



The Influence Of Leadership Styles, Motivation And Discipline Work On Performance Of Employees With An Understanding Of Islamic Work Ethic On Hotel Grand Jamee Medan

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ABSTRACT: *The purpose of this study was to examine the Effect of Leadership Style, Motivation and Work Discipline on Employee Performance with Understanding of Islamic Work Ethics as a Moderating Variable Case Study at Grand Jamee Hotel Medan. The respondents used were 97 employees who worked at the Grand Jamee Hotel in Medan. Data is processed using variance based Partial Least Squares (PLS) analysis, with SmartPLS 2.0 software. The results showed that Leadership Style had a significant influence on Employee Understanding of Islamic Work Ethics, Motivation did not significantly influence Employee Understanding of Islamic Work Ethics, Work Discipline did not significantly influence Employee Understanding of Islamic Work Ethics. While leadership style, motivation, and work discipline together have a significant influence on Employee Understanding of Islamic Work Ethics. The results of the moderating analysis (path analysis) show that the Leadership Style has an indirect positive effect on employee performance. Motivation has an indirect negative influence on employee performance. Work Discipline has an indirect positive influence on employee performance. Employee Understanding of Islamic Work Ethics has an indirect positive effect on employee performance. Overall Leadership Style, Motivation, Work Discipline, and Employee Understanding of Islamic Work Ethics together have a positive effect on employee performance.*

KEYWORDS: *Leadership Style, Motivation, Work Discipline, Performance, Islamic Ethic*

I. INTRODUCTION

Grand Jamee Hotel Medan is a Grand Jamee Sharia Hotel Medan or better known as Wisma Syariah Grand Jamee is one of the hotels in the field with the concept of housing-style lodging and including Cheap Hotels in Medan, the location of the hotel is not far from the city center, by car approximately 10 minutes from Medan city center and if from Medan Kualanamu Airport approximately 50 minutes by vehicle.

In facing an increasingly fierce competitive situation, one of the efforts made by the management of Medan's Grand Jamee Hotel is to improve employee performance. This research was carried out because the Grand Jamee Hotel Medan is one of the first Syaariah Hotels in Medan which has been in place since 2009 which still survives and continues to grow by applying the concept of home-style hotel rooms, making comfort and tranquility in this hotel, rooms at this hotel has room facilities such as free internet access, television, bathroom, concierge and 24-hour room service . The advancement of Grand Jamee Hotel Medan is inseparable from the human resources in it. Good employee performance will affect the performance of Grand Jamee Hotels both the performance of the Leader and the performance of its Employees. Because of this, researchers are interested in examining the factors that affect the performance of employees of the Grand Jamee Hotel Medan. This shows that many of the employees are not satisfied with the current management. An interesting fact that is important is that the writer conveyed that the Grand Jamee Hotel Medan promotes Islamic Ethics in providing services to all guests and stakeholders. Effective Islamic business ethics leads to the pattern of the development of the noble character of entrepreneurial behavior or human resources and stakeholders, by implementing the principles and standards of business ethics, including monotheism, justice, free will, responsibility and ihsan, the Islamic Work Ethic becomes "Spirit" of all employees at work.



II. LITERATURE REVIEW

a. Leadership Style

Leadership is the backbone of organizational development because without good leadership it will be difficult to achieve organizational goals. If a leader tries to influence the behavior of others, then that person needs to think about his leadership style. Leadership style is how a leader carries out his leadership functions and how he is seen by those who are trying to lead him or those who might be observing from outside (Robert, 2012). James et. al. (2006) say that leadership style is a variety of behavior patterns that are liked by leaders in the process of directing and influencing workers. Leadership style is behavior and strategy, as a result of a combination of philosophy, skills, traits, attitudes, which are often applied by a leader when he tries to influence the performance of his subordinates (Tampubolon, 2017).

