salatiga revealed that the level of congregational engagement in church ministry is declining. Out of 1900 people, only 89 were actively engaged in ministry, specifically members of the council. In that church, even simple tasks like distributing collection bags were left to the council, while the congregants were not involved (Astuti, 2015).

One of the factors that can influence work engagement is spirituality. The research conducted by Hafni and Hatta at RS KIA Bandung City stated that spirituality has a significant influence on the work engagement of nurses at RS KIA Bandung City, accounting for 59.90% of 85 nurses. This indicates that nurses working at RS KIA Bandung City exhibit a high level of work spirituality. This is because the nurses feel energized and enthusiastic when working, and despite being tired from serving numerous patients, they remain spirited and committed to providing optimal care services. This effort is one of the characteristics of the dimension of spirit in work engagement (Nurhaida & Hatta, 2022). Similarly, research conducted by Safprianso, Ramadhan, and Umaroh on employees at PT BPD Kaltimara Branch Sendawar found that workplace spirituality has a strong influence on work engagement, accounting for 43.3% of 85 employees. This means that workplace spirituality significantly affects the level of work engagement among employees in carrying out their job activities. This is because employees feel they have found meaningful purpose in their lives. This sense of meaningfulness also contributes to their engagement in their work not only cognitively but also affectively and behaviorally (Safprianso, 2020).

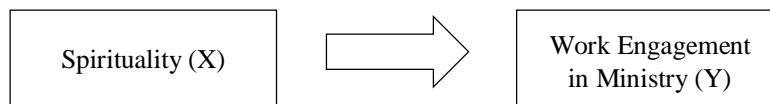
Based on the research findings above, which have demonstrated that the spirituality of workers significantly influences work engagement, the researchers also note that this influence is not limited to the workplace alone but extends to the church as well, specifically in relation to congregational engagement in ministry. This is because the church is not just an organism but also an organization (Subekti & Pujiwati, 2019).

Apart from the churches mentioned above, the issue of congregation engagement in ministry also occurs at the Indonesian Baptist Church Immanuel Simolangit. This was identified from the results of interviews conducted by researchers with several sources from the church. Several problems were found as follows: First, many congregants are reluctant to serve due to lack of support from their families. Second, some congregants are occupied with personal matters and activities outside the church, such as work, school, or family events. Third, a portion of the congregation belongs to the lower-middle-class economy, making it difficult for them to afford transportation to attend worship and service activities. Fourth, some congregants are dealing with family issues, which hinders their willingness to engage more deeply in ministry. Fifth, some congregants have grown lazy in their worship, leading them to avoid engagement in ministry.

Based on all the backgrounds mentioned above, the researchers see the need for a study that can measure spirituality and work engagement in the ministry of the Indonesian Baptist Church Immanuel Simolangit. Considering that no previous research has been conducted on spirituality and work engagement in ministry, the results of this study are expected to serve as a benchmark and evaluation for the spirituality of the congregation and their engagement in ministry within this church. By doing so, the church can take further steps to encourage improvements in both spirituality and work engagement in the ministry at the Indonesian Baptist Church Immanuel Simolangit.

## RESEARCH METHOD

This research utilizes the quantitative research method or scientific method to obtain valid data with the aim of discovering, proving, and advancing knowledge, enabling its application in comprehending, solving, and anticipating problems in specific fields (Sugiyono, 2010). The type of research employed is explanatory research, which elucidates the relationships between research variables. This research consists of two variables, namely spirituality as the independent variable and work engagement in ministry as the dependent variable.



## RESULTS AND DISCUSSION

### Data Description

Data description is an effort to present data in a way that allows it to be displayed effectively and easily interpreted. Data description involves elaborating on the research analysis results for each dimension of the variables: Spirituality (X) and Work Engagement in Ministry (Y).

