

SUMMARY

AHMAD YASIN. Factors Affecting The Employee Performance : A Case Study of Sharia BJB Bank in Bekasi. Supervised by MUHAMMAD FINDI and MUHAMAD NADRATUZZAMAN HOSEN.

Economic development in cities and regencies growing very rapidly. This into a potential very large especially for industring Sharia Banking in expand its market. The Branch of Sharia BJB Bank have the potential to very large market shares, because into cities and regencies Bekasi. However, seen from performance assessment and financial statement valuation has ineffective performance an employee oh Sharia BJB Bank in Branch Bekasi. That can of Sharia BJB Bank in Branch Bekasi that can be expands its market in cities and regencies Bekasi. Sharia BJB Bank in Branch Bekasi have to strengthen human recources to compete in Cities and Regencies Bekasi.

Purpose of this research aim to know the affecting between work ability, motivation, and work Islamic ethic with employee performance in Sharia BJB Bank in Branch Bekasi. This research was conducted by distributing online questionnaires with respondents of Sharia BJB Bank employee in Branch Bekasi. This study used the structural equation modeing (SEM) to measure the relationships between three latent variabels, i.e. work ability, work motivation, Islamic work ethic, and the relationships between those latent variables and their indicator variables. The SEM model in this study was processed using the PLS software. The primary data collection was performed through sel-administered questionnaire with 96 respondents of Sharia BJB Bank employee in Branch Bekasi.

The research results showed that the work ability significantly influences the employee performance in Sharia BJB Bank in Branch Bekasi at 95 percent confidence level. The research results also showed that work motivation significantly influences the employee performance in Sharia BJB Bank in Branch Bekasi. The research results showed that the Islamic work ethic significantly influences the employee performance in Sharia BJB Bank in Branch Bekasi. These steps must be maintain the achievement, the management will have to make the implications of managerial will support the improving performance employee in Sharia BJB Bank in Branch Bekasi. This should be good synergy, communicate and coordinate between management head Branch, the Branches and an employee in Sharia BJB Bank in Branch Bekasi.

Keywords : islamic work ethic, work ability, performance of employees, work motivation, SEM