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The Model of Organizational Performance: The Islamic Educational Approach

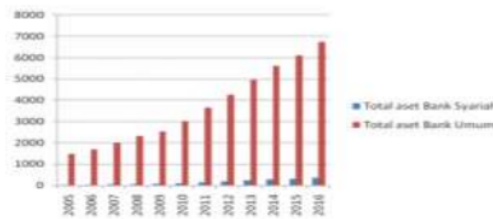
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ABSTRACT- This look at targets to determine empirically the impact of transformational management, Professionalism of Islamic educational approach and paintings area on organizational overall performance in sharia-primarily based totally banking. Problem system on this studies, whether or not there may be impact of transformational management, Professionalism of Islamic educational approach and paintings area to organizational overall performance in syariah-primarily based totally banking. Methods on this look at the use of the shape of quantitative studies is a scientific shape of medical studies at the components and phenomena and their relationships. Data series the use of questionnaires with sampling taken with the aid of using census as many as 187 respondents divided 32 respondents to check the device and a hundred and fifty five to acquire the principle information of the look at. The findings on this look at that there may be a wonderful and vast dating in part between transformational management to organizational overall performance of 26%, then Professionalism of Islamic educational approach there may be no dating to organizational overall performance, so the speculation is rejected. Further paintings area is wonderful and vast in part to the overall performance of the employer with the aid of using 91%. While the transformational management, Professionalism of Islamic educational approach and paintings area there may be a wonderful and vast dating concurrently to organizational overall performance of 88%

Keywords: Transformational Leadership, Professionalism of Islamic educational approach, Discipline of Work and Organizational Performance, educational approach

I. INTRODUCTION

Indonesia is a rustic with the most important Muslim majority populace within the world, making Indonesia a ability marketplace within the improvement of Islamic finance. Therefore, a sharia economic organization that develops these days wherein its operational sports use the standards of sharia banking is a Sharia (BUS) Commercial Bank. This sharia banking organization started to flatten out and monitor its identification amid the various traditional banks that exist. Syariah banking in Indonesia is projected to boom unexpectedly consistent with the growing price of institutional growth and expanded increase of sharia banking property is very excessive and paired with the growing extent of sukuk issuance primarily based totally on data acquired from the Islamic Finance Country Index (IFCI). Furthermore, the increase of sharia banking may be visible primarily based totally on overall property owned.



Sumber: <https://www.google.co.id>

Figure 1: Total Graph of Indonesia's Sharia Banking Assets

One of the advantages of the structure of Islamic financial development is the regulation where the authority to issue Islamic financial fatwa is centered on an independent institution namely the National Sharia Council of Majelis Ulama Indonesia (DSN-MUI) different from other countries. the other is greater. In addition there are also some weaknesses in Islamic banks are prejudiced both to all its customers and assume that everyone involved in Islamic banks is honest, so it becomes vulnerable to those who are not good intentions. The system of results requires complicated calculations, especially in calculating part of the customer's profit so that required greater accuracy than conventional banks. Islamic banks carry a fair profit-sharing mission, hence more professionals are more reliable than conventional banks. The mistake in assessing the project to be financed by a sharia bank with a profit-sharing system will bring about greater consequences.

Along with the increasing growth of Syariah banking, it is deemed necessary to increase the capability of human resources, both externally and internally, to adapt to dynamic and changing environmental conditions. The individual's external capability can be through enhancement of technological skills, information, regulation and deregulation as well as other supporting factors. While the improvement of the ability of internally individuals can be realized through the performance of employees and as a totality on the performance of the organization. Efforts to improve human resources through transformational leadership, Professionalism of Islamic educational approach, work discipline will be able to improve the performance of Islamic banking organizations. Improved organizational performance is increasingly needed, because the existence of the organization in this case is the Islamic banking strength is highly dependent on the ability of the existing individuals in it. Therefore, if human resources are properly addressed through the improvement of performance of adequate employee performance, then the performance of the organization will be more dynamic and can develop to achieve the desired goals.

Based on the above explanation of this research, we want to know the relationship of transformational leadership, Professionalism of Islamic educational approach and work discipline to the performance of organization either partially or simultaneously in syariah banking, where the purpose of this research can give contribution in order to overcome the weakness of syariah banking especially human resources.

II. LITERATURE REVIEW

Leadership (leading or actuating) is one of the functions of management to improve the effectiveness and efficiency of the work to the maximum and create a harmonious work environment, and dynamic. Leaders provide direction and influence subordinates, so that others do essential tasks. By creating the right atmosphere, the leadership helps his subordinates to work the best. Leaders include actuating that is to move and motivate subordinates to perform their tasks. So leadership is the ability to influence others who are directed to provide motivation to mencapai organizational goals that have been determined. In other words leadership in management can be interpreted as guidance in the activities of members who can help organizations more focused to achieve results or targets.

Transformational Leadership

As has been explained in the management function that leadership is one element of management that can give effect or style for the survival of an organization. Leadership is one element that has a strong enough influence in the activity and survival of an organization, then the role of the leader is very determine the achievement of the direction and purpose of an organization. Therefore, leadership with a new approach is needed to deal with rapid changes, transformative leaders with the ability to develop innovative movements, empowering their subordinates into a change of way of thinking and understanding of organizational goals so that subordinates feel involved and responsible in completing the work.

Argues that the transformational management version basically emphasizes a frontrunner desires to encourage his subordinates to do their obligations greater than they expect. The transformational chief ought to be capable of define, talk and articulate the imaginative and prescient of the business enterprise and the subordinate ought to take delivery of and renowned the credibility of its chief.

