

INTISARI

Penelitian ini untuk menganalisis pengaruh Kepemimpinan Spiritual dan Kompleksitas Penugasan terhadap Kepuasan Kerja dan Kinerja Karyawan di Lembaga Amil Zakat (LAZ). Obyek pada penelitian ini adalah lembaga amil zakat se-kota yogyakarta. Dalam penelitian ini terdapat 83 data responden yang diambil dengan menggunakan kuesioner sebagai alat ukur penelitian. Metode pengambilan sampel menggunakan teknik *Convenience Sampling* dan menggunakan alat analisis software SPSS 16.

Berdasarkan pengujian yang telah dilakukan diperoleh hasil bahwa kepemimpinan spiritual berpengaruh positif terhadap kepuasan kerja dan kinerja karyawan, maupun kepuasan kerja berpengaruh positif terhadap kinerja karyawan sedangkan kompleksitas penugasan berpengaruh negatif terhadap kepuasan kerja dan kinerja karyawan yang ada lembaga amil zakat di kota yogyakarta.

Kata kunci : kepemimpinan spiritual, kompleksitas penugasan, kepuasan kerja, kinerja karyawan.

ABSTRACT

This research aims at analyzing the effect of spiritual leadership and assignment complexity towards the employees' work satisfaction and performance in Lembaga Amil Zakat (LAZ). The objects of this research were the institutions of amil zakat in Yogyakarta. There were 83 respondents. The data were obtained using questionnaire as the research measurement. The sampling method used was Convenience Sampling, while SPSS 16 software was used as the analysis tool.

Based on the analysis, it is found that the spiritual leadership has positive effect towards the employee's work satisfaction and performance. Either way, work satisfaction has positive effect towards the employee's performance. In contrast, assignment complexity has negative effect towards the employee's work satisfaction and performance in the institutions of amil zakat in Yogyakarta.

Key Words: *Spiritual leadership, assignment complexity, work satisfaction, work performance.*