

## ABSTRAK

Penelitian ini bertujuan untuk menguji Pengaruh Komunikasi Interpersonal dan Kepemimpinan Islami dalam Menyelesaikan Konflik Organisasi Serta Dampaknya pada Kinerja Sumber Daya Manusia pada RSI NU Demak. Jenis penelitian ini adalah kualitatif dan kuantitatif dengan data primer dan sekunder. Analisis penelitian menggunakan program IBM SPSS Statistics23 dengan alat analisis uji instrument, uji asumsi klasik, path analisis, koefisiensi determinasi ( $R_2$ ), uji hipotesis parsial (uji t), dan sobel tes.

Hasil penelitian ini bahwa komunikasi interpersonal dan kepemimpinan islami memiliki pengaruh positif signifikan terhadap kemampuan menyelesaikan konflik organisasi serta pada kinerja sumber daya manusia. Variabel komunikasi interpersonal memiliki nilai koefisiensi regresi positif sebesar 0,393 terhadap kemampuan menyelesaikan konflik organisasi. Variabel kepemimpinan islami memiliki nilai koefisiensi regresi positif sebesar 0,476 terhadap kemampuan menyelesaikan konflik organisasi. Variabel komunikasi interpersonal memiliki nilai koefisiensi regresi positif sebesar 0,326 terhadap kinerja sumber daya manusia. Variabel kepemimpinan islami memiliki nilai koefisiensi regresi positif sebesar 0,360 terhadap kinerja sumber daya manusia. Variabel kemampuan menyelesaikan konflik organisasi memiliki nilai koefisiensi regresi positif sebesar 0,283 terhadap kinerja sumber daya manusia. Kesimpulan dari Komunikasi interpersonal terhadap kemampuan menyelesaikan konflik organisasi hipotesis diterima, kepemimpinan islami terhadap kemampuan menyelesaikan konflik organisasi hipotesis diterima, komunikasi interpersonal terhadap kinerja sumber daya manusia hipotesis diterima, kepemimpinan islami terhadap kinerja sumber daya manusia hipotesis diterima, dan kemampuan menyelesaikan konflik organisasi terhadap kinerja sumber daya manusia hipotesis diterima.

**Kata Kunci: Komunikasi Interpersonal, Kepemimpinan Islami, Kemampuan Menyelesaikan Konflik Organisasi, Kinerja Sumber Daya Manusia.**

## ABSTRAK

This study aims to examine the Effect of Interpersonal Communication and Islamic Leadership in Resolving Organizational Conflict and its Impact on Human Resource Performance at RSI NU Demak. This type of research is qualitative and quantitative with primary and secondary data. The research analysis used the IBM SPSS Statistics23 program with instrument test analysis tools, classical assumption tests, path analysis, coefficient of determination ( $R^2$ ), partial hypothesis testing (t test), and sobel tests.

The results of this study indicate that interpersonal communication and Islamic leadership have a significant positive effect on the ability to resolve organizational conflicts and on human resource performance. The interpersonal communication variable has a positive regression coefficient value of 0.393 on the ability to resolve organizational conflicts. Islamic leadership variable has a positive regression coefficient value of 0.476 on the ability to resolve organizational conflicts. The interpersonal communication variable has a positive regression coefficient value of 0.326 on human resource performance. Islamic leadership variable has a positive regression coefficient value of 0.360 on the performance of human resources. The variable ability to resolve organizational conflicts has a positive regression coefficient value of 0.283 on human resource performance. The conclusion of interpersonal communication on the ability to resolve organizational conflicts, the hypothesis is accepted, Islamic leadership on the ability to resolve organizational conflicts, the hypothesis is accepted, interpersonal communication on human resource performance, the hypothesis is accepted, Islamic leadership on human resource performance, the hypothesis is accepted, and the ability to resolve organizational conflicts on resource performance. human power hypothesis accepted.

**Keywords: Interpersonal Communication, Islamic Leadership, Ability to Resolve Organizational Conflict, Human Resources Performance.**