

RINGKASAN

Penelitian ini berjudul Analisis Pengaruh Etika Kerja Islam Terhadap Kinerja Karyawan Dengan *Organizational Citizenship Behaviour* Sebagai Variabel Mediasi (Studi pada karyawan SMA Al Irsyad Purwokerto). Penelitian ini bertujuan untuk menguji analisis pengaruh etika kerja Islam terhadap kinerja karyawan dengan *organizational citizenship behaviour* sebagai variabel mediasi pada karyawan SMA Al Irsyad Purwokerto.

Populasi dalam penelitian ini adalah guru SMA Al Irsyad Purwokerto. Jumlah populasi 58 orang dan dengan menggunakan *cluster random sampling* sehingga diambil sampel sebanyak 51 orang pada awalnya. Namun, permintaan kepala sekolah yang ingin mengambil semua kuesioner dan menyerahkannya kepada karyawan membuat metode pengambilan sampelnya berubah menjadi *convenience sampling*. Jenis penelitian ini adalah penelitian kuantitatif dengan teknik analisis regresi linier sederhana. Berdasarkan hasil analisis ini diperoleh bahwa variabel etika kerja Islam berpengaruh positif terhadap kinerja karyawan, etika kerja Islam memiliki pengaruh positif terhadap *organizational citizenship behaviour* (OCB), OCB memiliki pengaruh positif terhadap kinerja karyawan, dan OCB memediasi hubungan etika kerja Islam secara parsial terhadap kinerja karyawan di SMA Al Irsyad Purwokerto.

Kata Kunci: Etika Kerja Islam, *Organizational Citizenship Behaviour* (OCB), dan

Kinerja Karyawan,

SUMMARY

This study is entitled Analysis of the Effect of Islamic Work Ethics on Employee Performance with Organizational Citizenship Behavior as a Mediating Variable (Study of Al Irsyad Purwokerto High School employees). This study aims to examine the analysis of the influence of Islamic work ethics on employee performance with organizational citizenship behavior as a mediating variable in employees of Al Irsyad Purwokerto High School.

The population in this study were employees of Al Irsyad Purwokerto High School. Total population of 58 people and using cluster random sampling so as many as 51 people were sampled at the beginning. However, the request of the headmaster who wanted to take all the questions and send it to the employees made its sampling method turn into convenience sampling. This type of research is quantitative research with simple linear regression analysis techniques. Based on the results of this analysis it was found that Islamic work ethic variables had a positive effect on employee performance, Islamic work ethics had a positive influence on organizational citizenship behavior (OCB), OCB had a positive effect on employee performance, and OCB mediated partially of the Islamic work ethics relationship to the performance of employees at Al Irsyad Purwokerto High School. Keywords: Islamic Work Ethics, *Organizational Citizenship Behaviour* (OCB), and Employees Performance