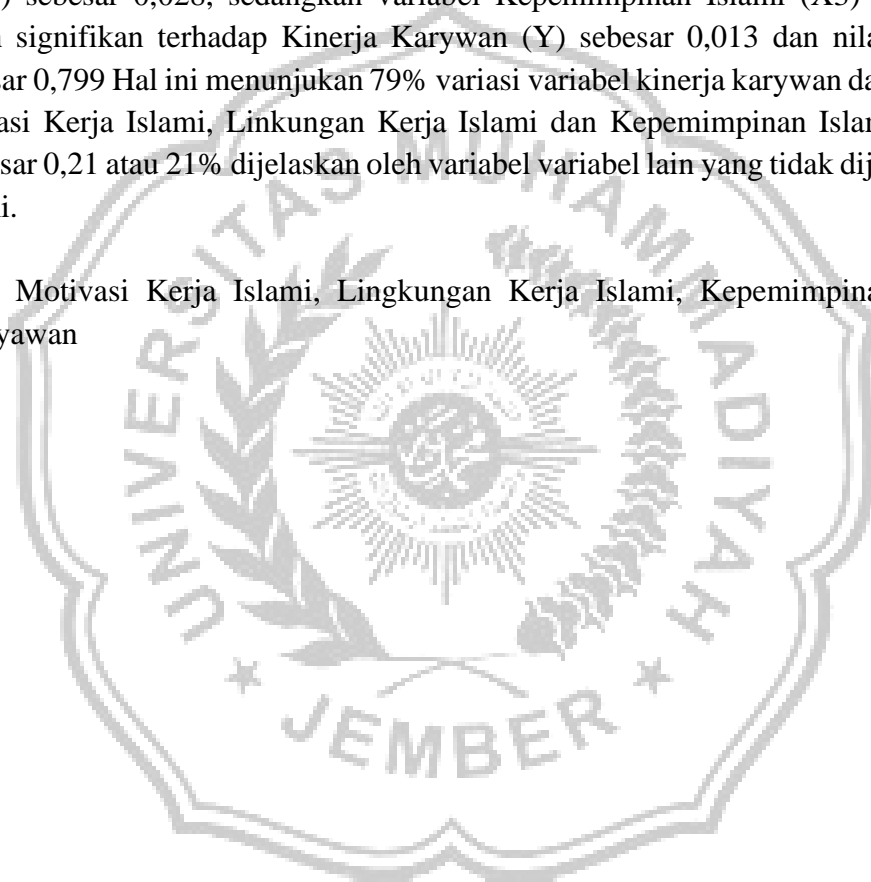


ABSTRAK

Latar belakang Penelitian ini bertujuan untuk mengetahui pengaruh secara parsial Motivasi Kerja Islami (X1), Lingkungan Kerja Islami (X2) dan Kepemimpinan Islami (X3) terhadap kinerja karyawan (Y) pada karyawan Toko Basmallah Tempurejo Jember. Jenis penelitian ini menggunakan pendekatan metode kuantitatif. Populasi dalam penelitian ini yakni Toko Basmallah Tempurejo Jember dengan jumlah sampel berjumlah 75 karyawan. Teknik pengumpulan data yang digunakan kuisioner meliputi instrumen data (uji validitas, dan uji reliabilitas), uji asumsi klasik (uji multi kolonieritas, uji normalitas, dan uji heterokedastisitas), analisis linear berganda dan uji hipotesis (uji t dan koefisien determinasi) dengan bantuan program SPSS 21.0 for Windows. Hasil penelitian ini menunjukkan bahwa variabel Motivasi Kerja Islami (X1) secara parsial berpengaruh signifikan terhadap Kinerja karyawan(Y) sebesar 0,026, Lingkungan Kerja Islami (X2) secara parsial berpengaruh signifikan terhadap Kinerja karyawan(Y) sebesar 0,028, sedangkan variabel Kepemimpinan Islami (X3) secara parsial berpengaruh signifikan terhadap Kinerja Karyawan (Y) sebesar 0,013 dan nilai Adjusted R square sebesar 0,799 Hal ini menunjukkan 79% variasi variabel kinerja karyawan dapat dijelaskan Oleh Motivasi Kerja Islami, Lingkungan Kerja Islami dan Kepemimpinan Islami, sedangkan sisanya sebesar 0,21 atau 21% dijelaskan oleh variabel variabel lain yang tidak dijelaskan dalam penelitian ini.

Kata kunci: Motivasi Kerja Islami, Lingkungan Kerja Islami, Kepemimpinan islami dan Kinerja Karyawan



ABSTRACT

This study aims to determine the partial effect of Islamic Work Motivation (X1), Islamic Work Environment (X2) and Islamic Leadership (X3) towards employee performance (Y) Toko Basmallah Tempurejo Jember. This research used a quantitative method approach. The population in this study were the employees of Toko Basmallah Tempurejo Jember and covered 75 employees as the number of samples. The data collection technique used was a questionnaire with data instrument tests (validity and reliability tests), classical assumption tests (multicollinearity test, normality test, and heteroscedasticity test), multiple linear analysis and hypothesis testing (t test and coefficient of determination) with the help of SPSS 21.0 for Windows software application. The results of this study indicate that, partially, the : Islamic Work Motivation (X1) has a significant effect on employee performance (Y) with significance value of 0.026. Partially, the Islamic Work Environment (X2) has a significant effect on employee performance (Y) with significance value of 0.028. While the Islamic Leadership variable (X3) partially has a significant effect on Employee Performance (Y) with significance value of 0.013. The adjusted R-squared value of 0.799. This indicates that 79% of variations in employee performance variable can be well explained by Islamic Work Motivation, Islamic Work Environment, and Islamic Leadership. The remaining value of 0.21 or 21% is influenced by other variables that are not examined in this study.

Keywords: Islamic Work Motivation, Islamic Work Environment, Islamic Leadership and Employee Performance

