

## ABSTRACT

Hurin.Nadiro. 2014. Thesis. Title: "The Islamic Work Ethics Effect for Employees on through the Performance Quality"

Lector: Prof. . Dr. H. Mohammed Djakfar, SH., M.Ag

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Lately Islamic work ethic so the main topics in the world of work because it can make a major contribution to the individual to do the job. Working not only carrying out a duty or a high salary but more than that, work is worship to the almighty and also trustworthy. These values will help improve the performance of individuals in carrying out the activities and duties. Moreover, in the organization context, the value of the work ethic of Islam also encourages the creation of a positive organizational culture that values and meaningful. Thus indirectly, the implication is on improving individual and organizational performance.

The study was conducted in BNN office Malang. The purpose of this study is to examine and analyze the influence of Islam on the quality of the work ethic of employees directly, test and analyze the influence of Islam on the quality of the work ethic of employees through performance as an intervening variable (intermediate). Variable used is the work ethic of Islam as an independent variable, performance as an intervening variable, and the quality of employment as the dependent variable. The samples used were all employees of the BNN office Malang total of 33 respondents (33 employees) using a non-probability sampling method that is saturated with sampling (census). Data collection method used was a questionnaire. The include analysis used test validity, reliability testing, and linear regression analysis using the intervening path analysis with the help of software SPSS 16.0 for Windows.

The results showed that the Islamic work ethic significant effect on the quality of employee work directly for 0.588. And also, ethic Islamic work affects the quality of employee performance through because if the significance of 0.000. It can be concluded that the work ethic of Islam affect the quality of employees directly through performance variables.