

ABSTRACT

The purpose of this study is to describe and analyze the influence of Islamic work ethics and affective commitment to the performance of human resources. And develop a model for developing human resource performance through Islamic work ethics and affective commitment. The population in this study is the Al-Azhar Islamic Education Institute Semarang as many as 74 respondents using a questionnaire. The sampling method used is the census method in which all members of the population are made into samples. The method of analysis uses multiple linear regression. Based on the data analysis, it can be concluded that there is a positive and significant influence of Islamic work ethics variables on affective commitment and there is a positive and significant effect on affective commitment on the performance of human resources. The influence of Islamic work ethics variables on affective commitment by 53.9%, while the influence of Islamic work ethics variables and affective commitment to the performance of human resources by 43.6%.

Keywords: *Islamic Work Ethics, Affective Commitment and Human Resources Performance*

ABSTRAK

Tujuan dari penelitian ini adalah mendeskripsikan dan menganalisis pengaruh etika kerja Islam dan komitmen afektif terhadap kinerja sumber daya manusia. Dan menyusun model pengembangan kinerja sumber daya manusia melalui etika kerja Islam dan komitmen afektif. Populasi dalam penelitian ini adalah di Lembaga Pendidikan Islam Al-Azhar Semarang sebanyak 74 responden dengan menggunakan kuesioner. Metode pengambilan sampling yang digunakan adalah metode sensus yaitu seluruh anggota populasi dijadikan sampel. Metode analisis menggunakan regresi linier berganda. Berdasarkan analisis data dapat disimpulkan bahwa terdapat pengaruh positif dan signifikan variabel etika kerja Islam terhadap komitmen afektif dan terdapat pengaruh positif dan signifikan komitmen afektif terhadap kinerja sumber daya manusia. Pengaruh variabel etika kerja Islam terhadap komitmen afektif sebesar 53.9%, sedangkan pengaruh variabel etika kerja Islam dan komitmen afektif terhadap kinerja sumber daya manusia sebesar 43.6%.

Kata Kunci : Etika Kerja Islam, Komitmen Afektif dan Kinerja Sumber Daya Manusia