

## INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, kompensasi dan budaya organisasi terhadap kinerja karyawan pada Lembaga Keuangan Syariah di Kota Yogyakarta dengan motivasi kerja sebagai variabel intervening. Sampel ini menggunakan lembaga keuangan syariah, yakni BMT Beringharjo, BMT BIF dan Bank Muamalat dengan jumlah responden 40. Dari BMT Beringharjo 3 karyawan, BMT BIF sebanyak 25 karyawan dan Bank Muamalat sejumlah 12 karyawan.

Berdasarkan analisis yang telah dilakukan diperoleh hasil bahwa gaya kepemimpinan berpengaruh positif terhadap kinerja karyawan, kompensasi berpengaruh negatif terhadap kinerja karyawan, budaya organisasi berpengaruh negatif terhadap kinerja karyawan, gaya kepemimpinan berpengaruh positif terhadap motivasi kerja, kompensasi berpengaruh positif terhadap motivasi kerja, budaya organisasi berpengaruh positif terhadap motivasi kerja, motivasi kerja berpengaruh positif terhadap kinerja karyawan, gaya kepemimpinan berpengaruh positif terhadap kinerja karyawan melalui motivasi kerja, kompensasi berpengaruh positif terhadap kinerja karyawan melalui motivasi kerja, dan budaya organisasi berpengaruh positif terhadap kinerja karyawan melalui motivasi kerja pada lembaga keuangan syariah di kota Yogyakarta.

Kata kunci : Kinerja Karyawan, Gaya Kepemimpinan, Kompensasi, Budaya Organisasi, dan Motivasi Kerja.

## **ABSTRACT**

*This study aims to determine the effect of leadership style, compensation and organizational culture on the performance of employees in Islamic Financial Institutions in the city of Yogyakarta with work motivation as an intervening variable. This sample uses Islamic financial institutions, namely BMT Beringharjo, BMT BIF and Bank Muamalat with 40 respondents. Of the 3 BMT Beringharjo employees, BIT BMT were 25 employees and Bank Muamalat with 12 employees.*

*Based on the analysis that has been done the results of the study show that influential leadership styles have a positive effect on employee performance, compensation has a negative effect on employee performance, organizational culture has a negative effect on employee performance, leadership style has a positive effect on work motivation, compensation has a positive effect on work motivation, organizational culture positive effect on work motivation, work motivation has a positive effect on employee performance, positive leadership style on employee performance through work motivation, compensation has a positive effect on employee performance through work motivation, and organizational culture has a positive effect on employee performance through work motivation in Islamic financial institutions in the city of Yogyakarta.*

*Keywords: Employee Performance, Leadership Style, Compensation, Organizational Culture, and Work Motivation*