

ABSTRAKSI

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh kepemimpinan islami dan budaya organisasi terhadap kinerja karyawan dengan mediasi motivasi kerja pada PT. Bank Syariah Mandiri Cabang X. Hal ini karena Bank Syariah Mandiri merupakan salah satu bank berbasis Syariah yang mendapatkan predikat sebagai *The Best Islamic Retail Bank*, sehingga prestasi tersebut harus diimbangi juga dengan peningkatan kinerja pegawai agar mampu bertahan di tengah persaingan sistem perbankan berbasis Syariah.

Metode yang digunakan dalam penelitian ini adalah jenis penelitian kausal yang meneliti hubungan sebab akibat antara dua variabel atau lebih. Dalam penelitian ini variabel yang diamati adalah pengaruh *Islamic leadership*, *organizational culture*, dan *working motivation* terhadap kinerja karyawan PT Bank Syariah Mandiri Cabang X. Populasi dalam penelitian ini adalah seluruh karyawan PT Bank Syariah Mandiri Cabang X dengan jumlah 400 orang dengan menggunakan metode *purposive sampling*.

Hasil penelitian menunjukkan bahwa terdapat pengaruh yang positif signifikan pada *Islamic leadership* terhadap *employee performance*, *Islamic leadership* juga berpengaruh positif signifikan terhadap *working motivation*, *organizational culture* berpengaruh positif signifikan terhadap *employee performance*, *organizational culture* berpengaruh positif signifikan terhadap *working motivation*, *working motivation* berpengaruh positif signifikan terhadap *employee performance*, *Islamic leadership* berpengaruh positif signifikan terhadap *employee performance* melalui mediasi *working motivation*, dan *organizational culture* berpengaruh positif signifikan terhadap *employee performance* melalui mediasi *working motivation*.

Kata Kunci: Perbaikan, pengiriman BBM, Losses, Six Sigma, DMAIC (Define Measure Analyze Improve Control)

ABSTRACT

Research this aim for knowing and analyze influence leadership Islamic and culture organization to performance employees with mediation motivation work at PT. Bank Syariah Mandiri Branch X. Bank Syariah Mandiri is one of Shariah Banking Bank that earns predicate as The Best Islamic Retail Bank, so achievement that must offset also with enhancement performance employees to be able stay in the middle competition system banking based on sharia.

The Method used in research this is type research causal examined relationship because effect between two variable or more. In research this observed variables is influence Islamic leadership, organizational culture and working motivation to employees performance PT Bank Syariah Mandiri Branch X with number 400 people with use method purposive sampling.

Result research show that there a positive influence significant on Islamic leadership to employee performance, Islamic leadership also influential positive significant to working motivation, organizational culture take effect positive significant to employee performance, organizational culture take effect positive significant to working motivation, working motivation take effect positive significant to employee performance, Islamic leadership take effect positive significant to employee performance through mediation working motivation, and organizational culture take effect positive significant to employee performance through mediation working motivation.

Keywords : Repair, BBM delivery, Losses, Six Sigma, DMAIC (Define Measure Analyze Improve Control