Podsakoff et al., In (Tondok and Andarika 2004) also argue that transformational management is a determinant component for influencing subordinate attitudes, perceptions and behaviors beneficial for growing believe in leaders, subordinate motivation, activity pleasure and capable of lessen the number of conflicts that frequently arise inside an organization. (Bass and Riggio 2005): "The dynamic of transformational management contain robust non-public identification with the leader, becoming a

member of in a shared imaginative and prescient of the destiny, or going past the self-hobbychange of rewards for compliance". Thus, transformational leaders are leaders who're charismatic and feature a vital and strategic role in bringing the organisation to obtain its goals. Transformational leaders ought to additionally have the capacity to equate the imaginative and prescient of the destiny with their subordinates and heighten the wishes of subordinates at a better degree than what they need. (Yammarino 2013), transformational leaders must be able to persuade their subordinates to perform their duties beyond their own interests in the interest of the larger organization.

Furthermore, transformational leaders articulate a practical imaginative and prescient of the organisation's future, stimulate subordinates in a highbrow manner and take note of the variations that their subordinates possess. Thus, as expressed via way of means of Tichy and Devanna (Avolio et al. 2004), the life of transformational leaders has the impact of transformation at each the organizational degree and the magnitude. So is Bass in (Avolio et al. 2004) arguing that transformational management has 4 dimensions which he calls "the Four I's". The first measurement is referred to as idealized influence. This first measurement is defined as a leader's conduct that continues his fans admiring, respecting and believing on the equal time. The 2nd measurement is referred to as inspirational motivation. In this measurement, transformational leaders are defined as leaders who're capable of articulate a clean expectation of subordinate achievement, demonstrating their dedication to all organizational desires and capable of arouse group spirit in the organization thru the boom of enthusiasm and optimism. The 1/3 measurement is referred to as highbrow stimulation (highbrow stimulation).

Transformational leaders should be capable of domesticate new ideas, offer innovative answers to the troubles confronted with the aid of using subordinates and inspire subordinates to be seeking for new approaches in appearing organizational tasks. The latter size is cited as individualized consideration. In this size, transformational leaders are defined as a pacesetter who will concentrate attentively to the inputs of subordinates and is mainly involved with the subordinate's desires for career development. Although studies in this transformational version is tremendously new, a few studies effect guide the validity of the 4 dimensions provided with the aid of using Bass and Avolio above. Many researchers and control practitioners agree that the transformational management version is the exceptional management idea in describing the traits of leaders (Judge and Piccol 2004). This transformational management idea integrates thoughts advanced in trait, style and contingency processes in addition to transformational management ideas combining and refining the sooner ideas advanced through sociologists (Tondok and Andarika 2004) and political scholars (Meyer 2004). Thus transformational management can unite all of its subordinates and have the ability to alternate beliefs, attitudes, and private desires of every subordinate so as to gain the desires, even past the meant purpose (Cheung and Wong 2011).

Professionalism of Islamic educational approach

A profession is a job or job that requires the skills or skills of the perpetrator. Professions are jobs that require training and mastery of a particular knowledge. Profession is a type of work that must meet several criteria. A profession usually has professional associations, codes of ethics, and certification processes and licenses that are specific to the profession. Professionalism of Islamic educational approach is someone who performs a particular profession or professional is a person who holds a position or job done with skill or high skills. It also influences the performance or performance of a person in performing his professional work. The term professional is also often used for a job that receives a fee and has expert in the field, for example a boxer who has been considered capable in boxing is usually referred to as a professional boxer. Although, the sport of boxing itself is not considered a profession.

Armstrong and Vincent's research in (Hensey 2000) suggests that the profession should be based on professional and expertise, professionals require extensive training in academic or theoretical, eg job training and experience, while expertise or special knowledge needs recognition in the form of specific certification. Professionalism of Islamic educational approach is a commitment of members of a profession to improve its ability on an ongoing basis. Professionalism of Islamic educational approach is an important individual attribute, regardless of whether a job is a profession or not. Professionalism of Islamic educational approach refers more to the notion of professional commitment, while Professionalism of Islamic educational approach refers to the process or time travel that makes a person or group of people become professional.

Professionalism of Islamic educational approach can include the ability to act professionally and earnestly in professional matters. According to the functionalist approach, Professionalism of Islamic educational approach is associated with the view that the work indicates a number of characteristics required by the

profession (Shapira and Venezia 2001). Hall in (Kalbers and Fogarty 1995) are widely used by researchers to measure the Professionalism of Islamic educational approach of the profession of internal auditors as reflected by attitudes and behaviors. Hall further explains that there is a reciprocal relationship between attitudes and behavior, that is professional behavior is a reflection of the attitude of Professionalism of Islamic educational approach and vice versa professions and benefits gained both by society and professional. While (Reed 2018), said that Professionalism of Islamic educational approach means the ideology that put the profession as the main point of attention in one's life.

In Development Management Magazine (2000: 45) states that Professionalism of Islamic educational approach in the world of work is not just marked by the mastery of science and technology alone, but also is determined by how to use science and technology and the goals achieved with its utilization. A professional must be able to: first, Giving meaning and putting science and technology that can provide maximum benefits for himself and the organization or company where he works and improve the quality of community life. Second, Reflect attitudes and identity of the profession with the sincerity to deepen, master, apply and be responsible for the profession. Third, Have the intellectual nature as well as seek and maintain the truth. Fourth, Prioritize and prioritize the maximum service above the rewards of service, but it does not mean that his services are given without compensation.

Another opinion expressed by (Reed 2018), that professional man is considered a qualified human who has the expertise and ability to express his expertise to the satisfaction of others or society with a compliment. The expression of that skill appears in the behavior of the analyst and his decisions. Thus the results of professional work always satisfy others and have high added value. Professionalism of Islamic educational approach has always been linked to its efficiency and success and has been a source of increased production, growth, prosperity and prosperity of both the individual owners of the profession and the community of the environment.

