

ABSTRAK

Skripsi dengan judul “Pengaruh Lingkungan Kerja, Latar Belakang Pendidikan, Penghargaan Finansial, dan Pertimbangan Pasar Kerja terhadap Minat Mahasiswa Bekerja di Bank Syariah (Studi Kasus pada Mahasiswa Perbankan Syariah Universitas Islam Negeri Sayyid Ali Rahmatullah Tulungagung Angkatan 2018)” ini ditulis oleh Angling Leoyusan, NIM. 12401183200, dibimbing oleh Nurul Fitri Ismayanti, M.E.I.

Penelitian ini dilatarbelakangi oleh semakin pesatnya perkembangan Perbankan Syariah saat ini akan menyebabkan permintaan sumber daya manusia berbasis syariah juga mengalami peningkatan. Akan tetapi tidak diimbangi dengan ketersediaan sumber daya manusia yang sesuai dengan kuantitas dan kualitas Bank Syariah. Minat bekerja merupakan hal yang sangat penting dalam melancarkan kinerja sumber daya manusia di Perbankan Syariah, khususnya mahasiswa Perbankan Syariah Universitas Islam Negeri Sayyid Ali Rahmatullah Tulungagung masih banyak mahasiswa yang bekerja tidak sesuai dengan jurusanya.

Penelitian ini bertujuan untuk (1) Menguji apakah lingkungan kerja berpengaruh signifikan terhadap minat mahasiswa bekerja di bank syariah (2) Menguji apakah latar belakang pendidikan berpengaruh signifikan terhadap minat mahasiswa bekerja di bank syariah (3) Menguji apakah penghargaan finansial berpengaruh signifikan terhadap minat mahasiswa bekerja di Bank Syariah (4) Menguji apakah pertimbangan pasar kerja berpengaruh signifikan terhadap minat mahasiswa bekerja di Bank Syariah (5) Menguji apakah lingkungan kerja, latar belakang pendidikan, penghargaan finansial dan pertimbangan pasar kerja berpengaruh signifikan terhadap minat mahasiswa bekerja di Bank Syariah.

Penelitian ini menggunakan pendekatan kuantitatif dan jenis penelitian asosiatif. Sumber data yang digunakan adalah data primer dengan sampel penelitian sebanyak 75 responden yang diambil dari populasi mahasiswa Perbankan Syariah UIN sayyid Ali Rahmatullah Tulungagung angkatan 2018 sebanyak 308 mahasiswa. Teknik pengumpulan data yang digunakan adalah kuesioner. Pengolahan data yang digunakan adalah *IMB SPSS Statistic 26*. Pada penelitian ini menggunakan uji analisis deskriptif, uji validitas, uji reliabilitas, uji asumsi klasik, uji regresi linier berganda, uji hipotesis, dan uji koefisien determinasi (R^2).

Hasil penelitian ini menunjukkan bahwa (1) Lingkungan Kerja tidak berpengaruh secara positif dan signifikan terhadap minat bekerja di Bank Syariah (2) Latar Belakang Pendidikan berpengaruh positif dan signifikan terhadap minat mahasiswa bekerja di Bank Syariah (3) Penghargaan Finansial berpengaruh positif dan signifikan terhadap minat mahasiswa bekerja di Bank Syariah (4) Pertimbangan Pasar Kerja tidak berpengaruh positif dan signifikan terhadap minat mahasiswa bekerja di Bank Syariah (5) Lingkungan Kerja, Latar Belakang Pendidikan, Penghargaan Finansial, dan Pertimbangan Pasar Kerja secara simultan berpengaruh positif dan signifikan terhadap minat mahasiswa bekerja di Bank Syariah.

Kata Kunci: Latar Belakang Pendidikan, Lingkungan Kerja, Penghargaan Finansial, Pertimbangan Pasar Kerja, dan Minat Bekerja.

ABSTRACT

This thesis entitled "The Influence of the Work Environment, Educational Background, Financial Rewards, and Job Market Considerations on Student Interests to Work in Islamic Banks (Case Study on Islamic Banking Students of Sayyid Ali Rahmatullah Tulungagung State Islamic University Class of 2018)" was written by Angling Leoyusan, NIM. 12401183200, supervised by Nurul Fitri Ismayanti, M.E.I.

This research is motivated by the increasingly rapid development of Islamic Banking at this time which will cause the demand for sharia-based human resources to also increase. However, it is not matched by the availability of human resources in accordance with the quantity and quality of Islamic Banks. Interest in work is very important in facilitating the performance of human resources in Islamic banking, especially Islamic banking students at Sayyid Ali Rahmatullah Tulungagung State Islamic University, there are still many students who work not in accordance with their majors.

This study aims to (1) test whether the work environment has a significant effect on students' interest in working in Islamic banks (2) test whether educational background has a significant effect on students' interest in working in Islamic banks (3) test whether financial rewards have a significant effect on students' interest in working in Islamic Banks (4) Testing whether job market considerations have a significant effect on students' interest in working in Islamic Banks (5) Testing whether the work environment, educational background, financial rewards and labor market considerations have a significant effect on students' interest in working in Islamic Banks.

This research uses a quantitative approach and type of associative research. The data source used is primary data with a research sample of 75 respondents taken from the Islamic Banking student population of UIN Sayyid Ali Rahmatullah Tulungagung class of 2018 as many as 308 students. The data collection technique used was a questionnaire. Data processing used is IMB SPSS Statistics 26. In this study using descriptive analysis test, validity test, reliability test, classical assumption test, multiple linear regression test, hypothesis test, and coefficient of determination test (R^2).

The results of this study indicate that (1) the work environment has no positive and significant effect on interest in working in Islamic banks (2) educational background has a positive and significant effect on students' interest in working in Islamic banks (3) financial awards have a positive and significant effect on interest students work in Islamic Banks (4) Job Market Considerations do not have a positive and significant effect on students' interest in working in Islamic Banks (5) Work Environment, Educational Background, Financial Rewards, and Job Market Considerations simultaneously have a positive and significant effect on students' interest in working in Islamic Banks.

Keywords: *Educational Background, Work Environment, Financial Rewards, Labor Market Considerations, and Work Interests.*