

## **ABSTRACT**

*The study focused on analyzing the influence of job resources and Islamic leadership on the performance of nurses with work commitment as a mediating variable among nurses at Sultan Agung Islamic Hospital in Semarang. This was motivated by the role of nurses as key health workers who are not only required to provide professional services, but also to apply Islamic values in their daily work practices.*

*The research population included all nurses at Sultan Agung Islamic Hospital in Semarang who were permanent nurses with at least one year of experience in inpatient care. The sampling technique used cluster sampling, divided based on nursing work units, resulting in a total of 90 nurse respondents. Data were collected using questionnaires and analyzed using Partial Least Squares-Structural Equation Modeling (PLS-SEM) with the help of SmartPLS 4 software.*

*The findings indicate that job resources have a positive and significant effect on nurse performance but do not have a significant effect on work engagement. Islamic leadership has a positive and significant effect on nurses' performance and work engagement. Furthermore, work engagement has a positive effect on nurses' performance and partially mediates the relationship between Islamic leadership and nurses' performance, but does not mediate the relationship between job resources and nurses' performance.*

**Keywords:** *Job Resources, Islamic Leadership, Work Engagement, Nurse Performance, OCB Islamic Perspective.*

