

ABSTRAK

Penelitian ini menguji Model Peningkatan Komitmen Sumber Daya Manusia (SDM) pada Kantor Kementerian Agama Kabupaten Batang yang bertujuan mendiskripsikan dan menganalisis keterkaitan etika kerja Islami, motivasi intrinsik dan motivasi ekstrinsik terhadap komitmen SDM dengan kepuasan kerja sebagai moderasi. Responden penelitian ini adalah pegawai Kantor Kementerian Agama Kab. Batang yang berjumlah 41 orang. Adapun metode pengambilan sampel menggunakan metode sensus. Kemudian teknik analisis menggunakan *software Windows SPSS 23.0 version*.

Berdasarkan pengujian hipotesis penelitian ini dapat disimpulkan bahwa : 1) Etika kerja Islami berpengaruh secara positif dan signifikan terhadap motivasi intrinsik, 2) Etika kerja Islami berpengaruh secara positif dan signifikan terhadap motivasi ekstrinsik, 3) Motivasi intrinsik berpengaruh secara positif dan signifikan terhadap komitmen SDM, 4) Motivasi ekstrinsik berpengaruh secara positif dan signifikan terhadap komitmen SDM, 5) Etika Kerja Islami berpengaruh secara positif dan signifikan terhadap komitmen SDM, 6) Kepuasan kerja tidak memoderasi hubungan antara motivasi intrinsik terhadap komitmen SDM, 7) Kepuasan kerja tidak positif memoderasi tetapi signifikan hubungan antara motivasi intrinsik terhadap komitmen SDM.

Kata Kunci : etika kerja Islami, motivasi intrinsik, motivasi ekstrinsik, komitmen sumber daya manusia, kepuasan kerja.

ABSTRACT

This study examined the improving model of Commitment of Human Resources (HR) in the Office of Ministry of Religious Affairs of Batang which aims to describe and analyze the relationship of Islamic work ethics, intrinsic motivation and extrinsic motivation on commitment of human resources and job satisfaction as moderation. Respondents of this study were the staff Office of Ministry of Religious Affairs of Batang that amount to 41 persons. The sampling method used in this study was census technique. Then, the technique of data analysis used in this study was Windows software SPSS version 23.0.

Based on the hypothesis examine of this study, it can be concluded that: 1) Islamic work ethic is significantly and positively effect the intrinsic motivation, 2) Islamic work is significantly and positively effect the extrinsic motivation, 3) Intrinsic is significantly and positively effect the commitment of human resources, 4) extrinsic motivation is significantly and positively effect the commitment of human resources, 5) Work Ethics Islamic is significantly and positively effect the commitment of human resources, 6) job satisfaction is not moderate the relationship between motivation intrinsic toward commitment of human resources, 7) job satisfaction is significantly and negatively moderate motivation extrinsic toward commitment of human resources.

Keywords: Islamic work ethics, intrinsic motivation, extrinsic motivation, commitment of human resources, job satisfaction.