

**THE INFLUENCE OF ISLAMIC LEADERSHIP STYLE, MOTIVATION
AND WORK DISCIPLINE ON EMPLOYEES PERFORMANCE
AT CAHAYA INSAN FOUNDATION BALI**



THESIS

Submitted a Partial Fulfillment of the Requirements for Obtaining
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By:

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**MANAGEMENT DOUBLE DEGREE
FACULTY OF ECONOMICS AND BUSINESS
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APPROVAL PAGE

THE INFLUENCE OF ISLAMIC LEADERSHIP STYLE, MOTIVATION AND
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Stating correctly that the thesis I made and submitted is my own work, except the quotations and summaries that all of which I have already explained the sources. If in the future it is proven and or can be proven that this thesis is a copy, then I am willing to accept any sanctions from the Faculty of Economics and Business or the degree and certificate given by Universitas Muhammadiyah Surakarta is cancelled.

Surakarta, 12 September 2020

Who make statement,



Ammar

MOTTO

“In the name of Allah, the Most Gracious, the Most Merciful.”

(QS : Al – Fatihah : 1)

“Then which of your Lord's favors did you lie to?”

(QS ; Ar-Rahman : 13)

"Allah will not burden someone but according to their level of ability"

(QS Al Baqarah : 286)

The Holy Prophet (peace be upon him) said: “Take advantage of five matters before five other matters: your youth before you become old; your health, before you fall sick; your wealth, before you become poor; your free time before you become preoccupied, and your life, before your death.”

(Musnad Imam Ahmad)

“How honorable is knowledge, that the one who does not have it says he does, and how dishonorable is ignorance, that the one who has it says he does not.”

(Ali bin Abi Thalib)

DEDICATION

Bismillahirrahmanirrohim

From the very bottom of my heart, this research was done with love and full of patience and I dedicate my hard work for:

- Allah SWT, the Almighty, the provider of my health and fortune, the one who gave me his blessings so I could go through the obstacles and struggles during the process of this study with such strengths and patience.
- The Prophet Mohammad Rasulullah SAW, may shalawat and greetings always be poured out on him.
- To my parents, Mr. Mahmudi LC and Mrs. Siti Asmonah S.Ag, my most favorite human beings, my most beloved, this work is my appreciation for your love, support, prayers, and sacrifice for me. I thank you for all of your advices and motivations to keep me going so I could finish my research.
- For my supervisor, Dr. Jati Waskito, S.E., M.Si. who has been very helpful for me to in designing my research and looking for solutions when I was faced with problems and obstacles, and the one who has been very patient in giving encouragement and support so that I was always motivated to finish this research paper.
- Brother and sister who always accompany and support by giving their support and motivation
- Friends who always there from beginning to the end of semester, provide time to share and encourage in completing the thesis.

ACKNOWLEDGE

By delivering praise to Allah SWT who has been delegated all the graces, favors and His guidance so that I can finish this paper on the title **The Influence of Islamic Leadership Style, Motivation and Work Discipline on Employees Performance at Cahaya Insan Foundation Bali** to fulfill the final project and completes the bachelor study at the Faculty of Economics, Departement of Management, the Universitas Muhammadiyah Surakarta.

This study aims to determine the Influence of Islamic leadership style, motivation and work discipline on employee performances of Cahaya Insan Foundation Bali. By knowing this effect, it can be illustrated that employees of Cahaya Insan Foundation have a high performance affect by Islamic leadership style, motivation and work discipline.

In an effort to resolve this thesis, the author is fully aware of the limitations of time, knowledge, and costs so that without the help and guidance of all the parties are not likely to succeed well. Therefore, on this occasion it is not excessive if the authors would like to thank the honorable:

1. Dr. Jati Waskito, S.E., M.Si a supervisor who has given permission, time, direction, and guidance to the author, so the author can finish writing this final project.
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6. And to all parties, which do not involve the writing of this thesis, but they provide support and motivation to be able to resolve this research well.

ABSTRACT

This aims of this research were to analyze the influence of Islamic leadership style, motivation, Work discipline on the employees's performance at Cahaya Insan Foundation Bali.

In this study, the sampling techniques used were purposive techniques in which a total sample of 59 employees of the Cahaya Insan Foundation. The analysis of the model used is multiple regression to determine the influence of Islamic leadership style, motivation and work discipline on employee performance.

The results showed that the Islamic leadership style, motivation and work discipline were influenced simultaneously on the employee's performance. It is evidenced by the F-test with its significance value 0.000. Besides, the partially Islamic leadership style does not significantly influence the employee's performance, while motivation and work discipline partially affect the employee's performance. It is evidenced by the T-test if the Tcount is less than the Ttable then the hypothesis is acceptable.

Keywords: *Islamic leadership style, motivation, work discipline, employees' performance*

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