Professionalism of Islamic educational approach always shows positive attitude and behavior in the form of active, creative, imaginative, productive, innovative and progressive in doing work process and adjusting to various global demands in information age. Professionalism of Islamic educational approach is often associated with several factors including competence, certification of professional allowance.

There are a number of dominant factors in questioning Professionalism of Islamic educational approach among employees. First the intellectual capacity of employees relevant to the type and nature of the work. This intellectual capacity certainly relates to the type and level of education that characterize one's knowledge and skills in working. Both work standards that at least include procedures and procedures and outcomes of work. The three moral and ethical standards in carrying out the work. According to Joko M. Affandi (2002: 88-89), there are four traits that can be identified as indicators or indicators to see the level of Professionalism of Islamic educational approach of a person, namely: the mastery of knowledge ability; scientific ethics, responsibility.

Meanwhile, according to (Evetts 2013) says that the traits of true Professionalism of Islamic educational approach embrace pride in their work and show personal commitment to quality, strive for responsibility, anticipate and not wait for orders, they show initiative, do what needs to be done to complete the task, involve themselves actively and not just stick to the roles that have been set for them, always looking for ways to make things easier for the people they serve, to learn as much as possible about the business of the people they serve, really listen to the needs of the people who serve, learn to understand and think like the people they serve so they can represent them when the people are not there, is a team player, can be trusted in holding secrets, honest, loyal and open to constructive criticisms on how to improve.

The professional measure for sharia banking is required to have a broad knowledge generated from penasarannya or society in general, according to (Jimad et al. 2020) can be seen in the services provided. If the services provided in general can give satisfaction to the community served, then do not hesitate to declare that the service has been given in a professional manner. Conversely, if people in general are still complaining about the services provided, it is necessary to improve the Professionalism of Islamic educational approach. Therefore, it would be very reasonable if society is most entitled to provide an assessment. The same thing is also said by Maister (2000: 24) that professional is not a label you give to yourself, this is a description that you hope will be given by others to you.

Work Discipline

In essence area is some thing that may be trained, areaschooling is anticipated to foster self-control, person or regularity and efficiency. In its unique sense, the area is systematic guidance given to disciples to educate them as a manager for performing, or to comply with a selected code of behavior or "order". Often, the phrase "to area" includes a poor connotation. This is due to the fact the enforcement of order - that is, making sure through the punishment. Discipline is likewise believed to be one in all the principal

pillars of cutting-edge life, consistent with many one-of-a-kind non secular beliefs. Etymologically the area comes from disciple English because of this that followers or embraces teaching, exercise and so on. (Vera et al. 2016) that area is a specific state of affairs in which the folks that are individuals of the enterprise are concern to the policies of the prevailing with pleasure. While paintings is all human sports are achieved to attain the desires he has set.

(SETIAWAN 2013) define discipline as a process of work lead¹³ to order and self-control. (Garner 2012) mentioned that the discipline of work is the awareness, willingness and willingness of others to be able to comply and obey all applicable rules and norms, work is voluntary attitude and is a call for duty and responsibility answer for an employee. The employee will either obey or do²⁵ his or her work well instead of complying with the duty by force. Willingness of work is an attitude of behavior and deeds of a person in accordance with the basic task as an employee. Employees must have principles and maximize the potential of work, so that other employees follow it so as to instill discipline in the work spirit.

(Dul et al. 2012) argues that discipline is a condition created and formed through the process of a series of behaviors that show the values of obedience, obedience, order and order. Because it is united with him, then the attitude or deeds done no longer or at all not felt as a burden, otherwise it will burden him when not do as usual. Adherence values have become part of the behavior in his life

(Dalkir 2011) suggests discipline is¹³ management activity to implement organizational standards. Next Discipline The etimologis derived from the Latin, namely diciplina which means training or education, politeness and spirituality and the development of character. (Yusrianti et al. 2017) proposes discipline as an attitude, behavior and deed in accordance with the rules of the company, both written and unwritten.

(Ramadhani, Arifin, and Sobri 2018) discipline is the status of self-control of an employee²⁴ as a sign of order and neatness in the cooperation of a group of work units within an organization (someone status selfcontrol as orderliness sign order and accuration in doing cooperation from a group of unit work in a organization)

Based on the description that has been presented about the discipline it can be said that the discipline is generally defined compliance and adherence to the rules or provisions applicable within the environment of their respective organizations, if there are employees who do not comply with all rules and regulations applicable to the work environment, the employee's actions can be categorized as disciplinary acts.

Viewed from an organizational perspective, discipline can be formulated as the adherence of every member of the organization to all applicable rules within the organization, manifested through good attitudes, behaviors and deeds to create order, harmony, no disputes, and other good conditions. So briefly it can be concluded that discipline is concerned with self-control in order to distinguish what is right and what is wrong so that in the long run is expected to foster responsible behavior. Behavior of work discipline is something that does not appear by its⁶³ but needs to be formed.

