

ABSTRACT

As a leading company in the cable manufacturing industry, PT Voksel Electric Tbk, which has a strategy to expand the market in the global realm, should be balanced with the quality of stable and optimal employee performance. However, the target of achieving employee performance in the company is not achieved and is fluctuating.

This study aims to test and analyze the influence of Islamic work ethic, work discipline, work environment and leadership style on employee performance at PT Voksel Electric Tbk. The population in this study were employees of PT Voksel Electric Tbk. The sample taken was 107 respondents with purposive sampling technique. The data collection method used in this study was a questionnaire with Likert scale measurement technique. The analytical tool used in this research is multiple linear regression analysis with SPSS version 27.

The results of the analysis show that Islamic work ethic, work discipline, and leadership style have a positive and significant effect on the performance of PT Voksel Electric Tbk employees simultaneously. As for partially, only the leadership style variable has a positive but insignificant effect. The contribution of Islamic work ethic variables, work discipline, work environment and leadership style in the regression method is able to explain the variation of employee performance variables by 78.6%. The remaining 21.4% is explained by other variables outside this study.

keywords: *Islamic Work Ethic, Work Discipline, Work Environment, Leadership Style, and Employee Performance*