

ABSTRACT

Performance is a result that can determine the success of a company or organization. It is important for companies or organizations to maintain the performance of their employees to be able to survive in increasingly fierce competition. One of the health service institutions that is required to have optimal performance is a hospital. Nurses are the largest workforce in hospitals tasked with providing nursing services. Harapan Anda Islamic Hospital is a class B hospital in Tegal City. The decline in performance assessments in nursing care services indicates the need for evaluation. Islamic Leadership and Islamic Organizational Culture as well as Islamic Work Motivation as mediators have a role in improving Nurse Performance.

This study aims to analyze the effect of Islamic Leadership and Islamic Organizational Culture on Nurse Performance with Islamic Work Motivation as an intervening variable. This study was conducted on a population of 351 nurses with permanent employee status by distributing questionnaires and samples managed by the HR department of Harapan Anda Islamic Hospital, Tegal City, as many as 160 nurses. The data collection technique was carried out through a questionnaire compiled on a Likert Scale. The analysis method used a quantitative approach with the Partial Least Squares Structural Equation Modeling (PLS-SEM) technique through the SmartPLS4 application. The findings of this study indicate that Islamic Leadership and Islamic Organizational Culture have a significant partial influence on Nurse Performance. Islamic Leadership and Islamic Organizational Culture have a significant influence on Islamic Work Motivation. Islamic Work Motivation also has a significant influence on Nurse Performance. Islamic Work Motivation can mediate the effects of Islamic Leadership and Islamic Organizational Culture on Nurse Performance.

Keywords: *islamic leadership, islamic organizational culture, islamic work motivation, nurse performance*

