

## ABSTRAK

Nama: FATHUR ROHMAN, NIM: ES-16002, Pengaruh Komitmen Organisasi, Etos Kerja Islam Dan Ketidakpastian Lingkungan Terhadap Kinerja Karyawan Di Rumah Mode Dwichy Kudus.

Tujuan penelitian ini adalah: 1) untuk menguji secara empiris pengaruh komitmen organisasi berpengaruh terhadap kinerja karyawan di rumah mode dwichy kudus. 2) untuk menguji secara empiris pengaruh etos kerja islam berpengaruh terhadap kinerja karyawan di rumah mode dwichy kudus. 3) untuk menguji secara empiris pengaruh ketidakpastian lingkungan berpengaruh terhadap kinerja karyawan di rumah mode dwichy kudus. 4) untuk menguji secara empiris pengaruh komitmen organisasi, etos kerja islam dan ketidakpastian lingkungan berpengaruh terhadap kinerja karyawan di rumah mode dwichy kudus.

Penelitian ini menggunakan pendekatan field research dengan metode angket yang disebarakan langsung pada karyawan rumah mode dwichy kudus sebanyak 100 responden. Teknik pengambilan sampel menggunakan sampel jenuh. Pengambilan sampel jenuh dengan menggunakan penentuan keseluruhan sampel karena jumlah yang diteliti dari populasi hanya 100 orang. Teknik analisa data menggunakan analisis regresi.

Adapun hasil temuan penelitian ini adalah 1) komitmen organisasi memiliki pengaruh terhadap kinerja karyawan di rumah mode dwichy kudus, dibuktikan bahwa hasil nilai  $t_{hitung} > t_{tabel}$ . Hal ini terlihat  $t_{hitung}$  sebesar  $9,269 > t_{tabel}$  sebesar  $2,625$  dengan taraf signifikan dibawah 5%, 2) etos kerja islam tidak memiliki pengaruh terhadap kinerja karyawan di rumah mode dwichy kudus, dibuktikan bahwa hasil nilai  $t_{hitung} < t_{tabel}$ . Hal ini terlihat  $t_{hitung}$  sebesar  $2,206 < t_{tabel}$  sebesar  $2,625$  dengan taraf signifikan di atas 5%, 3) ketidakpastian lingkungan memiliki pengaruh terhadap kinerja karyawan di rumah mode dwichy kudus, dibuktikan bahwa hasil nilai  $t_{hitung} > t_{tabel}$ . Hal ini terlihat  $t_{hitung}$  sebesar  $12,718 > t_{tabel}$  sebesar  $2,625$  dengan taraf signifikan dibawah 5%, 4) secara simultan komitmen organisasi, etos kerja islam dan ketidakpastian lingkungan memiliki pengaruh terhadap kinerja karyawan di rumah mode dwichy kudus, dibuktikan bahwa hasil uji statistik F menunjukkan nilai F sebesar  $572,570$  dengan tingkat signifikan sebesar  $0,000$ . Karena tingkat signifikansinya jauh lebih kecil dari nilai  $0,05$  maka dapat dikatakan bahwa semua variabel bebas yakni komitmen organisasi, etos kerja islam dan ketidakpastian lingkungan mempengaruhi variabel terikat yaitu kinerja karyawan.

**Kata Kunci:** Komitmen Organisasi, Etos Kerja Islam, Ketidakpastian Lingkungan, Kinerja Karyawan

## ABSTRACT

Name: FATHUR ROHMAN, NIM: ES-16002, Effect of Organizational Commitment, Islamic Work Ethics and Environmental Uncertainty on Employee Performance in the Dwichy Kudus Fashion House.

The objectives of this study are: 1) to empirically examine the effect of organizational commitment on employee performance in the dwichy kudus fashion house. 2) to empirically test the effect of the Islamic work ethic on employee performance in the dwichy holy fashion house. 3) to empirically test the effect of environmental uncertainty on employee performance in the dwichy holy fashion house. 4) to empirically test the effect of organizational commitment, Islamic work ethic and environmental uncertainty affect the performance of employees in the Holy Dwichy fashion house.

This study uses a field research approach with a questionnaire method that is distributed directly to the employees of the Holy Dwichy Fashion House as many as 100 respondents. The sampling technique uses saturated samples. Sampling is saturated using the determination of the entire sample because the number studied from the population is only 100 people. Data analysis techniques using regression analysis.

The findings of this study are 1) organizational commitment has an influence on the performance of employees in the dwichy holy fashion house, it is evidenced that the results of  $t_{count} > t_{table}$ . This can be seen  $t_{count}$  of 9.269  $>$   $t_{table}$  of 2.625 with a significant level below 5%, 2) Islamic work ethic has no influence on the performance of employees in the holy dwichy fashion house, it is evidenced that the results of  $t_{count} < t_{table}$ . This can be seen  $t_{count}$  of 2.206  $<$   $t_{table}$  of 2.625 with a significant level above 5%, 3) environmental uncertainty has an influence on employee performance in the holy dwichy fashion house, it is evidenced that the results of  $t_{count} > t_{table}$ . This can be seen  $t_{count}$  of 12.718  $>$   $t_{table}$  of 2.625 with a significant level below 5%, 4) simultaneously organizational commitment, Islamic work ethic and environmental uncertainty have an influence on the performance of employees in Kudus dwichy fashion house, proved that the results of the F statistical test showed an F value of 572,570 with a significant level of 0,000. Because the level of significance is much smaller than the value of 0.05, it can be said that all independent variables namely organizational commitment, Islamic work ethic and environmental uncertainty affect the dependent variable, namely employee performance.

**Keywords: Organizational Commitment, Islamic Work Ethics, Environmental Uncertainty, Employee Performance**

