

ABSTRACT

Organization is defined as a social unit which can be deliberately coordinated, identified using certain limitation, and continuously done to achieve the goals. The problem in this research is the lack of organizational commitment with *Islamic work ethics* and organizational culture in improving employee performance. The sample of this research was the employees of BMT NU Sejahtera Semarang City and it was collected using census to 121 employees. Data collection technique used questionnaire. Data was analyzed using Structural Equation Modelling (SEM) technique and processed using IBM AMOSS 22 software. The results of analysis show that the variable of organizational culture, Islamic work ethics had positive and significant effect on organizational commitment and employee performance of BMT NU Sejahtera Semarang City, however organizational commitment had negative and insignificant effect on employee performance.

Keywords: *organizational culture, Islamic work ethics, organizational commitment, employee performance, BMT NU Sejahtera Semarang City*

