

ABSTRACT

The Ministry of Religion is responsible for administering various public services related to religion, such as organizing worship, religious education, community development, and haj management. Good employee performance will have a direct impact on the effectiveness and quality of services provided to the public. The performance of employees at the Ministry of Religion of Central Java Province is very important to improve, because it can help improve the quality of public services in the field of religion.

The Ministry of Religion of the Republic of Indonesia is a subsystem of the Indonesian government which is responsible for realizing government programs in the religious sector. Along with the increasing complexity of public service needs, it is certainly necessary to continue to improve the service standards provided by the public sector. The reputation of the Ministry of Religion in the community will be affected by how good or bad the service is received, because better service will generate public satisfaction and trust.

Employee performance is influenced by several factors including: Islamic leadership, Islamic work ethics and emotional intelligence. The purpose of this study was to analyze the effect of Islamic leadership style and Islamic work ethics on employee performance, with emotional intelligence as an intervening variable. This type of research is quantitative research from primary data sources. The research sample was determined by purposive sampling, namely employees who are Muslim in the Ministry of Religion of Central Java Province, totaling 118 people. The data collection method uses a Likert scale questionnaire 1-7. Hypothesis testing uses an alternative Structural Equation Modeling (SEM) method, namely Partial Least Square (PLS). The results of the study found that there was no direct effect of Islamic leadership style and Islamic work ethics on employee performance. There is a positive and significant influence of Islamic leadership style and Islamic work ethics on employees' emotional intelligence. There is a positive and significant influence of emotional intelligence on employee performance at the Ministry of Religion of Central Java. Emotional intelligence is proven to be an intervening variable that mediates the influence of Islamic leadership and Islamic work ethics on employee performance at the Ministry of Religion of Central Java.

Keywords: Islamic Leadership, Islamic Work Ethic, Employee Performance, and Emotional Intelligence