

**PENGARUH ETIKA KERJA ISLAMI TERHADAP KEPUASAN KERJA
KARYAWAN MELALUI *EMPLOYEE ENGAGEMENT* PADA CV.
AMANDA BROWNIES DI KOTA BANDUNG**

TESIS

*Diajukan untuk Memenuhi Syarat Memperoleh Gelar Magister Manajemen
Program Studi Manajemen*



Oleh
Andhika Mochamad Siddiq, S.Par.
1707178

**PROGRAM STUDI MANAJEMEN
SEKOLAH PASCA SARJANA
UNIVERSITAS PENDIDIKAN INDONESIA
BANDUNG
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Oleh :

**Andhika Mochamad Siddiq
(1707178)**

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Gelar Magister Manajemen pada Program Studi Magister Manajemen**

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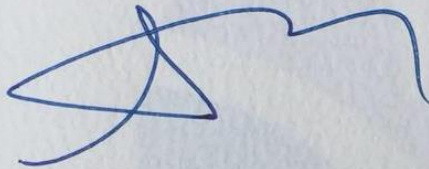
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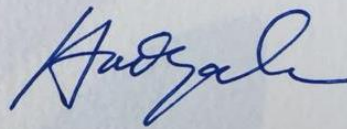
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Dosen Pembimbing II,



Dr. H. Syamsul Hadi Senen, MM

NIP.19550917 198002 1 001

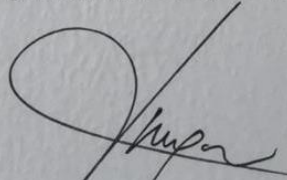


Dr. Hady Siti Hadijah, S.Pd., M.Si.

NIP. 19720127 200604 2 001

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Universitas Pendidikan Indonesia



Prof. Dr. Hj. Ratih Hurrivati, MP

NIP. 19680225 199301 2 001

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ABSTRAK

Penelitian ini ingin mengungkap pengaruh dari etika kerja islami terhadap kepuasan kerja karyawan baik secara langsung maupun melalui *employee engagement*. Penelitian ini berlokasi di CV. Amanda Brownies, dimana CV. Amanda Brownies tidak menerima karyawan yang non muslim. Metode yang digunakan dalam penelitian ini adalah metode penelitian yang bersifat deskriptif dan verifikatif dengan teknik *cluster sampling* dan *simple random sampling*. Responden dalam penelitian ini adalah karyawan perusahaan Amanda Brownies dengan ukuran populasi sebanyak 455 karyawan. Rumus Slovin digunakan untuk menentukan ukuran sampel sebanyak 215 karyawan dengan marjin eror sebesar 0,05 atau 5%. Teknik analisis data yang digunakan adalah analisis jalur dengan alat bantu *software* IBM SPSS 25. Hasil penelitian menunjukkan bahwa tingkat etika kerja islami ada pada kategori tinggi, tingkat *employee engagement* ada pada kategori kuat dan tingkat kepuasan kerja ada pada kategori tinggi. Kesimpulannya adalah pertama terdapat pengaruh positif dan signifikan dari etika kerja islami terhadap *employee engagement*. Kedua terdapat pengaruh positif dan signifikan dari etika kerja islami terhadap kepuasan kerja. Ketiga terdapat pengaruh positif dan signifikan dari *employee engagement* terhadap kepuasan kerja. Terakhir, terdapat pengaruh positif dan signifikan dari etika kerja islam terhadap kepuasan kerja karyawan baik secara langsung maupun melalui *employee engagement*. Hal ini menunjukkan bahwa variabel *employee engagement* bisa memediasi secara parsial pada pengaruh etika kerja islam terhadap kepuasan kerja.

Kata Kunci : Etika Kerja Islam, *Employee Engagement*, Kepuasan kerja

**THE EFFECT OF ISLAMIC WORK ETHICS ON EMPLOYEE JOB
SATISFACTION THROUGH EMPLOYEE ENGAGEMENT IN CV.**

AMANDA BROWNIES BANDUNG CITY

By:

Andhika Mochamad Siddiq

1707178

ABSTRACT

This research wants to reveal the influence of Islamic work ethics on employee job satisfaction both directly and through employee engagement. This research is located in CV. Amanda Brownies, where CV. Amanda Brownies does not accept non-Muslim employees. The method used in this research is descriptive and verification research methods with cluster sampling and simple random sampling techniques. Respondents in this study were Amanda Brownies company employees with a population size of 455 employees. The Slovin formula is used to determine a sample size of 215 employees with an error margin of 0.05 or 5%. Data analysis technique used is path analysis with IBM SPSS 25 software tools. The results showed that the level of Islamic work ethics was in the high category, the level of employee engagement was in the strong category and the level of job satisfaction was in the high category. The conclusion is that first there is a positive and significant influence of Islamic work ethics on employee engagement. Second, there is a positive and significant influence of Islamic work ethics on job satisfaction. Third, there is a positive and significant influence of employee engagement on job satisfaction. Finally, there is a positive and significant influence of Islamic work ethics on employee job satisfaction both directly and through employee engagement. This shows that employee engagement variables can partially mediate the influence of Islamic work ethics on job satisfaction.

Key Word : Islamic Work Ethic, Employee Engagement, Job Satisfaction

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