



ISLAMIC CULTURE IMPACT OF INCREASING SATISFACTION AND PERFORMANCE OF EMPLOYEES: STUDY OF EDUCATIONAL INSTITUTIONS SABILILAH SAMPANG



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ABSTRACT

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Many studies conducted by experts who want to know the direct relationship between organizational cultures with organizational performance, but there are also some empirical studies which found that organizational culture is directly does not have a significant impact on employee performance, which means other variables that directly affect the performance employees. Therefore, this study seeks to show how big the Islamic culture through job satisfaction influence on employee performance. The research was conducted on respondents as many as 106 employees both as educators and non-educators at the Education Institute Sabilillah Sampang. Through analysis approach structural equation modeling (SEM) found that: First, the culture of Islam which includes (competence, commitment, honesty and transformative) directly positive effect on employee performance. Second, Islamic culture which includes (competence, commitment, honesty and transformative) positive influence on employee performance through job satisfaction. Third, Islamic culture and job satisfaction simultaneously positive influence on employee performance.

Contribution/ Originality: This study aims to discuss the employee's performance is influenced by the Islamic culture with moderating of job satisfaction variable because studies model is still very few. It is expected that the findings of this research is useful for the development of human resources in economic science, especially Islamic culture.

1. INTRODUCTION

The achievement of success in an organization cannot be separated from the role of each of human resources within the company, for every organization or company that realizes the importance of human resources qualified for the progress of the company, trying to properly manage its human resources to be able to achieve the targets that had been selected by the company.

One national problem faced by Indonesia today is the handling of the low quality of human resources. Number of human resources in Indonesia is huge, if it can be utilized effectively and efficiently would be helpful to support the