1. How to interact.
2. Become an active listener.
3. Preparing challenging goals.
4. Approach to problem solving and goals that focus on behavior
5. Not in person.
6. Information that uses reinforcement techniques.

b. Motivation

Motivation is a factor that influences the enthusiasm and enthusiasm of employees to actively participate in the work process. The most famous motivation theory is Abraham Maslow's hierarchy of needs expressed. The hypothesis says that in all human beings there are five levels of need (Maslow, in Robbins, 2016), which are indicators, namely:

1. Physiological: include hunger, thirst, protection (clothing and housing), sex and other physical needs.
2. Security: including safety and protection against physical and emotional losses.
3. Social: includes love, belonging, good acceptance, and friendship.
4. Awards: include self-respect factors such as self-esteem, autonomy and achievements as well as external respect factors such as status, recognition and attention.
5. Self-actualization: the urge to be someone / something according to his ambition which includes growth, achievement of potential, and fulfillment of self-needs.

c. Work Discipline

Discipline is an ideal condition in supporting the implementation of duties according to the rules in order to support work optimization.

The indicators of the work discipline are (Waridin, 2016 in Mohammad, 2015): Quality of work discipline: includes timely arrival and return, time utilization for the implementation of tasks and the ability to develop self potential based on positive motivation.

1. Job quantity: includes volume of output and contribution.
2. Compensation needed: includes advice, direction or improvement
3. Location of work place or residence.
4. Conservation: includes respect for rules with the courage to always prevent actions that conflict with the rules.

d. Islamic Work Ethics

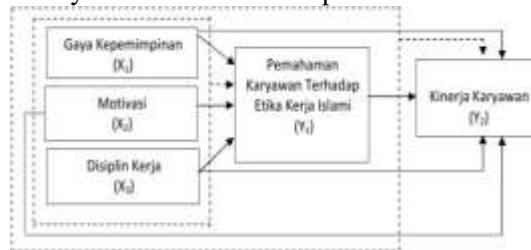
According to Mulyanto (2013) work ethics is an integration of values from various religions, life philosophies, and traditions that can determine the attitude of a person, group, or nation in work activities. This attitude appears from the outside in the style of behavior, habits, ways of working, and perceptions of the meaning of work and work ethics form a belief in views, perceptions, habits, characteristics or ways of working on work activities. Januarti and Bunyaanudin (2010) understand the concept of Islamic work ethic originating from sharia which consists of Al-Qur'an, Sunnah Hadist, Ijma 'and Qiyas, and as stated in the Qur'an by Prophet Muhammad SAW which reads, "Verily there is in (the self) the Messenger of Allah a good example for those who wish (mercy) Allah and (the coming of) the Day of Judgment and He mentions many God. (Surah Al-Ahzab: 21) ". n different letters and verses Allah SWT also gives direct praise for the character and ethics that the prophet Muhammad SAW always pointed out is "And verily you are truly noble character". (Surat al-Qalam: 4).

Employee performance is a comparison of the actual work results of employees with work standards set by the company. Some indicators to measure the extent to which employees achieve individual performance according to (Bernadin, 1993 in Crimson Sitanggang, 2015) are as follows:

1. Quality: The level at which the results of the activities carried out approach.
2. Quantity: Amount generated in terms of quantity.
3. Timeliness: The level of an activity is completed at the initial time.
4. Effectiveness: The maximum level of human resource use.
5. Independence: The level at which an employee can perform his work function without asking someone for help.
6. Organizational Commitment: Level of work commitment to the organization and employee responsibilities to the organization

5. RESEARCH METHODS

From the description of the above thoughts can be clarified through the variable influence of leadership style, motivation and work discipline with Islamic work ethics as a moderating variable on employee performance, schematically illustrated as in the picture below:



In the framework of the study above the independent variables Leadership Style (X1), Motivation (X2) and Work Discipline (X3) as variables that directly and indirectly influence the moderating variability, namely Employee Understanding of Islamic Work Ethics (DV). But the process of measuring the independent variables influences the dependent variable Employee Performance (Y) is a priority in this study. In this study the measurement of influence was carried out 4 (four) measurements. First, the measurement of the effect of direct independent variables on the dependent variable. Second, the influence of independent variables on the dependent variable through intermediate variables (moderating variables). Third, measuring the effect of the overall independent variable on the moderating variable. Fourth, measuring the influence of the overall moderating variable on the dependent variable.