According to Commings in (wahyu 2019) suggests there are two types of discipline within the organization, namely preventive discipline and corrective discipline. Then added by (Handoko⁷⁰³) progressive discipline. Preventive discipline (preventive discipline) is an action that encourages employees to comply with various applicable rules and meet the standards set. This means through clarity and explanation of the pattern of attitudes, actions and behaviors desired of each member of the organization, to prevent do not let the employees behave negatively. In other words that the formation of discipline behavior can be done through preventive discipline is an action taken to encourage workers to follow or obey the norms and rules so that violations do not occur. The goal is to enhance workers' awareness of the wisdom and rules of their work experience. The successful application of employee discipline (preventive discipline) lies in the personal discipline of members of the organization. In this case there are three things that need attention management in the application of personal discipline, (Ramadhani, Arifin, and Sobri 2018) mentions that the main purpose of preventive discipline is to encourage employees to have high personal discipline, so that leadership role is not too heavy with supervision, which can turn off the initiative, creativity and participation of human resources. Corrective discipline is an attempt to apply discipline to an employee who has actually committed a breach of the applicable provisions or fails to meet the established standards and is subject to gradual sanctions. Horal D. Garret in (Martelli, Stimmler, and Roberts 2016) mentions that when in his instructions an employee of the working group unit has a clear task and has listened to the problems that need to be done in his duties as well as the leader has tried to help do his job well and the leadership gives criticism wisdom in carrying out its duties, but the individual employee still fails to meet the criteria of disciplinary standards, even if somewhat reluctant, it is necessary to force by using corrective action, in accordance with applicable rules of discipline. In other words that the corrective discipline is an action that follows the

violation of the rules, it tries to undermine further violations so that it is hoped that future behavior can comply with regulatory norms.

Corrective sanctions should be done gradually, from the lightest to the most severe. Sayles and Strauss mention 4 (four) stages of corrective sanctions, namely: oral warning, written warning, discipline layoff and discharge). In addition, in the provision of corrective sanctions should pay attention to the following 3 (three) sanctioned employees should be notified of any violation or error what has been done; the employee concerned is given the opportunity to defend himself, in the event of the heaviest sanctions, namely dismissal, need to be interviewed out (exit interview) at which time is explained, among others, why management is forced to take action as hard as that.

Burack in (Martelli, Stimmler, and Roberts 2016) cautioned that effective corrective sanctions centered on one's attitudes or behaviors in the working group unit that made mistakes in performing work activities and not because of his personality. Therefore, in the application of corrective sanctions should be careful not to damage a person or the overall organization. In the corrective sanction must follow the correct procedure so as not to negatively impact the work morale of group members. Negative impacts on the improper application of corrective sanctions will have an effect on managerial prudence that will decline, as well as in corrective actions in the wrong team may result in a lack of employee participation in the organization, where teamwork will become uninspired in performing the task his cooperation and being scattered due to misconduct of team disciplinary a 25 n. While progressive discipline (progressive discipline) namely: the activities provide more severe penalties for repeated violations. The purpose of this progressive discipline so that employees can take corrective actions before getting a more serious punishment. 11

Factors supporting the discipline of work (Bharata et al. 2016) suggests there are several factors that influence the emergence of disciplinary behavior of work, namely job goals and job skills, leadership examples, welfare, justice, supervision attached (waskat), legal sanctions, firmness and human relations. Added again there are several things that can support the establishment of work discipline in an organization that is: the threat, welfare, the firmness, the participation, goals and abilities, leadership exemplary.

One of the most difficult tasks for a leader is how to properly enforce work discipline. If an employee breaks a code of conduct, such as being too late or skipping work, fighting, dishonest or otherwise behaving in a way that can undermine the work of a part, the leader must intervene. Such mistakes should be punished and the employer should make sure that such behavior does not recur. In line with the principle of work discipline that needs to be enforced within an 69 organization that: Leaders must behave positively: to 76 able to exercise good and proper discipline, a leader must be a role model for his subordinates. Therefore a leader must be able to maintain positive behavior in accordance with the expectations of employees.

Organizational Performance

Performance in the organization is the answer to the success or failure of organizational goals that have been set. Superiors or managers often do not pay attention unless it is very bad or everything goes awry. Too often managers do not know how bad performance has degenerated so companies / agencies face a serious crisis. The organization's profound bad impression results in and ignores the warning signs of a degenerate performance

According to Cummings and Worley in (wahyu 2019), individual performance is directly influenced by various task characteristics, task significance, variety skills, autonomy, and feedback about results and indirectly by organizational and group design, as well as personal characteristics. In addition, Harter in (Gabriel 2008) shows empirical evidence that executive followers of 35 health care organizations give higher assessments to the chief executive officers (CEOs) of organizations that continue to grow as a sustainable Transaction: 75 and Transformational Leaders, compared to CEOs who lead non-sustainable organizations. With the impact of transformational and transactional leadership on the performance of leaders and organizations, as transformational and transactional leadership have been discussed previously. 11

Performance is defined as an end result of an activity (lilis 2019). Meanwhile, performance is defined as the level of productivity of an individual employee and the relative co-workers of various work-related behaviors and outcomes (Lanaj, Daisy Chang, and Johnson 2012). Performance is directed toward achieving mission, vision and organizational goals through a variety of work-related behaviors (Amabile et al. 2004). Finally, referring to numerous studies, Christen (2006) studies indicates that overall performance is broadly described as an mixture assemble of effort, abilities and outcomes that are essential to a worker and company. (Limakrisna, Noor, and Ali 2016) recommend the phrase overall performance, while considered from the beginning he stated is a translation of the phrase overall

performance derived from the foundation phrase to carry out this means that enforcing or perfecting the responsibility. (Vera et al. 2016) shows that overall performance is a mixture of ability, attempt and possibility that could be assessed from the outcomes of his work. Meanwhile, in line with Bernardin and Russell in (Vera et al. 2016) states that overall performance is an final result generated from positive worker features or sports accomplished over a length of time. So the overall performance as a result of paintings function / sports of someone or organization in an employer that is stimulated through different factors to obtain organizational dreams inside a positive length of time (Tika 2008). (Limakrisna, Noor, and Ali 2016) information of overall performance is the willingness of someone or institution of humans to do something hobby and refine it according with the obligation with the expected results. While (Pawar and Pawar 2019) suggests that employee performance is the level at which employees achieve job requirements. While (Pawar and Pawar 2019) stated that the overall performance of a worker is essentially the paintings of a worker at some stage in a positive length as compared with the possibility, which include standards, goals or overall performance that has been decided earlier and has been together agreed.

