

ABSTRACT

Human resource are the main actors who are very important as a mover the course of an organization. Assessing the quality of existing human resources can be measured from the performance of employess. Because organizational success determined by the performance of employees. This study aims to examine and analyze the effect of Islamic work ethic, work discipline, and leadership style on employee performance at the Regional Office of the Ministry of Religious Central Java Province.

The population on this research is employees at the Regional Office of the Ministry of Religious Central Java Province. Samples were taken as many as 72 respondents using purposive random sampling techniques. Data collection method in this study uses questionnaire and data testing uses SPSS Statictics 23. Data analysis that used includes validity test, reliability test, classical assumption test, multiple linear regression analysis, goodness of fit test, and coefficient of determination.

Analysis results shows that Islamic work ethic, work discipline, and leadership style have a positive and significant effect on employee performance at the Regional Office of the Ministry of Religious Central Java Province either simultaneously or partially. Determination coefficient shows that employee performance at the Regional Office of the Ministry of Religious Central Java Province is 87,2% affected by Islamic work ethic, work discipline, and leadership style. The rest 12,8% is explained by other variables outside this study.

Keyword: Islamic Work Ethic, Work Discipline, Leadership Style, and Employee Performance.