The above research framework will be elaborated in 9 (nine) measurements, namely:

1. Measuring the influence of the Leadership Style (X1) on Employee Understanding of Islamic Work Ethics (Moderating Variable).
2. Measuring the influence of Motivation (X2) on Employee Understanding of Islamic Work Ethics (Moderating Variable).
3. Measuring the influence of Work Discipline (X3) on Employee Understanding of Islamic Work Ethics (Moderating Variable).
4. Measuring the influence of Leadership Style (X1), Motivation (X2), and Work Discipline (X3) on Employee Understanding of Islamic Work Ethics (Moderating Variable).
5. Measuring the influence of Leadership Style (X1) on Employee Performance (Y).
6. Measuring the influence of Motivation (X2) on Employee Performance (Y).
7. Measuring the influence of Work Discipline (X3) on Employee Performance (Y).
8. Measuring the influence of Employee Understanding of Islamic Work Ethics (Moderating Variable) on Employee Performance (Y).
9. Measuring the influence of Leadership Style (X1), Motivation (X2), Work Discipline (X3), and Employee Understanding of Islamic Work Ethics (Moderating Variable) on Employee Performance (Y).

Based on the provisions in the Krejcie-Morgan table, the population to be studied is 97 employees and Sampling in this study uses all of populations.



The subjects studied were employees of the Grand Jamee Hotel Medan at all levels or positions, while the objects examined in this study were factors of leadership style, motivation, work discipline, Employee Understanding of Islamic Work Ethics, and employee performance.

Population and Samples

The population in this study were employees of the Grand Jamee Medan Hotel and samples are the whole of population as follows:

Tabel 1. Sampling

No	Jabatan	Populasi	Sample	%
1	General Manager	1	1	1,03
2	Manager	8	8	8,25
3	F&B Staff	13	13	13,40
4	FO Staff	11	11	11,34
5	ME Staff	8	8	8,25
6	SM Staff	15	15	15,46
7	Finance Staff	2	2	2,06
8	HR Staff	3	3	3,09
9	House Keeping Staff	17	17	17,53
10	Bellboy	7	7	7,22
11	Security	10	10	10,31
12	Driver	2	2	2,06
	Total	97	97	100,00

From table 1 the total population of Grand Jamee Hotel Medan employees is 97 people with details of General Manager as many as 1 person, Manager 8 people, F & B Staff as many as 13 people, FO Staff 11 people, ME Staff as many as 8 people, SM Staff 15 people, Finance Staff 2 people, HR Staff 3 people, House Keeping 17 people, Belboy 7 people, Security 10 people and Drivers as many as 2 people.

Based on these data can be seen the details of the number of samples to be taken in the study of 97 people, for General Managers as much as 1.03% of people, Manager 8 people 8.25%, F & B Staff as many as 13 people 13.40%, FO Staff 11 people 11, 34%, ME Staff as many as 8 people 8.25%, SM Staff 15 people 15.46%, Finance Staff 2 people 2.06%, HR Staff 3 people 3.09%, House Keeping 17 people 17.53%, Belboy 7 person 7.22%, Security 10 people 10.31% and Driver as many as 2 people 2.06%

Sampling is done by the census method which takes all the population to be sampled. With a population of less than 100 people, so that the number of adequate samples of all population is sampled.

Types and Data Collection Methods

The type of data used in this study is primary data where the data is first and directly obtained from the source. Data collection is done through research instruments in the form of questionnaires. Furthermore, the questionnaire was distributed to employees who were sampled by researchers as respondents in this study. The form of questions in the questionnaire are arranged based on a Likert scale made in 5 (five) levels with the following details:

1. If the respondent answers strongly agree then the score is 5, meaning the respondent strongly agrees with the statement / question and according to what he experienced while working at the company.
2. If the respondent answers agree then the score is 4, meaning the respondent agrees with the statement / question and according to what he experienced while working at the company.
3. If the respondent answers doubtfully the score is 3, meaning the respondent chooses or is hesitant with the statement / question and in accordance with what he experienced while working at the company.
4. If the respondent answers not agreeing then the score is 2, meaning that the respondent believes that he does not agree with the statement / question and according to what he experienced while working at the company. If the respondent answers strongly disagree then score 1, meaning the respondent strongly disagrees with the statement / question and according to what he experienced while working at the company.

