

ABSTRACT

The purpose of this research is to test the influences of Islamic work ethic toward job satisfaction and organizational commitment and employee's performance. Using these variables, for instance Yousef (1996; 2001), and McNeesse-Smith (1996), discovered effect Islamic work ethic toward job satisfaction, organizational commitment and employee's performance. The usage of these variables is able to solve the arising problem within PT. Bank Muamalat, which is higher turnover.

The samples of this research consisted of a hundred and thirteen employee's on PT. Bank Muamalat. Structural Equation Modeling (SEM) was run by an AMOS software for data analysis. The result of the analysis showed that Islamic work ethic contributes an positive influence, which is significant to job satisfaction, organizational commitment, and employee's performance also job satisfaction contributes an positive influence, which is significant to employee's performance, organizational commitment contributes an positive influence, which is significant to employee's performance.

This empirical result indicated that in order to raise the standards of a employee's performance in PT. Bank Muamalat, company management need to pay attention to factors such as Islamic work ethic, job satisfaction and organizational commitment, because leverage employee's performance depend on it. Theoretical implications and suggestions for future research have been elaborated at the end of this study.

Key Words : Islamic work ethic, Job Satisfaction, Organizational Commitment and Employee's Commitment