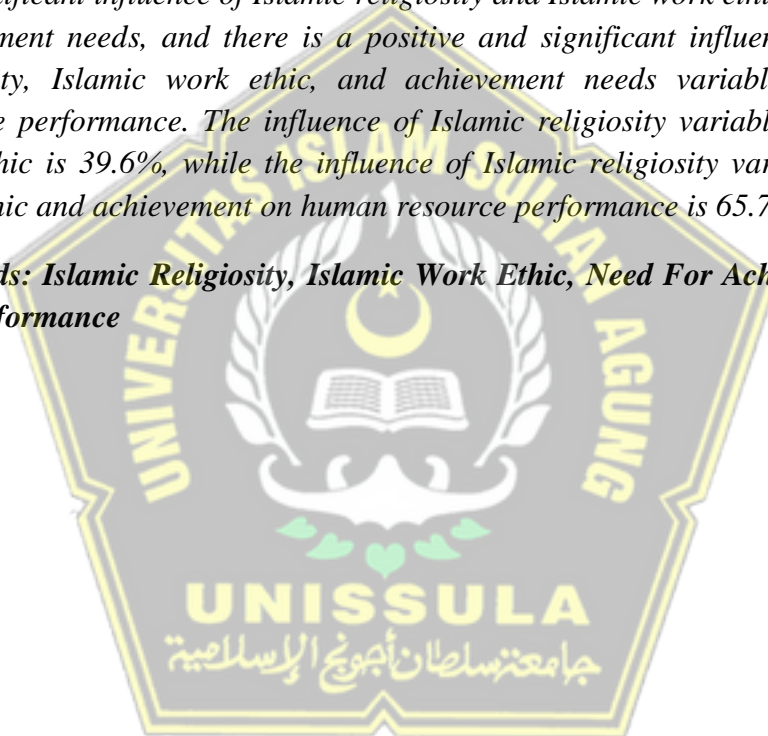


ABSTRACT

The purpose of this study is to describe and analyze the influence of Islamic religiosity, Islamic work ethic, need for achievement on human resource performance. And develop a model for improving the performance of human resources through Islamic religiosity, Islamic work ethic, and the need for achievement. The population in this study was at the educational institutions of Al-Azhar and Nasima Semarang as many as 53 respondents using a questionnaire. The sampling method used is the census method, where all members of the population are sampled. The method of analysis used multiple linear regression. Based on data analysis, it can be found that there is a positive and significant influence of Islamic religiosity and Islamic work ethic variables on achievement needs, and there is a positive and significant influence of Islamic religiosity, Islamic work ethic, and achievement needs variables on human resource performance. The influence of Islamic religiosity variable and Islamic work ethic is 39.6%, while the influence of Islamic religiosity variable, Islamic work ethic and achievement on human resource performance is 65.7%.

Keywords: *Islamic Religiosity, Islamic Work Ethic, Need For Achievement and HR Performance*



ABSTRAK

Tujuan penelitian ini mendeskripsikan dan menganalisis pengaruh *Islamic religiosity*, *Islamic work ethic*, *need for achievement* terhadap kinerja sumber daya manusia. Dan menyusun model peningkatan kinerja sumber daya manusia melalui *Islamic religiosity*, *Islamic work ethic* dan *need for achievement*. Populasi dalam penelitian ini adalah di lembaga pendidikan Al-Azhar dan Nasima Semarang sebanyak 53 responden dengan menggunakan kuesioner. Metode pengambilan sampling menggunakan 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 *Islamic religiosity* dan *Islamic work ethic* terhadap *need for achievement*, dan terdapat pengaruh positif dan signifikan variabel *Islamic religiosity*, *Islamic work ethic* dan *need for achievement* terhadap kinerja sumber daya manusia. Pengaruh variabel *Islamic religiosity* dan *Islamic work ethic* terhadap *need for achievement* sebesar 39.6%, sedangkan pengaruh variabel *Islamic religiosity*, *Islamic work ethic* dan *need for achievement* terhadap kinerja sumber daya manusia sebesar 65,7%.

Kata Kunci : *Islamic Religiosity*, *Islamic Work Ethic*, *Need for Achievement* dan Kinerja Sumber Daya Manusia

