

ABSTRACT

This study aims to examine the effect of Islamic work ethics on organizational commitment and job satisfaction of generation Z employees in Semarang. Based on several studies, a strong Islamic work ethic will help increase organizational commitment and job satisfaction among employees in general. There have been several studies examining the differences in characteristics between generations. Generation Z is the generation born in 1995 - 2010, which has just entered the world of work today. Generation Z has different characteristics from the previous generation. They are known to be loyal to the profession but not loyal to the organization.

This research was conducted with a survey method using a questionnaire to generation Z employees in Semarang. The total population is 100 employees. Testing the validity and reliability of the indicators shows the validity and reliability values that qualify as instruments. Analysis with simple linear regression was used to determine the hypothesized influence of Islamic work ethics on organizational commitment and job satisfaction.

The results showed that the Islamic work ethic variable has a positive effect on organizational commitment and job satisfaction of generation Z employees in Semarang. This means that the higher the employee's Islamic work ethic, the higher the organizational commitment and job satisfaction.

Keywords: Generation Z, Islamic Work Ethics, Organizational Commitment, and Job Satisfaction.