

ABSTRACT

A company will achieve a level of success depending on its human resources. Employees are an important asset for companies and organizations, because employees have the ability, creativity and talent to achieve the goals needed. This study aims to analyze the effect of work motivation, Islamic leadership and Islamic organizational culture on employee performance at Waroeng Steak & Shake Semarang Branch. The method used in this study was data collection through a questionnaire with 102 respondents using purposive sampling technique. Data analysis in this study used multiple linear analysis with SPSS Statistics 29 analysis tools.

The results of the study indicate that work motivation, Islamic leadership and Islamic organizational culture simultaneously have a positive and significant effect on employee performance Waroeng Steak & Shake Semarang Branch. Partially, work motivation and Islamic organizational culture have a significant positive effect on employee performance of Waroeng Steak & Shake Semarang Branch. While Islamic leadership partially has a positive but insignificant effect on the performance of employees of Waroeng Steak & Shake Semarang Branch. The coefficient of determination shows that employee performance is influenced by work motivation, Islamic leadership and Islamic organizational culture of 0.265.

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