#### Characteristics of the Respondents

The researcher took a sample of 78 congregants from a population of 100 at the Indonesian Baptist Church Imanuel Simolangit. The characteristics of the respondents were categorized based on gender, age, and education. Based on gender, it was found that out of the 78 respondents, 36 were male, accounting for 46.2%, and 42 were female, accounting for 53.8%. Therefore, the most dominant group among the respondents was female, with 42 individuals, or 53.8%. Regarding age, it was found that out of the 78 respondents, 53 were in the age group of 15-30 years, representing 67.9% of the sample. There were 10 respondents aged 31-40 years, accounting for 12.8%, 8 respondents aged 41-50 years, accounting for 10.3%, and 7 respondents aged 51-65 years and above, accounting for 9%. Concerning education, the analysis revealed that out of the 78 respondents, 4 had completed primary education, accounting for 5.1%. There were 6 respondents with completed junior high school education, making up 7.7% of the sample. Additionally, 41 respondents had completed high school education, representing 52.6%. Three respondents had completed diploma (D3) education, accounting for 3.8%, and 22 respondents had completed undergraduate (S1) education, making up 28.2%. Lastly, 2 respondents had completed postgraduate (S2) education, accounting for 2.6% of the sample.

### Variable Description

In this research, the variable Spirituality will be referred to as variable X (independent variable), while the variable Work Engagement in Ministry will be referred to as variable Y (dependent variable). In the previous section, the research instrument has been pilot-tested on 30 congregants at the Indonesian Baptist Church Immanuel Simolangit.

Out of the 32 instruments that were pilot-tested, validity and reliability testing were conducted, and the results indicated that all 32 instruments were deemed valid. Therefore, the research instrument, consisting of 32 statements, is both valid and reliable. The description of instrument validity with respect to research respondents can be seen in the following table:

**Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Spirituality	78	100,0%	0	,0%	78	100,0%
Work Engagement	78	100,0%	0	,0%	78	100,0%

The data tabulated represents the results of data collection based on respondents' answers to the statements in the distributed questionnaire. During data processing, these statements were scored from 1 to 5, indicating the level of agreement of the respondents in choosing their answers, as explained in the research methodology. The data tabulation results were processed using SPSS 18, and the statistical description of the data is as follows:

Variable Data Description of Spirituality (X)

Based on sample data with 78 respondents at the Immanuel Indonesian Baptist Church Simolangit, the following scores were obtained: a theoretical score between 1.209; mean of 64.40; the median is 66.50; a minimum of 34; a maximum of 86; range of 52; interquartile range of 16; skewness of -,581; and kurtosis of 122; standard deviation of 10.676. The overall picture is in the following table:

		Statistic	Std. Error
Spirituality	Mean	64,60	1,209
	95% Lower Confidence Bound	62,20	
	Interval for Upper Mean Bound	67,01	
	5% Trimmed Mean	64,96	
	Median	66,50	
	Variance	113,983	
	Std. Deviation	10,676	
	Minimum	34	
	Maximum	86	
	Range	52	
	Interquartile Range	16	
	Skewness	-,581	,272
	Kurtosis	,122	,538

## Variable Data Description of Work Engagement in Ministry (Y)

Based on sample data with 78 congregations as respondents, the following scores were obtained: theoretical scores between 1.027 and a mean of 52.94; the median is 56.00, the minimum is 18; Maximum of 70; Range of 52; Interquartile Range of 7; Skewness of -1.194; Kurtosis of 2.285; and a standard deviation of 1.027. The overall picture is in the following table:

Work Engagement	Mean		52,94	1,027
	95% Confidence Interval for Mean	Lower Bound	50,89	
		Upper Bound	54,98	
	5% Trimmed Mean		53,43	
	Median		56,00	
	Variance		82,243	
	Std. Deviation		9,069	
	Minimum		18	
	Maximum		70	
	Range		52	
	Interquartile Range		7	
	Skewness		-1,194	,272
	Kurtosis		2,285	,538

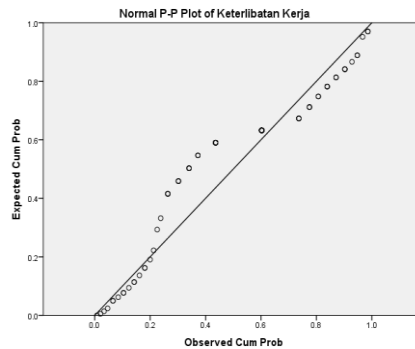
**Test Hypothesis Requirements**

The researcher used the SPSS application, which allows hypothesis testing to be conducted. In this section, the researcher will perform tests for the assumptions of normality and linearity.

