

ABSTRACT

One of the most valuable assets in an organization, whether it is profit-oriented or non-profit, is its human resources. This study aims to analyze the influence of Islamic organizational culture, job satisfaction, and organizational commitment on the performance of non-medical employees at Sultan Agung Islamic Hospital in Semarang. The population of this study consists of non-medical employees at Sultan Agung Islamic Hospital in Semarang who have been working for more than 2 years, and the sample size taken is 97 individuals using purposive sampling technique. Data collection for this study was obtained through a questionnaire method. The analytical tool used in this study is multiple linear regression analysis with SPSS version 29 and Likert scale measurement technique.

The results of the study indicate that partially, Islamic organizational culture has a significant positive influence on the performance of non-medical employees, job satisfaction does not have a significant influence on the performance of non-medical employees, and organizational commitment has a positive influence on the performance of non-medical employees. Simultaneously, Islamic organizational culture, job satisfaction, and organizational commitment significantly affect the performance of non-medical employees at Sultan Agung Islamic Hospital in Semarang, with an R^2 coefficient value of 0.305.

Keywords: Islamic Organizational Culture, Job Satisfaction, Organizational Commitment, Non-Medical Employee, Employee Performance.

