

ABSTRACT

Human Resources is an important aspect for companies and organizations to achieve the goals that have been set. The success of an organization depends on the potential of its human resources. The development of the national Islamic banking industry is getting more attention with the existence of a legal basis that underlies the development of a more organized and conducive industry in this banking financial services industry. Employee performance is one of the crucial factors for the company, the decline in company performance caused by several factors, one of which is employee performance. This study aims to figure out the effect of Islamic leadership, Islamic work motivation, and Islamic organizational culture on the performance of Islamic banking employees in Central Java Province. This research was conducted quantitatively with a total of 110 respondents using a questionnaire and measured with a five-point Likert Scale and processed using SPSS 29 with multiple linear regression analysis.

The results showed that Islamic leadership has a positive and significant effect on employee performance. The second variable, namely Islamic work motivation, is proven to have a positive and significant effect on employee performance. The last variable, namely Islamic organizational culture, shows a positive and significant effect on employee performance. From this study, it can be proven that the three variables have a positive and significant effect on Islamic banking employees in Central Java Province.

Keywords: *Islamic Leadership, Islamic Work Motivation, Islamic Organizational Culture, Employee Performance, Islamic Banking.*