

ABSTRAK

Penelitian ini bertujuan untuk menganalisis dan membuktikan secara empiris pengaruh *affective commitment*, etika kerja islami dan *knowledge sharing* terhadap kinerja sumber daya manusia pada Dinas Pendapatan Daerah Provinsi Sulawesi Tenggara. Populasi Penelitian ini adalah pegawai Dinas Pendapatan Daerah Provinsi Sulawesi Tenggara. pengambilan sampel menggunakan teknik *sensus* sebanyak 110 responden. Namun berdasarkan klasifikasi kuesioner sampel dianalisis berjumlah 98. Penelitian ini termasuk dalam kategori studi penjelasan (*explanatory research*) sedangkan teknik pengumpulan data menggunakan pengamatan, kuesioner, interview. Alat analisis yang digunakan yaitu SmartPLS versi 2.0 M3 dengan menggunakan skala Likert. Hasil penelitian menunjukkan bahwa: 1. *Affective Commitment* berpengaruh signifikan terhadap Kinerja Sumber Daya Manusia, 2. *Affective Commitment* berpengaruh signifikan terhadap *Knowledge Sharing*, 3. Etika Kerja Islami berpengaruh signifikan terhadap Kinerja Sumber Daya Manusia, 4. Etika kerja Islami berpengaruh signifikan terhadap *Knowledge Sharing*, 5. *Knowledge Sharing* berpengaruh signifikan terhadap Kinerja Sumber Daya Manusia.

Kata kunci : *Affective Commitment, Etika Kerja Islami, Knowledge Sharing, Kinerja Sumber Daya manusia.*

ABSTRACT

Purpose of research for analyze and prove in a emperial effect to affective commitment, islamic work ethic, and knowledge sharing to roward on performance of human resources at the department of regional in the procince of south eat Celebes. The population of this research is employees to the department of regional income in the province of south east Celebes. To take the sample used *sensus* technic as much as 110. However , based on the analyze of questioner classification sample has 98 agregate. This research include in the (explanatory research) while the data accumulation technic used observation, questioner, interview. The device to analyze used smart PLS 2.0 M3 version with scala likert. The result of research showing that: 1. Affective commitment effect significantly to the performance of human resources, 2. Affective commitment effect significantly to the knowledge sharing, 3. Islamic work ethic effect significantly to the performance of human resources, 4. Islamic work ethic effect significantly to the knowledge sharing, 5. Knowledge sharing effect significantly to the performance of human resources.

Keyword: *Affective commitment, Islamic work ethic, knowledge sharing, performance of human resources.*