

ABSTRAK

Analisis penelitian ini dimaksudkan untuk mengidentifikasi bagaimana pengaruh kepemimpinan islami terhadap kinerja sumber daya manusia dengan komitmen organisasi dan *organizational citizenship behaviour* sebagai variabel intervening. Populasi dalam penelitian ini adalah seluruh karyawan produksi CV. Bahtera Ladju yang berjumlah 132 orang dengan jumlah sampel sebanyak 100 responden yang ditentukan melalui penghitungan rumus Slovin. Hasil analisis penelitian menunjukkan bahwa kepemimpinan islami berpengaruh positif signifikan terhadap komitmen organisasi. Kepemimpinan islami berpengaruh positif signifikan terhadap *organizational citizenship behaviour*. Kepemimpinan islami berpengaruh positif signifikan terhadap kinerja sumber daya manusia. Komitmen organisasi berpengaruh positif signifikan terhadap kinerja sumber daya manusia dan *organizational citizenship behaviour* berpengaruh positif signifikan terhadap kinerja sumber daya manusia.

Kata Kunci: Kepemimpinan Islami Komitmen Organisasi *Organizational Citizenship Behaviour* Kinerja Sumber Daya Manusia.



ABSTRACT

The analysis of this study is intended to identify how the influence of Islamic leadership on the performance of human resources with organizational commitment and organizational citizenship behavior as intervening variables. The population in this study were all production employees of CV. Bahtera Ladju, totaling 132 people with a sample of 100 respondents, determined by calculating the Slovin formula. The results of the research analysis show that Islamic leadership has a significant positive effect on organizational commitment. Islamic leadership has a significant positive effect on organizational citizenship behavior. Islamic leadership has a significant positive effect on the performance of human resources. Organizational commitment has a significant positive effect on the performance of human resources and organizational citizenship behavior has a significant positive effect on the performance of human resources.

Keywords: *Islamic Leadership Organizational Commitment Organizational Citizenship Behavior Human Resource Performance.*