## Normality Test

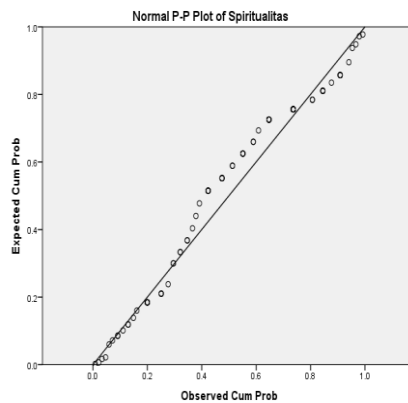
Normality test of the data distribution of the Spirituality variable (X) as the independent variable and the data distribution of the Work Engagement in Ministry variable (Y) as the dependent variable calculated with SPSS 18 through the estimation of proportions through the Blom formula with the P-P Plot approach. The P-P Plot approach was taken because the number of samples was less than 200 as shown below.

Normality Test  
Work Engagement in Ministry Variable



Based on the guidelines for the normality test with Normal P-P Plots that have been explained in the research methodology, it can be seen from the distribution of the Spirituality variable data in the graph above, it can be seen that the data has a normal distribution because the small circles in the graph are close to the normal line.

Normality Test Spirituality Variable



Based on the guidelines for the normality test with Normal P-P Plots that have been explained in the research methodology, it can be seen from the distribution of the Spirituality variable data in the graph above, it can be seen that the data has a normal distribution because the small circles in the graph are close to the normal line.

Linearity Test

The linearity test aims to determine whether the two variables have a linear relationship or not significantly. This test is usually used as a prerequisite for correlation or linear regression analysis. This test uses the SPSS 18 application with a linear test at a significance level of 0.05. Two variables will be declared linear if the significance or linearity value is less than 0.05.

Based on the results of the data description below, it can be seen that the significance value for Linearity is 0.000. Because the significance is less than 0.05, it can be concluded that there is a linear relationship between the Spirituality variable and Work Engagement in Ministry at the Indonesian Baptist Church Imanuel Simolangit. Based on the Deviation from Linearity value, it is known that Sig 0.188 > 0.05. This shows that the two variables have a linear relationship.

Linearity Test  
Spirituality and Work Engagement in Ministry

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Work Engagement * Spirituality	Between Groups	(Combined)	5314,363	36	147,621	5,944	,000
		Linearity	4156,669	1	4156,669	167,358	,000
		Deviation from Linearity	1157,693	35	33,077	1,332	,188
	Within Groups		1018,317	41	24,837		
	Total		6332,679	77			

According to the results of the analysis above, the two variables in this study have fulfilled the analysis requirements so that researchers can proceed to the next step.

### Hypothesis Test

This section aims to answer the research hypothesis, namely that there is an alleged influence of Spirituality on Work Engagement in Ministry at the Indonesian Baptist Church Imanuel Simolangit.

Regression Significance Test  
Spirituality and Work Engagement in Ministry

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4156,669	1	4156,669	145,177	.000 <sup>a</sup>
	Residual	2176,010	76	28,632		
	Total	6332,679	77			

Based on the SPSS output table above, it is known that the Sig. is equal to 0.000. Because the value of Sig.  $0.000 < 0.05$ , then according to the basis of decision making in the F test it can be concluded that the hypothesis is accepted or in other words Spirituality has an effect on Work Engagement in Ministry at the Indonesian Baptist Church Imanuel Simolangit.

