

Model of Improving Work Performance Through Implementation of Islamic Leadership, Organizational Identification and Work Involvement

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Abstract. *The Central Statistics Agency of Central Java Province is a non-ministerial government institution as a representative of the Central Statistics Agency office in the Central Java Province, tasked with organizing and implementing government duties in the field of statistics in accordance with laws and regulations. The role that must be carried out by the Central Statistics Agency of Central Java Province is very important, namely providing data needs for the government and the community, as well as assisting statistical activities in ministries, government agencies or other institutions in order to build a national statistical system. The approach method used in this study is The analysis method used in testing the research hypothesis is path analysis. Path analysis is an extension or extension of multiple linear regression, which allows for the analysis of more complex models. The results of the study are: 1) Organizational identification affects the work performance of employees of the Central Java Provincial Statistics Agency, this proves that the increasing organizational identification of employees will increase their work performance. 2) Work involvement does not affect the work performance of employees of the Central Java Provincial Statistics Agency, this proves that the higher the employee's work involvement does not affect their work performance. 3) Islamic leadership affects the work performance of employees of the Central Java Provincial Statistics Agency, this proves that the increasing implementation of Islamic leadership will increase the work performance of employees of the Central Java Provincial Statistics Agency. 4) Organizational identification does not mediate the relationship between Islamic leadership and the work performance of employees of the Central Java Provincial Statistics Agency. Likewise, 5) work involvement does not mediate the relationship between Islamic leadership and the work performance of employees of the Central Java Provincial Statistics Agency. Both of these things prove that the relationship between Islamic leadership and work performance is not influenced by organizational identification or work involvement.*

Keywords: *Identification; Leadership; Organization; Achievement.*

1. Introduction

The Sustainable Development Goals (SDGs) are a universal development agenda that has been agreed upon and implemented by 194 countries in the world including Indonesia for the period 2016-2030. SDGs are a continuation of the Millennium Development Goals (MDGs) that have been implemented during the period 2000-2015 and Indonesia has succeeded in achieving 70 percent of the total indicators that measure MDG targets. SDGs are determined to complete all targets of the global goals by 2030 or what is known as the term "zero goals" which means that 17 global goals achieve the target of 0 percent. SDGs not only include goals, targets and indicators, but also implementation methods that involve all stakeholders including policies, funding, technology, capacity building and data availability to ensure the achievement of all Goals. Indonesia is fully committed to implementing and making this MDG a success, by implementing SDGs into the national development agenda.

Indonesia as one of the countries that has agreed to implement SDGs is committed to the success of the implementation of SDGs through various activities and has taken strategic steps. Indonesia's medium-term national development priorities have been documented in the Medium-Term Development Plan (RPJMN), which has accommodated 96 SDGs targets in accordance with national development priorities. In supporting and succeeding in the implementation of SDGs, it is inseparable from the problem of providing data to run sustainable development programs. The availability of actual and accurate data is very much needed and can be used as a reference in determining the planning and evaluation of development programs. Without accurate and up-to-date data, the results of evaluation and planning will produce incorrect data or information. Data is now a new type of wealth, which has a very high value. Data has a very strategic function, including as a reference for preparing a correct plan, as a reference for making the right decisions, as a control tool for the implementation of an activity and as a basis for evaluating activities that have been carried out.

The Central Statistics Agency as an agency that plays an important role in monitoring and evaluating SDGs strives to provide data and information for SDGs indicators both through surveys that are routinely conducted by BPS and through collaboration and coordination with Ministries/Institutions in providing data for SDGs. The Central Statistics Agency is a non-ministerial government agency that acts as a provider of quality statistical data for the government and the community as contained in Law Number 16 of 1997 concerning Statistics. BPS as an institution providing data and information has made maximum efforts to collect, process, present, and project existing data by considering the phenomena that occur in the field. This is done through various survey activities that have been programmed every year in collaboration with ministries/institutions, regional government organizations, companies, and related agencies throughout Indonesia. By carrying out such an important task, all BPS employees are required to be more professional, have integrity and be trustworthy in accordance with the core values that BPS has.

