

Abstract

Workplace spirituality is defined as work situation by which leader and follower have high spirit toward work completion and achievement of organization objectives. The family planning programme in Indonesia evolved from a private endeavour in the 1950s to become a government programme in 1970. One of the determinants of this successful program is the role of field workers as service employees implementing the family programme. These employees have a role as mediators between government office and community. They serve as government officers who are required to communicate effectively with the community regarding the program. This study discusses the role of creative process engagement between leader-fieldworkers-community to enhance job satisfaction and performance of field workers. Drawing from spiritual leadership theory, we examine the role of workplace spirituality and creative process engagement to enhance job satisfaction and performance. Results indicated that workplace spirituality and creative process engagement is requirements to create job satisfaction which then lead to employee performance to implement the government program.

Keywords: spiritual workplace, creative process engagement, job satisfaction, task performance