

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh profetik dan budaya organisasi berpengaruh terhadap kinerja karyawan di BMT BIF Yogyakarta. Penelitian ini menggunakan metode penelitian kuantitatif dengan menggunakan teknik analisis regresi liner berganda dilakukan dengan menyebarkan angket atau kuesioner menggunakan skala pengukuran likert. Teknik menggunakan *random sampling*. Hasil penelitian menunjukkan bahwa profetik dan budaya organisasi berpengaruh positif terhadap kinerja karyawan BMT BIF. Hasil uji R square menunjukkan bahwa profetik dan budaya organisasi berpengaruh terhadap kinerja karyawan sebesar 59% dan sisanya 41% dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini.

Kata Kunci: Profetik, Budaya Organisasi dan Kinerja

Abstract

This research aims to analyze the effects of prophetic and organization culture towards the employee's performance at BMT BIF Yogyakarta. This research employed a quantitative research using primary and secondary data and an analysis technique of multiple linear regression by distributing questionnaires of Likert Scale Measurement. To test the hypothesis, SPSS 21 application was used. 40 respondents were selected randomly as the research samples that were the employees of BMT Bina IhsanulFikri. The results show that 1) the prophetic variable partially had a significant effect towards the employee's performance 2) the organization culture partially had a significant effect towards the employee's performance at BMT Bina IhsanulFikri, 3) the prophetic variable and organization culture simultaneously had a significant effect towards the employee's performance at BMT Bina IhsanulFikri. The results of R square test shows that prophetic and organization culture affect the employee's performance amounted in 59% and the other 41% is influenced by other unobservable factors in this research.

Keywords: prophetic, organization culture, and performance