

ABSTRAK

Skripsi dengan judul “Pengaruh Motivasi, Budaya Kerja, Lingkungan dan Kepemimpinan terhadap Produktivitas Kerja Karyawan Perspektif Ekonomi Syariah pada Koperasi Susu Jaya Abadi Blitar” ini ditulis oleh Irmanda Lutfiah Wahyulika, NIM. 17402163140, dengan dosen pembimbing Dr. Agus Eko Sujianto, S.E., M.M.

Pengelolaan sumber daya manusia dan lingkungan bagian penting kemajuan suatu usaha. Kemajuan usaha bisa dilihat dari produktivitas kerja karyawannya, yang dipengaruhi faktor motivasi kerja Islam, budaya kerja Islam, lingkungan kerja Islam dan Kepemimpinan Islam. Optimalnya motivasi kerja karyawan, karyawan taat budaya kerja, pemimpin mampu mengayomi karyawan, lingkungan kerja nyaman menjadikan suatu usaha memiliki karyawan produktif.

Rumusan masalah dalam penelitian ini, yaitu (1) bagaimana pengaruh motivasi kerja Islam terhadap produktivitas kerja karyawan perspektif ekonomi syariah pada Kopsu Jaya Abadi Blitar? (2) bagaimana pengaruh budaya kerja Islam terhadap produktivitas kerja karyawan perspektif ekonomi syariah pada Kopsu Jaya Abadi Blitar? (3) bagaimana pengaruh lingkungan kerja islam terhadap produktivitas kerja karyawan perspektif ekonomi syariah pada Kopsu Jaya Abadi Blitar? (4) bagaimana pengaruh kepemimpinan Islam terhadap produktivitas kerja karyawan perspektif ekonomi syariah pada Kopsu Jaya Abadi Blitar? (5) bagaimana pengaruh motivasi kerja islam, budaya kerja Islam, lingkungan kerja Islam, dan kepemimpinan Islam terhadap produktivitas kerja karyawan perspektif ekonomi syariah pada Kopsu Jaya Abadi Blitar?

Metode penelitian menggunakan pendekatan kuantitatif dan jenis penelitian asosiatif. Jumlah sampel sebanyak 52 responden, yaitu karyawan Kopsu Jaya Abadi Blitar. Teknik pengambilan sampel yaitu teknik *probability sampling* dan menggunakan data primer. Teknik pengumpulan data yaitu metode angket. Teknik analisis data yaitu metode uji analisis regresi linier berganda.

Hasil penelitian ini menyimpulkan bahwa : (1) motivasi kerja Islam berpengaruh positif signifikan terhadap produktivitas kerja karyawan Kopsu Jaya Abadi Blitar (2) budaya kerja Islam berpengaruh positif signifikan terhadap produktivitas kerja karyawan Kopsu Jaya Abadi Blitar (3) lingkungan kerja Islam berpengaruh positif signifikan terhadap produktivitas kerja karyawan Kopsu Jaya Abadi Blitar (4) kepemimpinan Islam pengaruh positif tidak signifikan terhadap produktivitas kerja karyawan Kopsu Jaya Abadi Blitar (5) motivasi kerja Islam, budaya kerja Islam, lingkungan kerja Islam, kepemimpinan Islam berpengaruh signifikan terhadap produktivitas kerja karyawan Kopsu Jaya Abadi Blitar.

Kata kunci : budaya kerja Islam, kepemimpinan Islam, lingkungan kerja Islam, motivasi kerja Islam, produktivitas kerja karyawan.

ABSTRACT

The thesis entitled “The Effect of Motivation, Work Culture, Environment and Leadership on Employee Productivity in the Perspective of Islamic Economics at the Cooperative of Susu Jaya Abadi Blitar” it was written by Irminda Lutfiah Wahyulika, NIM. 17402163140. Advisor by Dr. Agus Eko Sujianto, S.E., M.M.

Managing human resources and environment is an important part for the progress of a business. Progress of a business can be seen from the level of work productivity of employees by various factors are Islamic work motivation, Islamic work culture, Islamic work environment and Islamic leadership. Optimally Islamic work motivation, obedience to employees work culture, leaders able to protect employees, comfortable work environment make productive employees.

The research problems are (1) How is the effect of Islamic work motivation toward employees work productivity in the Islamic economic perspective at Kopsu Jaya Abadi Blitar? (2) How is the effect of Islamic work culture toward employees work productivity in the Islamic economic perspective at Kopsu Jaya Abadi Blitar? (3) How is the effect of Islamic work environment toward employees work productivity in the Islamic economic perspective at Kopsu Jaya Abadi Blitar? (4) How is the effect of Islamic leadership toward employees work productivity in the Islamic economic perspective at Kopsu Jaya Abadi Blitar? (5) How the effect of Islamic work motivation, Islamic work culture, Islamic work environment, and Islamic leadership toward employees work productivity with the Islamic economic perspective at Kopsu Jaya Abadi Blitar?

The research method that used is quantitative approach and with the types of associative research. The number of samples used was 52 respondents, those are employees of Kopsu Jaya Abadi Blitar. The sampling technique uses probability sampling techniques. The data used are primary data. The data collection technique used a questionnaire method. The data analysis technique used multiple linier regression analysis test methods.

The result of this research : (1) Islamic work motivation gives positive and significant impact toward employees work productivity (2) Islamic work culture gives positive and significant impact toward employees work productivity (3) Islamic work environment gives positive and significant impact toward employees work productivity (4) Islamic leadership there were positive impact and not significant toward employees work productivity (5) Islamic work motivation, Islamic work culture, Islamic work environment, Islamic leadership simultaneously gives a significant effect toward employees work productivity.

Keywords : Islamic Work Culture, Islamic Leadership, Islamic Work Environment, Islamic Work Motivation, Employees Work Productivity.