

PENGARUH KOMITMEN ORGANISASI, KEPEMIMPINAN DAN BUDAYA ORGANISASI TERHADAP KINERJA KARYAWAN BANK MEGA SYARIAH

Abstrak

Sektor Perbankan memainkan kedudukan pokok selaku sumber pembiayaan untuk lembaga perantara keuangan. Mengingat pentingnya kedudukan peranan bank dalam melayani masyarakat untuk penuhi kebutuhan transaksi keuangan, bank wajib memiliki pegawai yang kompeten serta kinerja yang baik. Tujuan penelitian ini dilakukan untuk menguji dan menganalisa pengaruh komitmen organisasi, kepemimpinan dan budaya organisasi terhadap kinerja karyawan Bank Mega Syariah di Surabaya Jemursari. Penelitian ini dilakukan dengan pendekatan kuantitatif pada seluruh pegawai Bank Mega Syariah di Jemursari Surabaya yang berjumlah 32 orang dan dianalisis menggunakan analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa Komitmen organisasi, kepemimpinan dan budaya organisasi memberi pengaruh simultan pada kinerja karyawan Bank Mega Syariah di Surabaya Jemursari, Komitmen organisasi, kepemimpinan dan budaya organisasi memberi pengaruh parsial pada kinerja karyawan Bank Mega Syariah di Surabaya Jemursari, Komitmen organisasi memberi pengaruh dominan pada kinerja karyawan Bank Mega Syariah di Surabaya Jemursari.

Kata Kunci: Komitmen Organisasi, Kepemimpinan, Budaya Organisasi, Kinerja Karyawan

**THE EFFECT OF ORGANIZATIONAL COMMITMENT, LEADERSHIP
AND ORGANIZATIONAL CULTURE ON THE PERFORMANCE OF
MEGA SYARIAH BANK EMPLOYEES IN SURABAYA JEMURSARI**

Abstract

The banking sector plays a key position as a source of financing for financial intermediary institutions. Given the importance of the position of the bank's role in serving the community to meet the needs of financial transactions, banks are required to have competent employees and good performance. The purpose of this study was conducted to test and analyze the effect of organizational commitment, leadership and organizational culture on the performance of Bank Mega Syariah employees in Surabaya Jemursari. This research was conducted using a quantitative approach to all 32 employees of Bank Mega Syariah in Jemursari Surabaya and analyzed using multiple linear regression analysis. The results showed that organizational commitment, leadership and organizational culture had a simultaneous effect on the performance of Bank Mega Syariah employees in Surabaya Jemursari, organizational commitment, leadership and organizational culture had a partial effect on the performance of Bank Mega Syariah employees in Surabaya Jemursari, organizational commitment had a dominant influence on performance of Bank Mega Syariah employees in Surabaya Jemursari.

Keywords: Organizational Commitment, Leadership, Organizational Culture, Employee Performance