Today's data users want data to be available faster, easier, more accurate and of better quality. Quality statistics are statistics that can meet the expectations of their users. At least, there are two main things that data users expect from the data they use, namely up to date and accuracy. In carrying out statistical activities, BPS is aware that the data produced will determine the direction of development of this country. For that, as children of the nation who also love this country, BPS personnel have tried their best to present accurate data. In an effort to meet the expectations of these data users, high work performance of BPS employees is required in carrying out their main tasks and functions. Achievements work or achievement is a measure of work results, both in terms of quantity and quality, achieved by a person in carrying out tasks in accordance with the job responsibilities given to him (Mangkunegara, 2009). Work performance in a multidimensional perspective should be defined in behavior that is relevant to organizational goals (Fogaca et al, 2018). It is further stated that this work performance refers to the skills, professional competencies and expertise applied in an individual's actions to achieve effectiveness, efficiency and achievement of organizational results and missions. So it can be said that work performance is a value that can represent a person's behavior while working which contributes to achieving organizational goals.

Several factors that influence work performance, namely organizational identification (IOD), as stated by Chughtai et al (2008) that organizational identification has a unique and significant influence on work performance. The study also proves that higher levels of organizational identification can be beneficial for most organizations regardless of cultural and geographical boundaries. Likewise, the results of research by Liu et al (2011) and Tuna et al (2018) show that someone who has high organizational identification will also have high performance. Organizational identification has the potential capacity to produce a number of positive employee and organizational outcomes, such as low turnover intentions, organizational citizenship behavior, employee satisfaction and well-being, and employee performance (Ashforth et al., 2008; Riketta, 2005). Meanwhile, research by Buil et al (2018) revealed that organizational identification does not affect work performance. There are differences in research results that are interesting to re-examine in order to further determine the role of organizational identification on work performance.

Organizational identification (OID) is a key concept that helps in understanding, explaining and predicting employees' work-related attitudes and behaviors in organizations (Vijayakumar and Padma, 2014). OID is a psychological construct that connects employees to the organization they work for. Employees identify with an organization when the beliefs, values and principles espoused and practiced by the organization become self-referential or self-defining and become an integral part of their self-identity. More recent research has found that a number of more dynamic, interactional and interpersonal factors increase employees' OID, including leadership factors and social exchange factors. Leaders can shape followers' identities including OID (Walumbwa et al, 2010). Direct leaders play a significant role in their daily work lives in an organization. Thus the behavior of leaders can shape how employees view their relationship and social identification with their work organization. Job

performance has been found to be positively related to a number of leadership styles, including leadership.n Islamic (Sulkarnain, 2017; Febriani et al, 2018; Marsudi et al, 2019).

2. Research Methods

This research is a type of quantitative research with an explanatory approach. An explanatory approach is a research that aims to analyze the relationships between one variable and another or how a variable affects another variable (Husein, 1999). According to Kotler (2006), explanatory research is an explanatory research that reviews the causal or cause-and-effect relationships between variables in the research and tests previously formulated hypotheses. According to Sugiyono (2012), explanatory research is a research that intends to explain the position of the variables studied and the relationship between one variable and another. The characteristics of this research are replication, so the results of the hypothesis test must be supported by previous studies, which are repeated with more or less the same conditions. This type of research is useful for strengthening or possibly rejecting theories or hypotheses from previous research results and aims to find out and develop concepts according to conditions in the field. The variables studied in this study include Islamic leadership, organizational identification, work involvement and work performance. This study can be described as a systematic and organized effort to investigate the relationship between the variables of Islamic leadership, organizational identification, work involvement and work performance, both in terms of pattern, nature, form and strength of the relationship.

3. Results and Discussion

The respondents of this study were ASN (State Civil Apparatus) who worked in the Central Java Provincial Statistics Agency office as many as 120 people. The study was conducted by giving questionnaires directly to all employees. The questionnaires were given to employees on working days, and it took one week but due to various limitations, the questionnaires collected were 100 respondents or 83.33 percent.