Data Analysis Method

In this study the analysis was carried out using descriptive analysis and inferential analysis methods.

6. RESULTS & DISCUSSION



Based on inferential analysis and calculations in tables 4.23 and 4.25 as mentioned above, the results of hypothesis testing proposed in this study are as follows:

a. **Hypothesis 1 states that:** "leadership style influences Islamic work ethic in the Grand Jamee Hotel Medan". This hypothesis is proven, the analysis shows that the leadership style towards Islamic work ethics has a positive influence. Likewise according to the results of previous research conducted by Fuad Ali Budiman (2010) states that leadership is an aspirational power, the power of spirit and creative moral strength that can influence a worker to excel. Similarly, the results of research conducted by Endang Haryati (2013) state that there is a positive and significant effect of the influence of leadership and organizational styles on performance.

b. **Hypothesis 2 states that,** "motivation influences Islamic work ethics in Grand Jamee Hotel Medan". This hypothesis is not proven, the analysis shows that motivation does not affect Islamic work ethics. In contrast to the results of previous studies conducted by Suharto and Cahyono (2015) and Judge (2016) mentioning there is one factor that influences performance, namely motivational factors, where motivation is a condition that moves a person to try to achieve goals or achieve desired results. Rivai (2014) shows that the stronger the work motivation, the higher the employee's performance. The above statement is not in accordance with the results of this study that motivation does not affect Islamic work ethics. This is because the work values in the Grand Jamee Hotel Medan have been described in the Organizational Culture of CARE (Fast, Trustworthy, Resik, Empathy). So that motivation is no longer needed considering that the work culture has become a "spirit" in working employees of the Grand Jamee Hotel in Medan.

c. **Hypothesis 3 states that,** "work discipline influences Islamic work ethics". This hypothesis is not proven, the analysis shows that work discipline does not affect Islamic work ethics. In previous studies it was stated that According to Budi Setiyawan and Waridin (2016) and Aritonang (2015) stated that employee work discipline is part of the performance factor. Work discipline must be possessed by every employee and must be cultivated among employees in order to support the achievement of organizational goals because it is a manifestation of compliance with work rules and also as a personal responsibility for the company.

d. **Hypothesis 4 states that,** "leadership style, motivation, and work discipline together have a significant influence on Employee Understanding of Islamic Work Ethics". This hypothesis is proven, the analysis shows that leadership style, motivation, and work discipline together have a significant influence on Employee Understanding of Islamic Work Ethics. This arrangement is supported by data obtained for R2 of 0.5497 for Y1 (Islamic work ethics). This means that there is a positive effect of 54.97%.

e. **Hypothesis 5 states that,** "The leadership style has a significant influence on employee performance". This hypothesis is proven, the analysis shows that the leadership style has a positive influence, as well as the results of previous studies according to Hasan, Ridha (2012), that leadership has a significant and positive effect on performance and according to Suryono, Ahmad (2012), leadership on performance has a positive effect. whereas in theory according to Hasibuan (2012), leadership is a way for a leader to direct the activities of his subordinates to work together and work effectively and efficiently to achieve organizational goals, so that the above hypothesis can be accepted because it is in accordance with the results of the analysis, the results of previous studies as well as theory. Hypothesis 6 states that, Motivation has a significant influence on employee performance. This hypothesis is not proven, the analysis shows that motivation does not affect employee performance. According to Malthis (2011) motivation is desire in someone who causes the person to take action. Whereas Rivai (2014) argues that motivation is a series of attitudes and values that influence individuals to achieve specific things in accordance with individual goals.

f. **Hypothesis 6 states,** "Work discipline has a significant influence on employee performance". This hypothesis is proven, the analysis shows that work discipline has a positive effect on employee performance. According to Simamora (2007) discipline is a procedure that corrects or punishes subordinates for violating regulations or procedures. Work discipline is a tool used by managers to communicate with employees so that they are willing to change behavior and as an effort to increase one's awareness and willingness to obey all applicable company regulations and norms of society (Rivai, 2014).

g. **Hypothesis 7 states that,** "Employee Understanding of Islamic Work Ethics has a significant influence on employee performance" This hypothesis is proven, the results of the analysis show that Islamic work ethics and performance have a positive influence. According to Randall and Cote in



