

ABSTRACT

MUSTIKA KUSUMA BASIR (2023). The Influence of Islamic Work Motivation, Leadership Style and Competence on Job Satisfaction and Employee Performance at Gammara Hotel Makassar. (supervised **H. Salim Basalamah as Promotor, H. Achmad Gani, and H. Syahrir Mallongi as Co-Promotors**)

This research was conducted with the aim of: (1) examining and analyzing the effect of Islamic work motivation, leadership style and competency on job satisfaction; (2) examine and analyze the effect of Islamic work motivation, leadership style and competency on employee performance; (3) examine and analyze the effect of job satisfaction on performance and (4) examine and analyze the effect of Islamic work motivation, leadership style and competence through job satisfaction on employee performance.

The research location is at Gammara Hotel Makassar. The population and research sample are 125 employees (full sampling). Data were analyzed using the Structural Equation Model (SEM) program.

The results of the study show that: (1) Islamic work motivation has a positive and significant effect on job satisfaction; (2) Leadership style has no significant effect on employee performance; (3) There is no significant influence between competency and employee performance and job satisfaction as a mediating variable.

This means that the application of extrinsic and intrinsic motivation is necessary to increase employee job satisfaction. Competence has a positive and insignificant effect on employee performance. Employee competencies are still career development in nature and are not oriented towards the development of innovation and technology in influencing employee performance improvement. Competence through job satisfaction has a positive and insignificant effect on employee performance. The implementation of directed competencies so far is still in the nature of fulfilling work needs, which causes employee job satisfaction to be low in improving their performance.

Keywords: Islamic Work Motivation, Leadership Style, Competence, Job Satisfaction and Performance