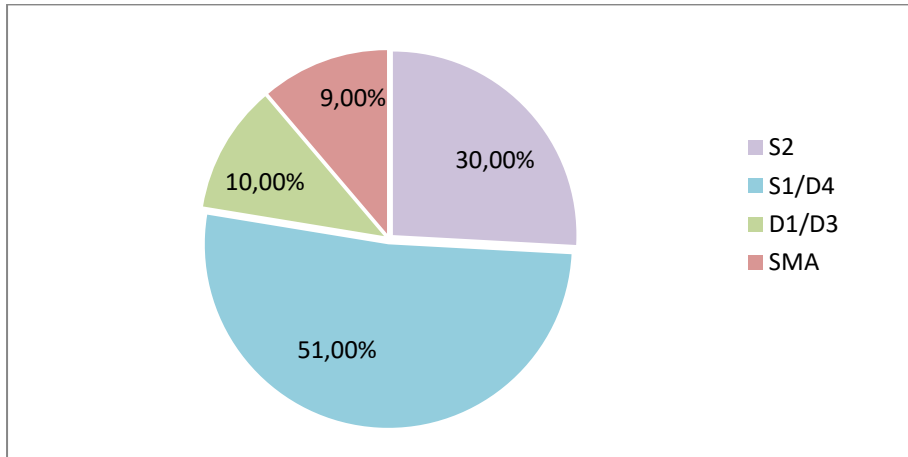
The table will explain the characteristics of respondents, namely based on the last level of education completed:

Education	Frequency	Percentage
S2	30	30.00
S1/D4	51	51.00
D1/D3	10	10.00
SENIOR HIGH SCHOOL	9	9.00
Amount	100	100.00

Source: secondary data, 2023

From the table above, it can be seen that more than half of the number of employees of the Central Java Province BPS are DIV/S1 graduates as many as 51 people, followed by S2

graduates as many as 30 people, DI/D3 graduates as many as 10 people and high school graduates as many as 9 people.



Graph of Percentage of Respondents Based on Last Level of Education Completed

Based on the graph, most of the ASN working at the Central Statistics Agency of Central Java Province are graduates of the Academy of Statistics and are now the College of Statistics with D4 graduates, but there are also those who come from general admissions with D3 or S1 graduates. The higher the level of education of the respondents, it is expected that it will be easier for respondents to convey the conditions experienced and felt openly, with the hope that the results of this study can provide insight to the management team on how to impact employee performance through human resource management with new work procedures.

Index numbers can be developed from the description of the degree of respondent perception of the research variables (Ferdinand, 2014). The numbers that represent start from 1 to 10, so that the resulting index numbers will start from 10 to 100 with a range of 90, without the number 0. The three-box method is used to divide the three ranges of 90 into a range of 30 which is then used as the basis for interpreting the index value, namely:

10.00 – 40.00 = low

40.01 – 70.00 = moderate

70.01 – 100.00 = high

The index calculation is done using the formula:

Index value = $((\%F1 \times 1) + (\%F2 \times 2) + (\%F3 \times 3) + (\%F4 \times 4) + (\%F5 \times 5) + (\%F6 \times 6) + (\%F7 \times 7) + (\%F8 \times 8) + (\%F9 \times 9) + (\%F10 \times 10)) / 10$ where:

F1 is the number of respondents with the answer 1

F2 is the number of respondents with the answer 2

F3 is the number of respondents with the answer 3

F4 is the number of respondents with the answer 4

F5 is the number of respondents with the answer 5

F6 is the number of respondents with the answer 6

F7 is the number of respondents with the answer 7

F8 is the number of respondents with the answer 8

F9 is the number of respondents with the answer 9

F10 is the number of respondents with the answer 10

Islamic leadership has 4 indicators developed by researchers (Syafi'i, 2013), namely having personal excellence (KP1), interpersonal skills (KP2), having professionalism, quality and competence (KP3), and being visionary and communicative (KP4). The complete results of each indicator can be explained as follows:

