

## **ABSTRACT**

*The crucial aspect of managing organizational resources to achieve goals is through performance optimization. Currently, the success of an organization is closely linked to the optimal performance of the required human resources. Therefore, support for human resource dimensions, particularly employee performance, becomes a key element in achieving those goals. This study aims to determine the influence of Islamic leadership, organizational culture, and work motivation on the performance of nurses at RSI Muhammadiyah Kendal. The method employed in this research involved data collection through questionnaires with 100 respondents using purposive sampling technique. Data analysis in this study utilized multiple linear regression analysis with SPSS Statistics 25.*

*The results of this study indicate that Islamic leadership (X1) has a significant and positive influence on the performance of nurses, providing an understanding that nurses exhibit a significant improvement in performance when led by Islamic-based leadership, affirming the importance of moral and ethical values in the context of healthcare services. Islamic organizational culture (X2) also has a positive and significant influence on nurse performance. This means that nurses in this study showed significant performance improvement when there is an Islamic-based organizational culture in their work environment, indicating the importance of implementing Islamic values in building a supportive and empowering work environment. Furthermore, work motivation (X3) has a significant and positive influence on nurse performance. This indicates that nurses in this study showed significant performance improvement when their work motivation increased, emphasizing the importance of motivational factors in supporting optimal performance in the healthcare service environment. The coefficient of determination indicates that employee performance is influenced by Islamic leadership, organizational culture, and work motivation by 0.258.*

**Keywords:** *Islamic Leadership, Organizational Culture, Work Motivation*

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