

CHAPTER I

INTRODUCTION

A. Research Background

Human resources are one of the supporting factors of the organization, quality resources are needed in the growth and development of the organization, the quality of human resources can improve the quality of the organization. Human resources are strategics in the organization, having loyal and supportive human resources are something organization should have, purposely to make the organization maximum performance. Because with good performance theoretically can achieve a better level of employee career development (Siahaan et al., 2016).

Human resources are the main power of the organization or company. Order management activities go well, the company must have employees who are knowledgeable and highly skilled as well as efforts to manage the company as optimal as possible that the performance of employees increases (Hartley, J. 1991). As the main power, the human resource should represent the organization, employees should support the mission of the organization.

Good leadership has its style of how to manage the organization to make the organization running well, effective, and productive. Research conducted by Luis, et, al (2016); Purwanto (2015) Endang, et, al (2016); Eko (2013), Diana, et al (2016) leadership has a positive and significant impact on job satisfaction and performance.

Leadership function plays a dominant and crucial role in overall efforts to improve performance, at the individual, group and organizational levels. A person who occupies a position as a leader or managerial in an organization plays a very important role. It is not only internally for the organization but also in front of various parties outside the organization that all intended to improve the ability of the organization in achieving its goals. Reinke (2004) furthermore, Siagian (2001) argued that leadership is the core of management because the leader is the driving force for human resources and other natural resources. Leadership is an aspirational force, a force of morale, and a creative moral force, which capable of influencing the members to change attitudes.

Another factor that influences on employees performance is motivation, although the organization has a good leader it is not enough to gain the maximum potential from the employees. Action that employees take one of the factors is from the motivation, Employee's work motivation, conceptually related to the employees' job satisfaction. Rivai (2008: 249) said that job satisfaction is a security feeling and has sides, such as (a) Social economy (the salary and social guarantee). (b) Social psychology (the chance to go forward, the chance to get the appreciation that is connected to the association between the staff or the staff to the boss.

Work motivation concept has been defined by Wexly and Yulk (1997) in Passolong (2008: 140), said that work motivation is giving support or something that forms the background of someone to do or the behavior. Then finally to be more specific confront by Hasibuan (2006: 163) stated motivation

theory has sub-variables such as motive, expectancy, and incentive. The definitions are: (a) motive is a stimulus and activator to the people to work. Every motive has a specific goal to catch, (b) expectancy is a chance that is given because their behavior in catching the goal, (c) incentive is a stimulus to the staff by giving the price for them who has taken some achievements. So the spirit will increase because commonly a lot of people could receive a good thing only.

Work discipline has an important impact on organization. As a limit to the actions that employees will take in terms of time or other work activities that will produce effectiveness and productivity in work. Work discipline is also a reminder of what is being done and will be done, with organizational procedures and standards, so that the results are not far from the work conditions set by the organization. Work discipline can be defined as an attitude in honoring, respecting, obedience, and compliance with the regulations (Sastrohadiwirjo, 2003:294).

This research was conducted because Cahaya Insan Foundation is an organization that moved into education, especially Islamic boarding school. The location of Cahaya Insan Foundation is in Bali Province that the majority of religion is Hindu. As an Islamic organization in Bali, Cahaya Insan Foundation applies the Islamic leadership style that contains the value of Al-Qur'an and Sunnah. Besides that Islamic leadership style variables are still rarely used in research related to supporting employee performance.

This research is going to analyze whether there is a significant relationship between Islamic leadership style, motivation and work disciplines on employees performance on Cahaya Insan Foundation. Therefore, the researcher is interested in researching about "The Influence of Islamic Leadership Style, Motivation and Work Disciplines on The Employees Performance at Cahaya Insan Foundation Bali ".

B. Research Problems

Based on the background that has been described above, the focus of the study is directed at the following:

1. Does the Islamic leadership style have a significant effect on the employees' performance at Cahaya Insan Foundation?
2. Does the motivation have a significant effect on the employees' performance at Cahaya Insan Foundation?
3. Does work discipline have a significant effect on the employees' performance at Cahaya Insan Foundation?

C. Research Purpose

Based on the background the research problems can be defined as follows:

1. To identify the effect of Islamic leadership style on employees' performance.
2. To identify the effect of motivation on employees' performance.
3. To identify the effect of work discipline on employees' performance.

D. Research Benefit

1. Theoretical Benefit

The results of the study are expected to contribute to the science of Human Resource Management (HRM). Research results can also be a scientific reference in developing concepts, theories, and empirical data about the influence of Islamic leadership style, motivation, and work disciplines on the employees' performance.

2. Practical Benefit for Cahaya Insan Foundation

The results of the research are expected to help in the development of the management of the human light foundation, especially in the field of human resources. The results of the study are expected to provide information about Islamic leadership style on employee' performance, motivation on employee performance and work discipline on employee' performance. It is expected that the results of this research can have a positive impact on the development of human resources at Cahaya Insan Foundation so that it can assist in carrying out the mission of the Cahaya Insan Foundation.