Performance refers to worker overall performance measured with the aid of using the requirements or standards set with the aid of using the company. Understanding the overall performance or overall performance of paintings is restricted with the aid of using Maier in MohAs'ad (2003) as one's fulfillment in wearing out a job. More firmly Lawler and Pote states that overall performance is a "successful function achievement" that someone derives from his actions (MohAs'ad, 2003). In line with the above factors Bambang Guritno and Waridin (2005) performance is the assessment of labor accomplished through personnel with predetermined standards. While within the study (Karatepe 2013) states that the overall performance is the paintings accomplished with the aid of using folks that are adjusted to the position or assignment of people in an organization at a positive time period, that is related to a degree of positive values or requirements of the organization wherein the character is working. Performance is an evaluation of paintings accomplished with the aid of using personnel with predetermined requirements (Supriyadi 2019).

Prabu (Cascio 2010) defines overall performance is the end result of labor in exceptional and amount performed with the aid of using an worker in acting his responsibilities according with the duties given to him. So overall performance is the end result or stage of fulfillment of someone as an entire at some stage in a sure length in wearing out the challenge in comparison with diverse opportunities inclusive of requirements of labor, goals or standards which have been decided earlier and were jointly agreed.

While referring to the agency is overall performance or overall performance is an organizational conduct that is immediately associated with the sports of the work, the fulfillment of tasks in which the time period responsibility comes from the wondering sports required with the aid of using workers (Langford et al. 2020). Reaffirmed by (Viswesvaran and Ones 2000), that overall performance is a result that ought to be done through employees of their paintings in keeping with certain standards that observe to a specific job. Furthermore it's far stated that organizational overall performance calls for the strategy, environment, era and organizational tradition united. Employee overall performance is a characteristic of the interplay among capability and motivation. It turned into then corroborated through Gibson (2000) that overall performance due to paintings associated with organizational goals consisting of quality, performance and different paintings effectiveness standards. Then the overall performance of the employer in keeping with (Koopmans 2014) that the performance is a behavior or action relevant to organizational goals.

In the context of the business enterprise there's a courting among person overall performance (Individual Performance) and organizational overall performance (business enterprise overall performance). A huge and small authorities or personal business enterprise in reaching the said targets sought to be through sports which can be mobilized via way of means of someone or institution of those who actively act as actors, in different phrases the success of organizational desires is handiest viable due to the efforts made via way of means of humans in the business enterprise. The overall performance of the business enterprise could be decided via way of means of the employees detail consequently in measuring the overall performance of a business enterprise ought to be measured within the paintings look of its employees.

Based on a number of the above description, it is able to be interpreted that the overall performance of the organization carefully associated with the outcomes of one's paintings inside an organization, the outcomes of the paintings may be associated with quality, amount and timeliness. The overall performance

of the organisation isn't always simple inspired via way of means of the capacity and knowledge in paintings, however additionally strongly inspired via way of means of the spirit of paintings. The reason of the overall performance appraisal for personnel we will realize is split into two, namely: assessment and improvement. The reason of the assessment is that a supervisor (supervisor) assesses the overall performance of a worker's beyond via way of means of the use of a descriptive score to evaluate overall performance and with the facts beneficial in promotion, demotion, termination and repayment decisions. Then the improvement aim of a supervisor looking to enhance the overall performance of a worker within the future. While the remaining aim of an worker overall performance appraisal machine is some thing that produces correct and legitimate facts concerning the conduct and overall performance of an organisation's or company's members.

Benefits of worker overall performance appraisal in trendy individuals who are worried in human useful resource control agree that this evaluation is an essential part of the complete system of worker work. It is additionally essential for the enterprise or business enterprise in which the person works. For personnel, the evaluation serves as comments on things like abilities, advantages, dangers and potentials which in flip are beneficial for figuring out profession goals, pathways, plans and improvement and for the enterprise or business enterprise itself, the effects of which might be very essential and their position in decision-making on diverse matters, together with the identity of the want for schooling and education programs, recruitment, selection, popularity programs, placements, promotions, rewards structures and different aspects of the system of powerful human useful resource control. While overall organizational overall performance is same to the number (average) of the overall performance of the feature of personnel or sports undertaken. While the elements that have a effect on person body of workers overall performance as proposed by (Mathis and Jackson 2009) include: ability, motivation, support received, the existence of the work they do, and their relationship with the organization.

Based at the above understanding, the authors draw the realization that overall performance is the high-satisfactory and amount of an man or woman or institution paintings output (output) in a precise interest as a result of the hereditary potential or potential derived from the getting to know procedure and the choice to perform. While the elements that affect overall performance as proposed by (Hameed, Abdul 2011) that the first factor of ability. Psychologically, the ability (ability) of personnel includes hereditary potential (IQ) and the potential of reality (education). Employees consequently want to be positioned on paintings that fits their expertise. Both motivational factors, in which motivation is fashioned from the mindset (mindset) of a worker within the situation (situation) paintings. Motivation is a circumstance that movements self directed personnel to obtain the reason of paintings. Mental mindset is an intellectual circumstance that encourages a person to attempt to obtain most potential paintings. David C. McClelland turned into quoted as pronouncing by (Hameed, Abdul 2011), argues that "There is a positive relationship between achievement motivation and achievement of work". According to ("Employee Motivation and Organizational Performance" 2013) there are 3 factors that affect the performance: 1). Individual factors: ability, skills, family background, work experience, social level and demographic of a person, 2). Psychological factors: perception, role, attitude, personality, motivation and job satisfaction, 3). Organizational factors: organizational structure, job design, leadership, reward system

