

## **ABSTRACT**

*One of the most valuable assets in an organization, whether it is profit-oriented or non-profit, is its human resources. This study aims to analyze the influence of Islamic organizational culture, job satisfaction, and organizational commitment on the performance of non-medical employees at Sultan Agung Islamic Hospital in Semarang. The population of this study consists of non-medical employees at Sultan Agung Islamic Hospital in Semarang who have been working for more than 2 years, and the sample size taken is 97 individuals using purposive sampling technique. Data collection for this study was obtained through a questionnaire method. The analytical tool used in this study is multiple linear regression analysis with SPSS version 29 and Likert scale measurement technique.*

*The results of the study indicate that partially, Islamic organizational culture has a significant positive influence on the performance of non-medical employees, job satisfaction does not have a significant influence on the performance of non-medical employees, and organizational commitment has a positive influence on the performance of non-medical employees. Simultaneously, Islamic organizational culture, job satisfaction, and organizational commitment significantly affect the performance of non-medical employees at Sultan Agung Islamic Hospital in Semarang, with an  $R^2$  coefficient value of 0.305.*

***Keywords: Islamic Organizational Culture, Job Satisfaction, Organizational Commitment, Non-Medical Employee, Employee Performance.***