

ABSTRAK

Tujuan penelitian ini adalah mendeskripsikan dan menganalisis pengaruh *Perceived Organizational Support* dan etika kerja islami terhadap komitmen afektif dalam peningkatan kinerja Sumber Daya Manusia. Dan menyusun model pengembangan peningkatan *Perceived Organizational Support* dan etika kerja islami terhadap komitmen afektif dalam peningkatan kinerja Sumber Daya Manusia. Populasi dalam penelitian ini adalah seluruh Dosen Fakultas Ekonomi dan Bisnis UNISNU Jepara yang berjumlah 59 orang dengan menggunakan kuesioner. Metode pengambilan sampling menggunakan metode sensus yaitu seluruh anggota populasi dijadikan sampel. Metode analisis menggunakan regresi linear berganda. Berdasarkan hasil analisis data dapat disimpulkan bahwa terdapat pengaruh yang tidak signifikan variabel komitmen afektif terhadap kinerja sumber daya manusia, terdapat pengaruh yang tidak signifikan variabel etika kerja islami terhadap komitmen afektif, terdapat pengaruh yang signifikan variabel etika kerja islami terhadap kinerja Sumber Daya Manusia, terdapat pengaruh yang signifikan variabel *Perceived Organizational Support* terhadap komitmen afektif dan pengaruh yang tidak signifikan variabel *Perceived Organizational Support* terhadap kinerja Sumber Daya Manusia. Selain itu berdasarkan pengaruh langsung, pengaruh tidak langsung dan pengaruh total yakni variabel kinerja Sumber Daya Manusia dipengaruhi oleh etika kerja islami melalui komitmen afektif sebesar 24.1%, variabel kinerja Sumber Daya Manusia dipengaruhi oleh *Perceived Organizational Support* melalui komitmen afektif sebesar 9.8%, variabel kinerja Sumber Daya Manusia dipengaruhi oleh komitmen afektif sebesar 6.8%.

Kata kunci : *Perceived Organizational Support*, Etika Kerja Islami, Komitmen Afektif, dan Kinerja Sumber Daya Manusia.

ABSTRACT

The purpose of this study is to describe and analyze the influence of Perceived Organizational Support and islamic work ethics toward affective commitment in improving the performance of Human Resources. And create a development model of increasing Perceived Organizational Support and islamic work ethics toward affective commitment in improving the performance of Human Resources. The population in this study are all lecturers of Economics and Business Faculty UNISNU Jepara amount 59 people using a questionnaire. Sampling methods is using census method that all members of the population being sampled. The method of analysis is using multiple linear regression. Based on the result of data analysis can be concluded that there is no significant effect between affective commitment variable to the performance of Human Resources, there is no significant effect islamic work ethic variable to affective commitment, there is significant effect islamic work ethic variable on the performance of Human Resources, there is significant effect between Perceived Organizational Support variable on affective commitment and no significant effect of Perceived Organizational Support variable on the performance of Human Resources. Beside it, based on the direct effect, indirect effect and the total effect of performance of the Human Resources variable influenced by the islamic work ethic through affective commitment amounted to 24.1%, performance of the Human Resources variable is influenced by Perceived Organizational Support through affective commitment by 9.8%, the performance of Human Resources variable is influenced by affective commitment amounted to 6.8%.

Keywords : Perceived Organizational Support, Islamic Work Ethics, Affective Commitment and Performance of Human Resources.