FRAMEWORK

One of the elements that have a strong enough influence for the way the organization and the survival of the organization, then the role of the leader is very determine the achievement of the direction and purpose of an organization. Transformational leadership in essence emphasizes the need to motivate subordinates to do their responsibilities more than they expect. Professionalism of Islamic educational approach: includes the ability to act professionally and earnestly in professional matters including believing their work has an interest, committing to public goods services, autonomy requirements on job requirements, supporting self-regulation for their work and affiliation with members of their profession. Work Discipline: is a mental attitude possessed by employees in respecting and complying with existing rules in the organization where they work and based on the responsibility not because of compulsion, so that can change the behavior to be better than before. Organizational Performance: Represents the result or level of success of a person as a whole during a certain period in carrying out the task compared to the standard results of work, targets or targets or criteria that have been determined in advance and have been mutually agreed. To see the relationship between research variables are verified if the framework of thinking that describes the relationship between research variables are transformational leadership,

Professionalism of Islamic educational approach, work discipline and organizational performance can be seen in the figure 2 below:

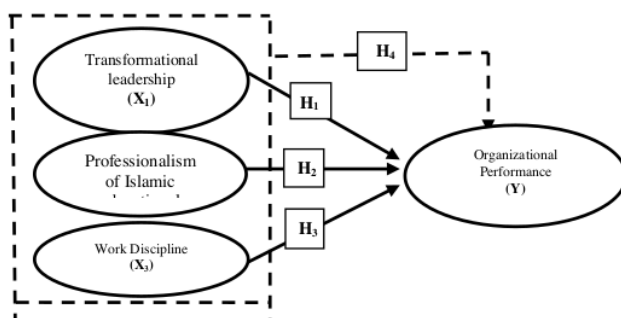


Figure 2: Relationship Between Variables in Research

HYPOTHESES

Hypothesis is a suspicion that is temporary which is as a basic reference in doing research, to prove the truth it will be done assessment based on data relevant to the problem by using a particular analysis tool. In this research it is necessary to have hypotheses as assumptions or basic foothold for the next will be verified through analysis based on available data. Based on the assumptions expressed in the framework of the study, the hypothesis of the study can be put forward as follows:

H1: *There is an influence of transformational leadership on partial organizational performance*

H2: *There is a professional influence on the performance of the organization partially*

H3: *There is influence of work discipline on partial organizational performance*

H4: *There is the influence of transformational leadership, Professionalism of Islamic educational approach and work discipline on organizational performance simultaneously*

III. METHODOLOGY

In doing research, always used method as a logical approach. The purpose of the method to provide an overview of the procedures and regularity in the implementation of research, so that in the discussion with each other interconnected so there is harmony.

Methods in this study using the form of quantitative research is a systematic form of scientific research on the parts and phenomena and their relationships. Data collection using questionnaires with insidental sampling as much as 187 respondents are divided 32 respondents to test the instrument and 155 respondents to obtain data principal research in three syariah bank region Jakarta.

The form of research is quantitative that is developing and using mathematical models, theories and hypotheses that are associated with phenomena empirically. In order to provide a description of a descriptive state to know the contribution of independent variables to the dependent variable as a predictor, thus facts and data collected in accordance with the objectives of the study. Therefore this research uses descriptive quantitative study that explains the characteristics of a particular event with information from a number of samples taken from the object of research empirically. Given this research is quantitative descriptive, the research method used by investigative type with descriptive survey method and explanatory survey method that is correlational (r) and causality (R^2). While the data analysis tool using soft ware SPSS 16 and Lisrel 8.7 for Window.

IV. RESULT AND DISCUSSION

In the research analysis there is no single statistical test tool to measure or test hypotheses about the model. However, to be able to analyze the data by using SEM, one of the conditions is the fit model test which is hypothesized to be in accordance with the observation data (good of fit model). The purpose of the conformity test to know that the observed data is consistent with the theoretical model to be tested. In other words, models developed in theory or testing should have empirical data support. In this research, conformity test is done with some alternatives by using Lisrel Software 8.7, then from some

alternative will be chosen good of fit the most dominant model so as to produce good of fit model that allows for next test to determine the truth of the proposed model accepted or rejected by empirical data.

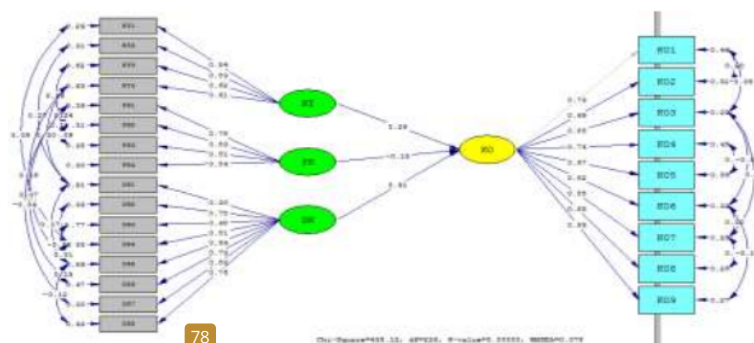
The results of the analysis as a whole with the use of Software Lisrel 8.7, then the research variables consisting of transformational leadership, Professionalism of Islamic educational approach, work discipline and organizational performance results can be seen in the following table 1:

Table 1: Conformity Test Results Theoretical Model

Indeks	Cut Point	Indeks Fit	Keterangan
RMSEA	< 0.08	0.078	Good of fit
NFI	> 0.90	0.95	Good of fit
NNFI	> 0.90	0.96	Good of fit
CFI	> 0.90	0.97	Good of fit
IFI	> 0.90	0.97	Good of fit
RFI	> 0.90	0.93	Good of fit
AGFI	> 0.90	0.73	Marginal
GFI	> 0.90	0.81	Marginal

Source: Results of data processing Lisrel 8.7

Goodness of fit test results on the model used in this study indicates that the observation data is appropriate or consistent with the theoretical model to be tested. In conclusion, the model is in accordance with the requirements supported by the empirical data, thus the variables of transformational leadership research, Professionalism of Islamic educational approach, work discipline and organizational performance can be continued in the next stage of the analysis process. Based on the index in table 3, the good of fit data is consistent and coherent with the hypothesized model, structurally can be seen in the following figure 3 below:



Source: results of data processing lisrel 8.7

Figure 3: Full Structural Model

Hypothesis 1 (H1): There is Influence of Transformational Leadership on Partial Organization Performance
Based on the analysis result, the correlation coefficient of transformational leadership on organizational performance with loading factor is 0.26 with t value = 4.52, where t value > t table (0.2), hence can be concluded that transformational leadership positive and significant influence to organizational performance partial with a contribution of 26%. Thus hypothesis 1 (H1) proved positive and significant that there is influence of transformational leadership on organizational performance in syariah-based banking, meaning hypothesis 1 (H1) is acceptable.

Hypothesis 2 (H2): There is Influence of Professionalism on Partial Organization Performance
Based on the analysis results obtained by the correlation coefficient of Professionalism of Islamic educational approach to organizational performance with the loading factor of -0.15 with the value of t = -1.27, where the value of t < t table (0.2), thus can be concluded that Professionalism of Islamic educational approach there is no effect (negative results) on the performance of the organization partially

with a (negative) contribution of -15%. Thus hypothesis 2 (H2) is not proven, thus it can be stated that there is no influence of Professionalism of Islamic educational approach on organizational performance in syariah-based banking means hypothesis 2 (H2) rejected because the result of analysis is negative and not significant.

7
Hypothesis 3 (H3): There is Influence of Work Discipline on Partial Organization Performance

Based on the results of the analysis obtained correlation coefficient of work discipline on the performance of the organization with a loading factor of 0.91 with the value $t = 6.27$, where the value t arithmetic $>$ t table (0.2), thus it can be concluded that the work discipline positive and significant influence on organizational performance partial with a contribution of 91%. Thus hypothesis 3 (H3) proved positive and significant which states that there is influence of transformational leadership on organizational performance in syariah-based banking means hypothesis 3 (H3) is acceptable.

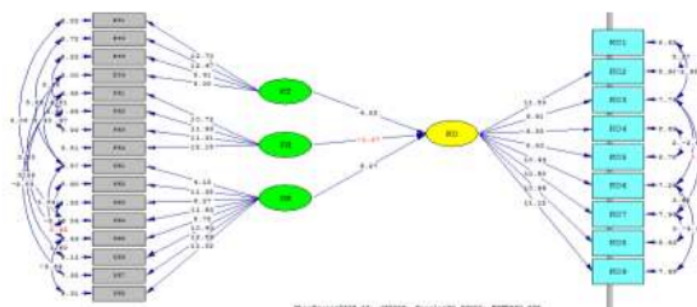
91
Hypothesis 4 (H4): There is Influence of Transformational Leadership, Professionalism of Islamic educational approach and Work Discipline on Simultaneous Organization Performance.

Based on the results of the analysis using Lisrel 8.7 with structural equations as below:

$$KO = 0.26*KT - 0.15*PR + 0.91*DK, Errorvar.=0.12, R^2 = 0.88$$

(0.057)	(0.12)	(0.14)	(0.037)
4.52	-1.27	6.27	3.32

Based on the result of structural equation above, then obtained coefficient of determination (R2) transformational leadership, professionalism and work discipline simultaneously influence to organizational performance with termination coefficient (R2) equal to 0.88 with value $F = 3.32$, where F value $>$ F table (0.20) Thus hypothesis 4 (H4) proved positive and significant which states that there is influence of transformational leadership, Professionalism of Islamic educational approach and work discipline simultaneously influence to organizational performance in syariah-based banking mean hypothesis 4 (H4) is acceptable. Based on the hypothesis, it can be concluded that transformational leadership, Professionalism of Islamic educational approach and work discipline have positive and significant effect on the organization's performance simultaneously in sharia-based banking with contribution of 88%, and the remaining 12% is influenced by other variables not included in this research.



Source: Results of data processing lisrel 8.7

Figure 4: T-Value

Transformational management is a determinant component to persuade attitudes, perceptions and subordinate conduct is beneficial to growth accept as true with to leaders, motivation subordinates, process pleasure and capable of lessen the wide variety of conflicts that regularly arise inside an organization. In different phrases that transformational management is capable of unite all of its subordinates and be capable of extrude the beliefs, attitudes, and private desires of every subordinate so that you can reap desires, even past the set desires. In relation to the above, the consequences of this have a look at suggest that there's a fine impact of transformational management on organizational overall performance partly, received the correlation coefficient of 0.26 with the price of t mathematics of 4.52, in which the price of t mathematics $>$ t table (0.2). Thus the transformational management of syariah-primarily based totally banking has a fine and partly tremendous impact with the contribution of 26%,

even as the opposite 74% is the impact of different elements outdoor of this have a look at. Based at the findings that transformational management is higher if carried out to syariah-primarily based totally banking, the greater overall performance of sharia-primarily based totally banking organization.

