

## ABSTRACT

This study aims to determine the relationship and the magnitude of the influence of exogenous variables Leadership, Islamic Organizational Culture and Competence on employee performance (endogenous variables). The population of this study are permanent employees with a working period of more than 3 years at PT. Central Mega Syariah Bank. Data was collected using a questionnaire to 129 respondents and the sample used was 100 respondents. The method used to analyze the data is the SEM-PLS quantitative method by distributing questionnaires and processing the data with the help of SmartPLS 3.0 software.

The results of this study indicate that leadership and competence have a positive effect on employee performance. However, Islamic organizational culture has no effect on employee performance. From this research is expected to be a consideration for PT. Bank Mega Syariah Center in increasing variables that can affect Islamic organizational culture on employee performance.

***Keywords: Leadership; Islamic Leadership; Organizational Culture; Islamic Organizational Culture; Competence; Islamic Competence; Human Resource Management; Islamic Management; Employee Performance.***