

ABSTRAK

Penelitian ini dilatar belakangi oleh pentingnya penerapan etos kerja Islam dalam meningkatkan prestasi kerja karyawan pada lembaga perbankan syariah. Etos kerja Islam yang berlandaskan nilai keikhlasan, kejujuran, amanah, tanggung jawab, disiplin, kerja keras, dan kerja sama dipandang sebagai pondasi moral dan spiritual dalam menciptakan kinerja yang profesional dan berintegritas. Penelitian ini bertujuan untuk menganalisis penerapan etos kerja Islam karyawan BSI KCP Bangkalan dalam meningkatkan prestasi kerja.

Metode penelitian yang digunakan adalah kualitatif deskriptif dengan jenis penelitian lapangan (*field research*). Teknik Pengumpulan data dilakukan melalui wawancara semi-terstruktur, observasi non partisipan, dan dokumentasi, dengan informan yang terdiri dari pimpinan cabang, BOSM, *teller*, *security*, *office boy*, serta nasabah sebagai sumber triangulasi data. Adapun sumber data primer diperoleh melalui hasil wawancara dengan karyawan dan nasabah BSI KCP Bangkalan. Sedangkan data sekunder diperoleh melalui bahan bacaan seperti buku, jurnal, skripsi yang berkaitan dengan etos kerja Islam serta website terkait data Bank Syariah Indonesia. Analisis data dilakukan melalui tahap reduksi data, penyajian data, dan penarikan kesimpulan.

Hasil penelitian menunjukkan bahwa penerapan etos kerja Islam pada karyawan BSI KCP Bangkalan secara umum telah berjalan dengan baik. Nilai-nilai etos kerja Islam tercermin dalam sikap kerja karyawan yang profesional, jujur, disiplin, dan bertanggung jawab dalam menjalankan tugas serta memberikan pelayanan kepada nasabah. Penerapan etos kerja Islam tersebut memberikan kontribusi positif terhadap peningkatan prestasi kerja karyawan, yang terlihat dari mutu dan kualitas kerja, ketepatan waktu penyelesaian tugas, serta sikap kerja yang kooperatif. Dengan demikian, etos kerja Islam berperan penting dalam mendukung peningkatan prestasi kerja dan pembentukan karakter karyawan yang berintegritas di lingkungan perbankan syariah.

Kata Kunci: Etos Kerja Islam, Prestasi Kerja, Karyawan, Bank Syariah Indonesia.

ABSTRACT

This research is motivated by the importance of implementing Islamic work ethics in improving employee performance at Islamic banking institutions. Islamic work ethics, based on the values of sincerity, honesty, trustworthiness, responsibility, discipline, hard work, and cooperation, are seen as moral and spiritual foundations in creating professional and integrity-driven performance. This study aims to analyze the application of Islamic work ethics by employees of BSI KCP Bangkalan in enhancing work performance.

The research method used is descriptive qualitative with field research type. Data collection techniques were carried out through semi-structured interviews, non-participant observation, and documentation, with informants consisting of branch managers, BOSM, tellers, security, office boys, and customers as sources of data triangulation. The primary data source was obtained through interviews with employees and customers of BSI KCP Bangkalan. Meanwhile, secondary data was obtained through reading materials such as books, journals, theses related to Islamic work ethics and websites related to Bank Syariah Indonesia data. Data analysis was carried out through the stages of data reduction, data presentation, and drawing conclusions.

The results of the study indicate that the implementation of the Islamic work ethic among BSI Bangkalan branch employees has generally been successful. The values of the Islamic work ethic are reflected in the professional, honest, disciplined, and responsible work attitudes of employees in carrying out their duties and providing services to customers. The implementation of the Islamic work ethic has positively contributed to improving employee performance, as evidenced by the quality of work, timely completion of tasks, and a cooperative work attitude. Thus, the Islamic work ethic plays a significant role in supporting improved work performance and the development of employee character with integrity in the Islamic banking environment.

Keywords: *Islamic Work Ethic, Work Performance, Employees, Bank Syariah Indonesia.*