Professionalism of Islamic educational approach can include the ability to act professionally and earnestly in professional matters. There is a reciprocal relationship between attitude and behavior, that is professional behavior is a reflection of the attitude of Professionalism of Islamic educational approach and vice versa professions and benefits gained both by society and professional. Thus the results of professional work always satisfy others and have high added value. Professionalism of Islamic educational approach has always been linked to its efficiency and success and has been a source of increased production, growth, prosperity and prosperity of both the individual owner of the profession (71) the society of the environment. In relation to Professionalism of Islamic educational approach, the results of this study indicate that there is a negative influence of Professionalism of Islamic educational approach on (61) the performance of the organization partially, as evidenced by the correlation coefficient minus 0.15 (negative results) with the value of t count minus 1.27 (negative results), where the value of t arithmetic > t table (0.2). so it can be said that syariah-based banking professionalism negatively influenced partially significant with negative contribution minus 15%. Based on the findings that Shariah-compliant banking professionals have a weakness that is more emphasis on good prejudices, assuming honestly to all its customers, so it takes additional effort to supervise customers who receive financing from sharia bank. Shariah-based banking brings a fair profit-sharing mission where the profit-sharing system requires complex calculations, especially in calculating a smaller share of the client's profit and whose savings in the bank are not fixed.

(53) Work discipline is the awareness, willingness and willingness of others to obey and comply with all applicable rules and norms within an organization. Work awareness is a voluntary attitude and is a call for duty and responsibility for a sharia banking employee. Discipline viewed from the perspective of the organization can be formulated as the adherence of every member of the organization to all rules applicable within the organization, which is manifested through attitudes, behaviors and good deeds so as (12) create order, harmony, no disputes, and other good conditions. With regard to work discipline, the results of this study indicate that there is a positive influence of work discipline on the performance of the organization partially, obtained the correlation coefficient (13) 0.91 with a t value of 6.27, where t count > t table (0.2). This illustrates that the syariah-based banking work discipline has a positive and significant partial effect with 91% contribution, while the other 9% is the influence of other factors outside of this study. Based on the findings that the better the work discipline in syariah-based banking, the more performance of sharia-based banking organizations.

(48) The findings in this study have the influence of transformational leadership, Professionalism of Islamic educational approach and work discipline on organizational performance simultaneously. The analysis proves that the coefficient of determination (R²) between transformational leadership, professionalism (62) work discipline on organizational performance is 0.88, with F = 3.32, where F count > F table (0.20). Thus it can be stated that there is a positive and significant influence (5) of transformational leadership, Professionalism of Islamic educational approach and work discipline on organizational performance with a contribution of 88%. While the other 12% is the influence of other factors not included in this study.

In order to be clearer below, it is shown in table 2 the recapitulation of the results of testing the hypothesis as follows:

Table 2: Recapitulation of Hypothesis Testing Results

Not	Structural Trajectory	Coefficient (r / R ²)	Value t / F count	Results Findings	Conclusion
H1	Transformational leadership → Organizational Performance	0.26	4.52	Significant positive	Hypothesis supported data, H1: accepted
H2	Professionalism of Islamic educational approach → Organizational Performance	-0.15	-1.27	Not Significant. negative	Hypothesis is not supported data, H2: rejected

H3	Work discipline → Organizational Performance	0.91	6.27	Significant positive	Hypothesis supported data, H3: accepted
H4	Transformational Leadership, Professionalism of Islamic educational approach, and Work Discipline → Organizational Performance	0.88	3.32	Significant positive	Hypothesis supported data, H4: accepted

Source: Lisrel processing results 8.7

Based on the results of the analysis it can be concluded that the most dominant influence partially on organizational performance is the discipline of work by 91%, and transformational leadership of 26%, while Professionalism of Islamic educational approach minus 15% which means Professionalism of Islamic educational approach does not affect the performance of the organization partially. While the transformational leadership, Professionalism of Islamic educational approach and work discipline simultaneously influence the contribution of 88% to the performance of the organization, while 12% is the influence of other factors outside this study. Thus the discipline of work plays an important role in determining both the poor performance of the organization primarily through assertiveness indicators in providing consistent sanctions on employees who violate them.

V. CONCLUSION

As a result of previous research that transformational leadership, Professionalism of Islamic educational approach and work discipline have positive and significant influence simultaneously on organizational performance. Based on the research results can be taken some conclusions are this study found that there is a positive and significant influence between transformational leadership on organizational performance in sharia banking. This study found that there is no influence and no significant between Professionalism of Islamic educational approach on organizational performance in sharia banking. This research found that there is a significant and positive influence between work discipline on organizational performance in sharia banking. The results of this study found that transformational leadership, Professionalism of Islamic educational approach and work discipline have a positive and significant impact on organizational performance simultaneously in sharia banking. Based on the results of the analysis can be seen that the Professionalism of Islamic educational approach negatively affect the performance of the organization, in the sense of prejudging good to all customers and assume that all people involved in Islamic banks is honest, it is very vulnerable to those who are not good faith, it takes prudence and Professionalism of Islamic educational approach in providing financing from sharia banks. Sharing system applied to sharia banking requires complex calculations the possibility of miscalculation at any time can occur so that in quantity necessary accuracy and Professionalism of Islamic educational approach adequate from conventional banks. Islamic banking is an Islamic based bank that brings a fair share of revenue-sharing mission, the fallacy of studying projects to be financed by sharia banks with revenue share may have a greater impact than that of conventional banks whose fixed income proceeds from interest. Therefore, the effectiveness of sharia banks requires more professionals who are reliable in the future which will come from conventional banks.

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