

Abstract

The objective of this study is to analyze and examine the implementation of job motivation and job communication and its influence on job satisfaction and employee performance at Bank Pembiayaan Rakyat Syariah in central java and Special region of Yogyakarta in Islamic Perspective. The results of this study that job motivation and job communication significantly and positively influences toward job satisfaction and employee performance in the Islamic Perspective. the study also recognizes that the employee at Bank Pembiayaan rakyat Syariah have been performed the values of Quran An Nahl (16) : 97, Ali Imran (3) : 104 and At taubah (9) : 105 appropriately.

The result of this study could enrich the varieties of theoretical literature about job motivation, job communication, job satisfaction, and employee performance in the Islamic perspective. The Islamic values of job motivation, job communication, job satisfaction, and employee performance have been implemented consistency and continuity. This implementation is very important in decision- making process by organization management. Thus, the organization can develop Islamic values of job in the right way and kaffah.

Based on the evidence, either quantitatively, qualitatively, and kasyf can be concluded in the integrated manner that the implementation of job motivation and job satisfaction that apply Islamic values properly and consistently (istiqomah) have been proved increasing on job satisfaction and employee performance in Islamic perspective. The truth in Quran and Sunnah about job human resources have been proved on empirically and theoretically of this study. This study suitable and refers to Imam Ghazali's motivation theory about raja' (hope) and khauf (afraid) to Allah. This study could enrich the motivation theory. It seems that job motivation as motivation to Allah (divine motivation). Divine motivation has three indicators : hub(love), raja' hope, and khauf (afraid) to Allah.

Keywords : Islamic job motivation, Islamic job communication, Islamic job satisfaction, Islamic employee performance