Table of Respondents' Answer Results Regarding Islamic Leadership

No	Indicator	Score				
		1	2	3	4	5
1	KP1	0.00	0.00	0.00	0.00	0.00
2	KP2	0.00	0.00	0.00	0.00	0.00
3	KP3	0.00	0.00	0.00	0.00	0.00
4	KP4	0.00	0.00	0.00	0.00	0.00

No	Indicator	Score					Index	Information
		6	7	8	9	10		
1	KP1	4.15	19.09	27.39	12.45	19.92	83.00	Tall
2	KP2	3.38	17.75	20.28	23.66	19.44	84.50	Tall
3	KP3	3.47	8.67	25.10	25.10	24.30	86.70	Tall
4	KP4	11.60	6.65	27.40	19.10	18.30	83.10	Tall
Average index							84.33	Tall

Source: processed primary data, 2023

The results of the respondents' answers as shown in the table illustrate that the majority of respondents gave a high assessment of Islamic leadership, namely with an average value of 84.33. The high average indicates that Islamic leadership has been well possessed by the respondents' leaders/direct superiors. The highest indicator is shown by the KP3 indicator, namely leaders who have skills, abilities and competencies according to their duties and functions. This result means that the majority of respondents feel that the leadership of the organization is able to mitigate and understand what opportunities or challenges will be faced

by BPS Central Java Province in the future, have skills and competencies so that it is hoped that leaders are able to prepare any plans to face these opportunities and challenges.

However, it turns out that there are still some employees who have a perception that they do not agree with the leadership's ability to be honest, fair and consistent both in words and deeds. Based on open questions, employees who disagree want the leadership to be able to apply justice comprehensively and consistently in implementing organizational policies in order to complete work.

The work engagement variable has 8 indicators, namely having high enthusiasm and energy in working (WE1), willing to work outside working hours to complete work (WE2), never giving up when encountering obstacles in work (WE3), feeling proud of the work currently held (WE4), enthusiastic and giving optimal ability in working (WE5), feeling that the work done is full of meaning and purpose (WE6), feeling happy to be able to work seriously and with full concentration (WE7) and feeling that time passes quickly when working (WE8). The results of the questionnaire answers from respondents regarding the organizational values variable in adapting can be seen as follows:

Table of Respondents' Answer Results Regarding Work Involvement

No	Indicator	Score				
		1	2	3	4	5
1	WE1	0.00	0.00	0.00	0.00	0.00
2	WE2	0.00	0.00	0.00	0.00	0.00
3	WE3	0.00	0.00	0.00	0.00	0.00
4	WE4	0.00	0.00	0.00	0.00	0.00
5	WE5	0.00	0.00	0.00	0.00	0.00
6	WE6	0.00	0.00	0.00	0.00	0.00
7	WE7	0.00	0.00	0.00	0.00	0.00
8	WE8	0.00	0.00	0.00	0.00	0.00
9	WE9	0.00	0.00	0.00	0.00	18.30

No	Indicator	Score					Index	Information
		6	7	8	9	10		
1	WE1	0.00	0.00	49.50	25.60	10.20	85.40	Tall
2	WE2	0.00	5.08	39.80	35.50	4.23	84.60	Tall
3	WE3	0.00	0.87	45.10	22.50	18.20	86.70	Tall
4	WE4	0.00	0.00	49.20	19.00	18.10	86.40	Tall
5	WE5	0.00	0.00	48.00	26.60	11.10	85.70	Tall
6	WE6	0.00	0.00	36.60	38.40	12.20	87.20	Tall
7	WE7	0.00	0.00	28.60	37.50	23.20	89.40	Tall
8	WE8	0.00	0.00	24.80	51.40	12.40	88.60	Tall
9	WE9	4.38	9.49	28.50	2.92	9.49	73.00	Tall

Average index

85.22

Tall

Source: processed primary data, 2023

The results of the respondents' answers as shown in table 4.4 above provide an illustration that the majority of respondents gave answers that they had a high assessment of happiness.employees when they can work seriously and with full concentration with values average index of 89.40.The indicator with the highest value is having a feeling of happiness when employees have the opportunity to work seriously and with full concentration because it can make employees focus on completing their work (WE7). However, it turns out that most employees disagree with the statement that employees enjoy their work so they forget other things (WE9).

