

ABSTRACT

The aims of the research are (a) to analyze and to examine the influence of aqidah motivation to the religious performance of Batamindo Industrial Park employees, (b) to analyze and to examine the influence of the ibadah motivation to the religious performance of Batamindo Industrial Park employees, (c) to analyze and to examine the influence of mu'amallat motivation to the religious performance of Batamindo Industrial Park employees.

Types of data employed are primary data through questionnaires and interview as well as supported by secondary data. Model and data technique of data analysis used is Structural Equation Modeling (SEM). Measurement model of aqidah, ibadah, mu'amallat motivations variables and religious performance uses Second Order Confirmatory Factor Analysis. The assumption of influence of each motivation and religious performance is significant. By the way those variables are feasible to be used in this research.

The result of the research concludes that aqidah motivation has a direct positive influence towards the religious performance shown by line coefficient (standardized regression) amounted 0,88 with the probability value 0,00. This means that alternative hypothesis (hypothesis one) is supported by the fact (acceptable). Ibadah motivation has a direct negative influence toward the religious performance, shown by the line coefficient (standardized regression) amounted - 1,35 with the probability value 0,00. This means that alternative hypothesis (hypothesis two) is not supported by the fact (unacceptable). Mu'amallat motivation has a direct positive influence toward the religious performance, shown by the line coefficient (standardized regression) amounted 1,38 with the probability value 0,00. By that way the alternative hypothesis proposed (hypothesis three) is supported by the fact (acceptable). Maslow's theory of motivation classification has influence on the (process of) spiritual motivation, as shown on the measurement of the mu'amallat, with the secondary necessity of 1.00 as the dominant loading factor. Whilst based on a comprehensive measurement of the model, in the influence of aqidah (norm, value), ibadah (religious practice) and mu'amallat on worker's performance, is the dominant work achievement and productivity with loading factor of 0,99. This shows that actualization is the highest hierarchy according to Maslow. In mu'amallat this is identical with the variable indicators of work and production by Mursi (1997). Thus, hypothesis four is supported by fact and acceptable. Secondary necessity is a dominant variable indicator in the mu'amallat motivation as shown by a loading factor of 1.00, compared to the primary necessity, work and productivity. Therefore, hypothesis Five is supported by facts and acceptable.

The mu'amallat motivation has a dominant influence on religious performance, shown by the line coefficient of 1.38 positive significance. This line coefficient is the highest compared to the aqidah motivation or the motivation religious practice (ibadah motivation). Therefore, hypothesis six is supported by facts and acceptable.

Key words: **Spiritual motivation** (aqidah motivation, ibadah motivation mu'amallat motivation), **religious performance**.