

ABSTRACT

The company's human resources (HR) are one of the important resources. Leadership is a very important factor in providing good direction for employees. The work motivation of the employees themselves also supports the success of the company to achieve its goals. Meanwhile, Islamic work ethic emphasizes the intention to do work rather than for the results of work. Organizational culture is a pattern of work habits that are carried out continuously in the company. The career path in terms of work is a special attraction for employees existing employees can develop existing interests and talents and abilities so that everything needed in the world of work can be done well, these five things affect the performance of employees of a company. Especially if the employee cannot achieve the targets conveyed by the company.

This study aims to analyze the factors affecting employee performance. The population in this study was all employees of Bank Syariah Indonesia Semarang Pandanaran Branch. The data collection method was carried out by questionnaires to 32 employees. The analysis method used is a descriptive analysis method and multiple linear regression, then the data instrument test includes a reability test and a validity test. Classical assumption tests include tests of normality, multicollinearity, heterochemedescies, and autocorrelations. While the hypothesis test uses T Test, F Test, and coefficient of determination.

The results showed that three variables leadership, Islamic work ethic, and areer path had a significant effect and positive impact on employee performance, while the other two variables, work motivation and organizational culture did not significant effect on the performance of employees of Bank Syrariah Indonesia Semarang Pandanaran Branch.

Keywords: Leadership, Work Motivation, Islamic Work Ethics, Organizational Culture, Career Path, Employee Performance.