Arifudin et al (2012) suggest that those who have a high level of work ethics will be more involved with their work than those with lower levels of work ethics. Workers with high work ethics will be more stable in their business and believe in everything they can from their work. People with strong work ethics will be more motivated to apply more effort to continue or not continue despite being bored and tired and accepting their job responsibilities.

h. **Hypothesis 8 states that,** "Leadership style, motivation, work discipline, and employee understanding of Islamic work ethics together have a significant influence on employee performance. This hypothesis is proven, the analysis shows that leadership style, motivation work discipline, and Islamic work ethics jointly influence the performance of employees in the Grand Jamee Hotel Medan. Similarly, according to Endang Haryati (2013) states that there is a significant positive effect of the influence of leadership and organizational styles on job satisfaction and employee performance. Likewise the results of research conducted by Astri Fitria (2013) There are several factors that influence organizational change, namely Islamic, cognitive, affective, and behavioral work ethics through affective commitment, continuance commitment, and normative commitment. About leadership style was also examined by Retno Fajar Astuti (2014) Trust in superiors, job satisfaction, and organizational commitment positively influences employee performance. Likewise, research on Islamic work ethics or focus on values has been carried out by Nurul Imani K. (2007) there is a significant effect of locus of control on employee performance with working satisfaction.

7. DISCUSSION

Research result

1. Respondents based on Gender

Tabel 2. Respondents description base on gender

Jenis Kelamin	Jumlah	Prosentase (%)
Pria	64	65,98%
Wanita	33	34,02%
Total	97	100

The results of the questionnaire distribution show that there are 64 male employees or 65.98% while 33 female employees or 34.02% are female. This shows that the employees of the Grand Jamee Hotel in Medan have more male employees than female employees.

2. Respondents based on their tenure

Tabel 3. Respondents description base on tenure

Masa Kerja	Jumlah	%
1-3 tahun	43	44,33
4-6 tahun	21	21,65
7-9 tahun	23	23,71
9 tahun >	10	10,31
Total	97	100,00

The results of distributing questionnaires are known that the tenure of Grand Jamee Hotel Medan employees for a work period of 1-3 years as many as 43 people or 44.33%, 4-6 years work period 21 people or 21.65%, work period 7-9 years 23 people or 23.71%, 9 years working period > 10 people or 10.31%. This shows that the employees with 1-3 years of service are the most. Long-term composition of work can be interpreted or considered to have considerable work experience.

3. Respondents based on level of position

Tabel 4. Respondents description base on position

No	Jabatan	Jumlah	%
1	General Manager	1	1,03
2	Manager	8	8,25
3	F&B Staff	13	13,40
4	FO Staff	11	11,34
5	ME Staff	8	8,25
6	SM Staff	15	15,46
7	Finance Staff	2	2,06
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10	Bellboy	7	7,22
11	Security	10	10,31
12	Driver	2	2,06
	Total	97	100,00



The results of distributing questionnaires are known that the employees of Grand Jamee Medan Hotel who occupy General Manager as many as 1 person or 1.03% people, Manager 8 people or 8.25%, F & B Staff as many as 13 people or 13.40%, FO Staff 11 people or 11.34%, ME Staff as many as 8 people or 8.25%, SM Staff 15 people or 15.46%, Finance Staff 2 people or 2.06%, HR Staff 3 people or 3.09%, House Keeping 17 people or 17, 53%, Belboy 7 people or 7.22%, Security 10 people or 10.31% and Drivers as many as 2 people or 2.06%

Test Instrument

Leadership Style (X1)

Leadership style is measured using 8 questions, the results of which are validity and reliability are presented in the table as follows:

Tabel 5. Result of validity and reliability test on Leadership Style

Butir	Nilai r	Nilai Sig.	Status
1	0,888	0	Valid
2	0,744	0	Valid
3	0,736	0	Valid
4	0,705	0	Valid
5	0,711	0	Valid
6	0,575	0	Valid
7	0,795	0	Valid
8	0,903	0	Valid
Reliabilitas	0,927		Reliabel

The table above shows that all items measuring Leadership Style are declared valid because all items have a value of $r_{obtained} > 0.30$ with a significance level of < 0.05 . Likewise with the reliability test, it is known that the Cronbach Alpha value is > 0.6 , so that the measuring item in the Leadership Style is declared reliable.