Significance Test of the Correlation between Spirituality and Work Engagement in Ministry

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	8,477	3,739		2,267	,026
Spirituality	,688	,057	,810	12,049	,000

a. Dependent Variable: Work Engagement

Based on the SPSS output table above, it is known that the Significance (Sig.) value of the Spirituality variable is 0. Because the Significance value is 0 and smaller than 0.05, it can be concluded that the hypothesis is accepted and has an influence between the Spirituality variable and the Work Engagement variable in Ministry.

The equation for the linear regression line is  $\hat{Y} = -8.477 + 0.688 X$ . This means that each improvement in spirituality increases once, then evangelism will increase 0.688 times. From the results of a simple regression statistical test between the Spirituality variable and the Work Engagement variable, the results are as shown in the table below:

Simple Correlation Calculation Results between Spirituality and Work Engagement

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.810 <sup>a</sup>	,656	,652	5,351

a. Predictors: (Constant), Spirituality

b. Dependent Variable: Work Engagement

Based on the table above, it is found that the r<sub>yx</sub> value is 0.810 and is positive. Which means, if Spirituality has increased then the Work Engagement in Ministry will also have increased. The magnitude of the influence of Spirituality on Work Engagement in Ministry at the Indonesian Immanuel Baptist Church Simolangit Branch is 0.810. Guidelines for providing an interpretation of the correlation coefficient (Sugiyono, 2008) are as follows:

- 0,00-0,199 = very low
- 0,20-0,399 = low
- 0,40-0,599 = moderate
- 0,60-0,799 = high
- 0,80-0,1000 = very high

		Total_X	Total_Y
Total_X	Pearson Correlation	1	.810**
	Sig. (2-tailed)		,000
	N	78	78
Total_Y	Pearson Correlation	.810**	1
	Sig. (2-tailed)	,000	
	N	78	78
**. Correlation is significant at the 0.01 level (2-tailed).			

So the effect of variable X on Y is included in the very high category. The direction of the relationship between the two is positive, which shows that the higher Spirituality will make Work Engagement in Ministry increase. From the analysis results also obtained  $r_{yx}^2$  (coefficient of determination) of 0.656 or 65.6%. This means that the contribution of the Spirituality variable in forming the Work Engagement variable is 65.6% while the remaining 35% is explained by other causes outside the research model.

#### Recapitulation of Hypothesis Test Results

No.	The Influence of Spirituality on Work Engagement in Ministry at the Indonesian Baptist Church Imanuel Simolangit	Tendency
1.	Preliminary Hypothesis	There is Influence
2.	Data Analysis Results: The Influence of Spirituality on Work Engagement in Ministry at the Indonesian Baptist Church Imanuel Simolangit	Significance on $\alpha < 0.05$ $r_{yx} = 0.810$ high

Based on the results of the research above, it can be concluded that the influence of Spirituality on Work Engagement in Ministry at the Indonesian Baptist Church Immanuel Simolangit is in the very high category of 81.0%.

#### CONCLUSION

Based on the results of the research and data processing that has been carried out, the researcher concludes several things. First, there is the influence of Spirituality on Work Engagement in Ministry at the Indonesian Baptist Church Immanuel Simolangit. The hypothesis in this study that there is an influence between the variable Spirituality (X) on the variable Work Engagement in Ministry at the Indonesian Baptist Church Immanuel Simolangit is proven. Second, the results of a simple correlation calculation between Spirituality (X) and Work Engagement in Ministry (Y) found an R value of 0.810 and this is positive. That is, the magnitude of the relationship between Spirituality and Work Engagement in Ministry at the Indonesian Baptist Church Immanuel Simolangit is 0.810 in the very high category. Third, the results of the analysis also obtained an R value (coefficient of determination) of 0.656 or 65.6%. This means that the contribution of the Spirituality variable in forming the Work Engagement variable is 65.6% while the remaining 35% is explained by other causes outside the research model.

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