

ABSTRACT

Audyna, 2025. *Determinants of Employee Performance at the Sharia People's Economy Banks (BPRS) in Tasikmalaya City: Sharia Economics Study Program, Faculty of Islamic Religion, Siliwangi University.*

The rapid development of Islamic banking in Indonesia presents challenges for Sharia People's Economy Banks (BPRS) in Tasikmalaya City in maintaining and improving employee performance. Suboptimal employee performance has impacted the growth of Third-Party Funds (DPK), as reflected in a significant slowdown in DPK growth, which dropped drastically to 1.5% in 2024. This study aims to analyze the influence of Islamic Work Ethic, Work Motivation, and Workload on Employee Performance at BPRS in Tasikmalaya City.

The research employs a quantitative approach with a correlational method. Data were collected through questionnaires distributed to the entire population of employees from two BPRS institutions: BPRS Almadinah and BPRS Alwadiyah, with a total of 63 respondents. The variables in this study are Islamic Work Ethic (X1), Work Motivation (X2), Workload (X3), and Employee Performance (Y). Validity testing was conducted using the Product Moment method, and reliability testing employed Cronbach's Alpha formula. Prerequisite tests included normality and linearity tests. Classical assumption tests included tests for heteroscedasticity and multicollinearity. Hypothesis testing used correlation coefficient analysis and both simple and multiple linear regression analysis using SPSS version 26.

The results show that: (1) Islamic Work Ethic has a significant effect on Employee Performance; (2) Work Motivation has a significant effect on Employee Performance; (3) Workload has a significant effect on Employee Performance; and (4) Islamic Work Ethic, Work Motivation, and Workload collectively have a significant effect on Employee Performance at BPRS in Tasikmalaya City. Thus, both partially and simultaneously, Islamic Work Ethic (X1), Work Motivation (X2), and Workload (X3) significantly influence employee performance.

The findings of this study are expected to serve as input for BPRS management in improving employee performance through fostering Islamic work ethics, enhancing motivation, and managing workload proportionally.

Keywords: BPRS, Employee Performance, Islamic Work Ethics, Workload, Work Motivation.