Motivation (X2)

Motivation is measured using 10 questions, the results of the validity and reliability test are presented in the table as follows:

Tabel 6. Result of validity and reliability test on Motivation

Butir	Nilai r	Nilai Sig.	Status
1	0,660	0	Valid
2	0,746	0	Valid
3	0,401	0	Valid
4	0,435	0	Valid
5	0,647	0	Valid
6	0,535	0	Valid
7	0,613	0	Valid
8	0,532	0	Valid
9	0,735	0	Valid
10	0,408	0	Valid
Reliabilitas	0,842		Reliabel

The table above shows that of the 10 points of measurement Motivation stated that all items have a value of $r_{obtained} > 0.30$ with a significance level of < 0.05 . Similarly with the reliability test, it is known that the value of Cronbach Alpha > 0.6 , so the item measuring Motivation declared reliable.

Work Discipline (X3)

Work Discipline is measured using 10 questions, the results of the validity and reliability test are presented in the table as follows:

Tabel 7. Result of validity and reliability test on Work Discipline

Butir	Nilai r	Nilai Sig.	Status
1	0,696	0	Valid
2	0,645	0	Valid
3	0,617	0	Valid
4	0,714	0	Valid
5	0,787	0	Valid
6	0,664	0	Valid
7	0,653	0	Valid
8	0,566	0	Valid
9	0,723	0	Valid
10	0,652	0	Valid
Reliabilitas	0,909		Reliabel

The table above shows that of the 10 points of the Work Discipline it is stated that all items have a value of $r_{obtained} > 0.30$ with a significance level of < 0.05 . Likewise with the reliability test, it is known that the Cronbach Alpha value is > 0.6 , so the measuring points of Work Discipline are declared reliable.



Islamic Work Ethics (Y1)

Islamic Work Ethics is measured using 10 questions, the results of which are validity and reliability are presented in the table as follows:

Tabel 8 Result of validity and reliability test on Islamic Work Ethic

Butir	Nilai r	Nilai Sig.	Status
1	0,592	0	Valid
2	0,750	0	Valid
3	0,497	0	Valid
4	0,564	0	Valid
5	0,689	0	Valid
6	0,610	0	Valid
7	0,437	0	Valid
8	0,590	0	Valid
9	0,641	0	Valid
10	0,564	0	Valid
Reliabilitas	0,871		Reliabel

The table above shows that of the 10 points of measurement of Islamic Work Ethics it is stated that all items have a value of r obtained > 0.30 with a significance level of < 0.05 . Likewise with the reliability test, it is known that the Cronbach Alpha value is > 0.6 , so the measuring point of Islamic Work Ethics is declared reliable.

Employee Performance (Y2)

Employee performance is measured using 12 questions, the results of which are validity and reliability are presented in the table as follows:

Tabel 9. Result of validity and reliability test on Employee Performance

	Nilai Alpha	Keterangan
Gaya Kepemimpinan	0,927	Reliabel
Motivasi	0,842	Reliabel
Disiplin Kerja	0,909	Reliabel
Etika Kerja Islami	0,871	Reliabel
Kinerja Karyawan	0,864	Reliabel

The table above shows that from 12 items measuring Employee Performance it is stated that all items have a value of r obtained > 0.30 with a significance level of < 0.05 . Likewise with the reliability test, it is known that the value of Cronbach Alpha > 0.6 , so that the item measuring Employee Performance is declared reliable. Reliability Test on Leadership Style, Motivation, Work Discipline, Islamic Work Ethics, and Employee Performance with a positive Cronbach Alpha value > 0.6 , the factor is said to be reliable.

