

ABSTRACT

This research is motivated by the development of Islamic banks in Indonesia

which is accompanied by a decrease in the number of employees. This study aims to see how the educational background, training, and work experience of employees

of Bank Muamamat Pekalongan Branch Office affect their performance.

This research uses a population of employees of Bank Muamamat Pekalongan Branch Office. The number of samples taken was 52 people, and the sampling technique was the slovin technique. Data for this study were collected using a questionnaire distributed to respondents via gforms. This study uses multiple linear regression analysis and is processed using IBM SPSS version 27 software.

The results showed that the educational background, training, and work experience of employees of Bank Muamamat Pekalongan Branch Office had a significant positive effect on their performance, both partially or simultaneously. The three variable have a strong enough influence as ondicated by the coefficient of determination of 66,2%.

Keywords: *Education, Training, Work Experience, Employee Performance.*