

ABSTRAK

**Fakultas Ekonomi dan Bisnis
Program Studi S-1 Manajemen**

2022

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**Pengaruh Motivasi Kerja, Lingkungan Kerja, Budaya Organisasi dan Loyalitas
Karyawan Terhadap Kinerja Karyawan Pada PT. Micro Madani Institute (MMI)
Dan Tinjauan Sudut Pandang Islam**

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Penelitian ini bertujuan untuk menganalisis pengaruh Motivasi Kerja, Lingkungan Kerja, Budaya Organisasi dan Loyalitas Karyawan terhadap Kinerja Karyawan pada PT. Micro Madani Institute dan ditinjau sudut pandang Islam. Jumlah sampel yang digunakan dalam penelitian ini adalah 132 karyawan pada PT. Micro Madani Institute. Metode pengumpulan data dengan menggunakan kuesioner. Metode analisis data yang digunakan yaitu analisis regresi berganda, uji t (parsial), uji F (simultan). Hasil penelitian menunjukkan bahwa: (1) Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan, (2) Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan, (3) Budaya Organisasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan, (4) Loyalitas Karyawan berpengaruh positif dan signifikan terhadap Kinerja Karyawan, (5) secara simultan seluruh variabel independen berpengaruh signifikan terhadap Kinerja Karyawan di PT. Micro Madani Institute. Menurut pandangan Islam Motivasi Kerja, Lingkungan Kerja, Budaya Organisasi, dan Loyalitas Karyawan berpengaruh terhadap Kinerja Karyawan.

Kata Kunci : Motivasi Kerja, Lingkungan Kerja, Budaya Organisasi, Loyalitas Karyawan, Kinerja Karyawan.

ABSTRACT

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Study Program S-1 Management

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**The Influence of Work Motivation, Work Environment, Organizational Culture and
Employee Loyalty on Employee Performance at PT. Micro Madani Institute (MMI)
And Islamic Point Of View**

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Abstract Description

This study aims to analyze the influence of Work Motivation, Work Environment, Organizational Culture and Employee Loyalty on Employee Performance at PT. Micro Madani Institute and reviewed islamic point of view. The number of samples used in this study was 132 employees at PT. Micro Madani Institute. The method of data collection by using questionnaires. The data analysis methods used are multiple regression analysis, t test (partial), F test (simultaneous). The results showed that: (1) Work Motivation has a positive and significant effect on Employee Performance, (2) The Work Environment has a positive and significant effect on Employee Performance, (3) Organizational Culture has a positive and significant effect on Employee Performance, (4) Employee Loyalty has a positive and significant effect on Employee Performance, (5) simultaneously all independent variables have a significant effect on Employee Performance at PT. Micro Madani Institute. According to the Islamic view, Work Motivation, Work Environment, Organizational Culture, and Employee Loyalty affect Employee Performance.

Keyword : *Work Motivation, Work Environment, Organizational Culture, Employee Loyalty, Employee Performance*