Descriptive Analysis

Leadership Style (X1)

The Leadership Style has 8 questions, thus the maximum total score is 40 and the minimum total score is 8, so that the following intervals are obtained:

$$\begin{aligned} \text{Interval} &= (\text{Highest score} - \text{lowest score}) / \text{Number of categories} \\ &= (40 - 8) / 5 = 6.4 \end{aligned}$$

The results of tabulation of data from the next Leadership Style are categorized as follows:

Tabel 10. Leadership Style Category (X1)

Interval	Kategori	GP	Persen
8,0-14,4	Sangat tidak baik	1	1,0%
14,5-20,8	Tidak baik	20	20,6%
20,9-27,2	Biasa saja	10	10,3%
27,3-33,6	Baik	32	33,0%
33,7-40,0	Sangat baik	34	35,1%
	JUMLAH	97	100,0%

From the table above, it can be seen that the biggest category is Very Good, 34 respondents or 35.1%; Good as many as 32 respondents 33.0%; Ordinary or Doubtful 10 respondents or 10.3%; Not Good 20 respondents or 20.6%, and 1 respondent or 1.0% stated Very Not Good. From the frequency table of the leadership style, it is known that 49.48% agree to the leadership style in the Grand Jamee Hotel Medan; 35.05% of respondents stated strongly agree; 25.77% of respondents expressed doubt. In general, each item gets the answer "Agree" and "Strongly Agree" exceeds the percentage of other answers. The Agree answer item is question number 1 (49.48%) which reads: "Your leader often emphasizes the importance of the task and asks you to carry out the task as well as possible". While the questions that get the answer strongly agree are the questions number 3 (35.05%) with the



question: "Your leadership influences your perspective on solving work problems". The respondent who answered strongly disagreed with the highest percentage was question number 5 (13.40%) with a question that read: "Your leader communicates goals and provides opportunities for employees to achieve something in their own way".

Motivation (X2)

Motivation has 10 questions, thus the maximum total score is 50 and the minimum total score is 10, so that the following intervals are obtained:

$$\text{Interval} = (\text{Highest score} - \text{lowest score}) / \text{Number of categories} = (50 - 10) / 5 = 8,0$$

Tabel 11. Motivation Category (X2)

Interval	Kategori	MT	Persen
10,0-18,0	Sangat tidak baik	0	0,0%
19,0-26,0	Tidak baik	10	10,3%
27,0-34,0	Biasa saja	19	19,6%
34,0-42,0	Baik	46	47,4%
43,0-50,0	Sangat baik	22	22,7%
JUMLAH		97	100,0%

From the table above, it can be seen that the biggest category is good, which is 46 respondents or 47.4%; Very good as many as 22 respondents or 22.7%; hesitant as many as 19 respondents or 19.6%. While respondents who stated that they were not good were 10 respondents or 10.3%. From these results indicate that the motivation carried out by the management of Medan Grand Jamee Hotel in general has gone well.

From the motivational frequency data, it is known that 55.67% of respondents said they were very agree with the motivation carried out by the management of Medan Grand Jamee Hotel; 56.70% of respondents agreed, 25.77% of respondents expressed doubt; and 12% of respondents stated strongly disagree. The tendency of respondents to answer "Agree" and "Strongly Disagree" with a percentage above 50%. This means that respondents assume that the motivation applied in the Grand Jamee Hotel Medan is good. While respondents answered agree (56.70%) with the highest score with the questions: "I have a close relationship with all employees". The tendency of respondents to feel motivated by having close relationships with fellow employees.

Work Discipline (X3)

Work discipline has 10 questions, thus the maximum total score is 50 and the minimum total score is 10, so that the following intervals are obtained:

$$\text{Interval} = (\text{Highest score} - \text{lowest score}) / \text{Number of categories} = (50 - 10) / 5 = 8,0$$

The results of tabulation of data from the work discipline are further categorized as follows:

Tabel 12. Work Discipline Category (X3)

Interval	Kategori	DK	Persen
10,0-18,0	Sangat tidak baik	0	0,0%
19,0-26,0	Tidak baik	6	6,2%
27,0-34,0	Biasa saja	16	16,5%
34,0-42,0	Baik	24	24,7%
43,0-50,0	Sangat baik	51	52,6%
JUMLAH		97	100,0%

From the table above, it can be seen that 51 respondents or 52.6% stated that the work discipline of Grand Jamee Hotel Medan employees was very good, 24 respondents or 24.7% stated good, and 16 respondents or 16.5% stated it was normal. From these results indicate that respondents perceive that the work discipline of employees in the Grand Jamee Hotel Medan environment has been very good. From the frequency distribution of work discipline variables it can be seen that 56.70% of respondents stated strongly agree to work discipline in the Grand Jamee Hotel Medan environment, Agree 55.67%, doubt 20.62%, disagree 13.40%, and respondents which states strongly disagree on average 1.03%. In general, each item about the answer was "Strongly Agree", there were two questions that were received enough attention, namely normor 1 and number 5. As for the question: "I came on time at work". And: "I routinely get advice and direction from the leader".



