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STRATEGI PENGEMBANGAN LOYALITAS DAN KINERJA KARYAWAN BUDAYA
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dalam era persaingan bisnis yang semakin ketat peran karyawan dalam mencapai tujuan organisasi menjadi semakin vital loyalitas karyawan dan kinerja yang optimal adalah dua faktor utama yang menentukan keberhasilan perusahaan karyawan yang loyal akan berkomitmen terhadap visi dan misi perusahaan sementara kinerja yang baik mencerminkan produktivitas serta kemampuan karyawan dalam memenuhi target yang ditetapkan maka peting pembahasan mengenai konsep dasar loyalitas dan kinerja karyawan dalam konteks organisasi modern serta hubungan antara keduanya dengan kesuksesan perusahaan

tujuan visi dan misi sebuah organisasi dapat mencapai suatu keberhasilan tidak dapat dilepaskan dari sumber daya manusia yang dimiliki oleh perusahaan tersebut karena itulah setiap organisasi ataupun perusahaan menyadari betapa pentingnya sumber daya manusia yang berkualitas untuk kemajuan organisasi maka tidak salah jika seluruh organisasi mengelola dengan baik sumber daya manusia yang dimilikinya dengan menerapkan beragam cara lantaran upaya tersebut diharapkan dapat melahirkan sumber daya manusia berkualitas yang diperlukan untuk mencapai target target yang sebelumnya telah ditetapkan mengelola sumber

daya manusia dalam sebuah organisasi tidaklah cukup dengan hanya menerapkan program perekrutan yang ketat serta pelatihan dan pengembangan skil dalam rangka meningkatkan kemampuan individu karyawan dalam perusahaan hal yang lebih substansial dari itu adalah bagaimana sebuah organisasi dapat menjaga kepuasan setiap individu karyawan terhadap pekerjaan yang menjadi tanggung jawabnya menjaga dan membangun loyalitas dan komitmen karyawan terhadap perusahaan dan dari semua hal tersebut diharapkan mampu mempertahankan sumber daya manusia yang berkualitas dan memiliki kinerja tinggi untuk tetap berada di dalam perusahaan suatu budaya yang kuat dan dapat diakses oleh seluruh karyawan yang berasal dari berbagai latar belakang akan memberikan kesempatan seluas luasnya bagi anggota anggotanya melakukan hal yang terbaik demi tercapainya cita cita organisasi kebulatan suara terhadap tujuan akan membentuk keterikatan kesetiaan dan komitmen organisasi kondisi ini selanjutnya akan mengurangi kecenderungan karyawan untuk keluar dari organisasi secara suka rela jika budaya organisasi membuat betah maka akan ada banyak karyawan yang merasa puas dengan pekerjaan mereka meskipun mereka tidak menyukai rumitnya birokrasi organisasi tempat mereka bekerja atau hal hal teknis lainnya yang membuat mereka tidak puas dengan pekerjaan mereka tetapi tetap menjalankan visi perusahaan bagi perusahaan

buku ini hadir sebagai upaya untuk merangkum dan menganalisis berbagai faktor yang memengaruhi kinerja karyawan dalam industri perbankan syariah industri perbankan syariah mengalami perkembangan pesat sekaligus menghadapi tantangan yang kompleks baik dari sisi internal organisasi maupun eksternal lingkungan bisnis oleh karena itu pemahaman tentang faktor faktor determinan kinerja karyawan menjadi sangat penting untuk menjaga daya saing dan keberlanjutan perbankan syariah dalam buku ini penulis menyajikan lebih dari lima puluh determinan kinerja karyawan mulai dari aspek personal seperti absensi adaptabilitas dan aktualisasi diri aspek organisasi seperti budaya kerja audit internal hingga keadilan prosedural aspek eksternal seperti digitalisasi pandemi covid 19 hingga gaya hidup serta aspek motivasional seperti gaji insentif integritas dan etos kerja dengan pendekatan yang sistematis buku ini diharapkan dapat menjadi rujukan yang komprehensif bagi akademisi mahasiswa praktisi perbankan serta pembuat kebijakan

buku ini lahir dari sebuah kebutuhan untuk memahami lebih dalam berbagai faktor yang memengaruhi kinerja karyawan dalam industri perbankan syariah perbankan syariah mengalami perkembangan pesat sekaligus menghadapi tantangan besar baik dari sisi regulasi teknologi maupun dinamika organisasi kinerja karyawan sebagai ujung tombak layanan bank menjadi sangat penting dalam menentukan keberlangsungan dan daya saing lembaga keuangan syariah dalam buku ini penulis mengidentifikasi beberapa determinan kinerja yang dikaji secara sistematis determinan tersebut mencakup berbagai dimensi keseluruhan determinan ini disajikan untuk memberikan gambaran menyeluruh mengenai kompleksitas faktor yang memengaruhi kinerja karyawan bank syariah harapannya buku ini dapat menjadi rujukan bagi akademisi mahasiswa praktisi perbankan pembuat kebijakan dan siapa saja yang memiliki perhatian pada pengembangan sumber daya manusia dalam industri keuangan syariah

buku ini disusun sebagai ikhtisar untuk menghadirkan kajian komprehensif mengenai berbagai faktor yang memengaruhi kinerja karyawan dalam industri perbankan syariah perkembangan

perbankan syariah di indonesia di mana pertumbuhan aset dan jaringan usaha meningkat signifikan namun di saat yang sama muncul tantangan baru terkait regulasi persaingan digitalisasi serta dinamika sumber daya manusia setiap bab dalam buku ini memuat pembahasan yang komprehensif mengenai berbagai determinan kinerja karyawan dimulai dari komitmen afektif organisasi kompensasi kompetensi emosional komunikasi konflik kerja kreativitas kualitas kehidupan kerja hingga literasi digital dan manajemen risiko selain itu buku ini juga mengulas dimensi penting seperti moralitas motivasi nilai-nilai kerja dan orientasi kerja yang menjadi fondasi utama dalam membangun budaya kerja islami di lembaga keuangan syariah melalui 40 determinan yang dikaji dalam buku ini pembaca diharapkan memperoleh gambaran menyeluruh tentang bagaimana aspek psikologis sosial manajerial dan spiritual saling berinteraksi dalam membentuk kinerja karyawan bank syariah buku ini tidak hanya berorientasi akademik tetapi juga diharapkan memberikan kontribusi praktis bagi para pemimpin manajer sumber daya manusia regulator dan peneliti yang ingin memahami serta meningkatkan efektivitas kerja dalam kerangka nilai-nilai syariah

dengan memanjatkan puji syukur ke hadirat tuhan yang maha esa akhirnya buku ini dapat diselesaikan buku ini hadir sebagai jawaban atas kebutuhan para pelaku bisnis dan akademisi akan panduan praktis dan teoritis yang komprehensif dalam mengelola bisnis di era yang penuh dengan dinamika dan tantangan ini

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