

### **Intisari**

Dalam konteks pendidikan, guru memiliki peran penting dalam dalam pencapaian tujuan pendidikan. Untuk melaksanakan proses belajar yang efektif guru tidak hanya berpedoman pada etika profesi guru tetapi juga pada etika kerja yang sesuai dengan agama yang dianutnya. Tujuan dari penelitian ini adalah untuk mengetahui hubungan etika kerja islam dan kepemimpinan transformasional terhadap kinerja karyawan yang dimediasi oleh keterikatan karyawan. Dalam penelitian ini penulis menggunakan variabel kontrol yaitu pengalaman kerja sebagai penguat untuk kinerja guru. Objek dari penelitian ini adalah sekolah di Wonosobo, sedangkan subjek dari penelitian ini adalah guru. Penelitian ini menggunakan teknik *sampling jenuh*. Sampel dari penelitian ini sebanyak 134 responden. Data diambil dari pendistribusian langsung ke sekolah. Teknik analisis data menggunakan SEM dengan software AMOS versi 24.

Hasil dari penelitian ini adalah pengaruh *islamic work ethic* berpengaruh signifikan terhadap *employee engagement*, pengaruh *transformational leadership* berpengaruh signifikan terhadap *employee engagement*, pengaruh *employee engagement* berpengaruh signifikan terhadap *employee performance*, pengaruh *islamic work ethic* berpengaruh signifikan terhadap *employee performance*, pengaruh *transformational leadership* tidak berpengaruh signifikan terhadap *employee performance*.

**Kata Kunci:** *islamic work ethic, Transformational Leadership, employee engagement, employee performance*

### *Abstract*

*In the context of education, teachers have an important role in achieving educational goals. To carry out an effective learning process the teacher is not only guided by teacher professional ethics but also on work ethics that are in accordance with the religion he adheres to. The purpose of this study was to determine the relationship between Islamic work ethics and transformational leadership on employee performance mediated by employee attachments. In this study the author uses a control variable, namely work experience as an amplifier for teacher performance. The object of this study was a school in Wonosobo, while the subject of this study was a teacher. This study uses a purposive sampling technique. The sample from this study were 134 respondents. Data is taken from distribution directly to schools. Data analysis techniques using SEM with AMOS software version 24.*

*The results of this study are that Islamic work ethic has a significant effect on employee engagement, The effect of Transformational Leadership has a significant effect on Employee Engagement, The effect of Employee Engagement has a significant effect on Employee Performance, The effect of Islamic Work Ethic has a significant effect on Employee Performance, The effect of*

*Transformational Leadership does not have a significant effect on Employee Performance.*

**Keywords:** *islamic work ethic, Transformational Leadership, employee engagement, employee performance*