Islamic Work Ethics (Y1)

The Islamic Work Ethics has 10 questions, thus the maximum total score is 50 and the minimum total score is 10, so that the following intervals are obtained:

$$\begin{aligned} \text{Interval} &= (\text{Highest score} - \text{lowest score}) / \text{Number of categories} \\ &= (50 - 10) / 5 \\ &= 8,0 \end{aligned}$$

The results of tabulation of data from Islamic Work Ethics are further categorized as follows:

Tabel 13 Islamic Work Ethic Category (Y1)

Interval	Kategori	EK	Persen
10,0-18,0	Sangat tidak baik	0	0,0%
19,0-26,0	Tidak baik	25	25,8%
27,0-34,0	Biasa saja	6	6,2%
34,0-42,0	Baik	47	48,5%
43,0-50,0	Sangat baik	19	19,6%
	JUMLAH	97	100,0%

From the table above, it can be seen that 47 respondents or 48.5% stated that the Islamic work ethic in the Grand Jamee Hotel in Medan is well categorized; very good 19 respondents or 19.6%, doubted 6 respondents or 6.2%. While respondents who stated that they were not good were 25 respondents or 25.8%. From these results indicate that respondents perceive well with Islamic work ethics in the Grand Jamee Hotel Medan. From the data on the frequency of Islamic work ethics, it can be seen that 38.14% of respondents stated that they strongly agreed to the Islamic work ethic at the Grand Jamee Hotel in Medan, 38.14% of respondents agreed, 27.84 respondents expressed doubts, disagreed, 68%, and 13.40% of respondents stated strongly disagree. On the statement item get the answer "Strongly Agree" and "Agree" with the same percentage, namely 38.14%. The item number 2 (38.14%) with agreed answers is: "For me to work is just to make a living". Whereas item number 4 (38.14%) for agreed answers is: "For me the amount of property owned is not a measure of one's success".

Employee Performance (Y2)

Employee Performance has 12 questions, thus the maximum total score is 60 and the minimum total score is 12, so that the following intervals are obtained:

$$\begin{aligned} \text{Interval} &= (\text{Highest score} - \text{lowest score}) / \text{Number of categories} \\ &= (60 - 12) / 5 \\ &= 9,6 \end{aligned}$$

The results of tabulation of data from employee performance are then categorized as follows:

Tabel 14. Employee Performance Category (Y2)

Interval	Kategori	KK	Persen
12,0-21,6	Sangat tidak baik	0	0,0%
21,7-31,2	Tidak baik	20	20,6%
31,3-40,8	Biasa saja	6	6,2%
40,9-50,4	Baik	55	56,7%
50,5-60,0	Sangat baik	16	16,5%
	JUMLAH	97	100,0%

From the table above, it can be seen that 55 respondents or 56.7% stated well on the performance of employees of the Grand Jamee Hotel Medan; 16 respondents or 16.5% stated very well; 6 respondents or 6.2% said they were hesitant or normal; and 20 respondents or 20.6% said they were not good. From these results indicate that respondents perceive well on the performance of employees of the Grand Jamee Hotel Medan. From the data frequency distribution of employee performance can be seen that 42.27%.

The respondents agreed to the performance of employees at the Grand Jamee Hotel in Medan; 34.02% of respondents stated strongly agree; 29.90% expressed doubt; 19% of respondents said they did not agree, and 13.40% of respondents stated strongly disagree. In item number 3 (42.27%) got the answer "agree" with the highest score compared to the score of the other questions. The sound of the question is: "My work quantity exceeds the average of other employees".

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