The Work Performance (PK) variable is measured by 5 observed variables, namely the ability to complete work with quality results and timeliness according to target (PK1), the ability to make decisions with one's own initiative and creativity (PK2), the ability to complete tasks with full responsibility and utilize resources effectively and efficiently (PK3), the ability to work in a team and communicate well (PK4), have sincerity in working and follow applicable SOPs (PK5) and are willing to help coworkers or complete additional tasks voluntarily (PK6). The results of the questionnaire answers from respondents regarding the variable of individual readiness to change can be seen as follows:

Table of Respondents' Answers Regarding Work Performance

No	Indicator	Score				
		1	2	3	4	5
1	PK1	0.00	0.00	0.00	0.00	0.00
2	PK2	0.00	0.00	0.00	0.00	0.00
3	PK3	0.00	0.00	0.00	0.00	0.00
4	PK4	0.00	0.00	0.00	0.00	0.00
5	PK5	0.00	0.00	0.00	0.00	0.00
6	PK6	0.00	0.00	0.00	0.00	0.00
7	PK7	0.00	0.00	0.00	0.00	0.00
Average index value						

No	Indicator	Score					Index	Information
		6	7	8	9	10		
1	PK1	0.00	12.40	39.60	27.30	3.30	82.60	Tall
2	PK2	0.00	9.23	41.10	25.20	8.39	83.90	Tall
3	PK3	0.00	3.47	33.00	38.20	12.20	86.80	Tall
4	PK4	0.00	8.42	40.40	26.90	8.42	84.20	Tall
5	PK5	0.00	0.00	37.10	44.00	5.18	86.30	Tall
6	PK6	0.00	5.18	35.40	31.90	13.8	86.30	Tall
7	PK7	0.00	4.40	22.90	46.60	14.10	88.00	Tall

Average index value

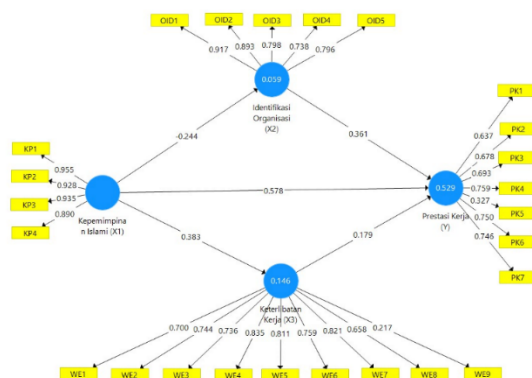
85.44

Tall

Source: processed primary data, 2023

The results of the respondents' answers as shown in table 4.5 above provide an illustration that the majority of respondents gave answers that there was a high assessment of the individual's willingness to help coworkers or complete additional tasks voluntarily with an index value of 88.00. This indicates that the majority of respondents have a high sense of solidarity and are dedicated to the organization in order to achieve common goals.

The research data was processed using SmartPLS 3.0 with the following initial chart:



First Data Processing Result Image

Hypothesis testing is carried out using the bootstrapping technique which aims to determine the direction of the relationship and the significance of the relationship of each latent variable. To determine the structural relationship between latent variables, hypothesis testing must be carried out on the path coefficient between variables by comparing the p-value with alpha (0.005) or t-statistic of (> 1.96). The magnitude of the p-value and also the t-statistic is obtained from the output on SmartPLS using the bootstrapping method. This test is intended to test the hypothesis consisting of the following 5 hypotheses:

H1: There is an influence of organizational identification of work performance

H2: There is an influence of work involvement to work performance

H3: There is an influence of Islamic leadership to work performance

H4: Organizational identification variables mediate the relationship between Islamic leadership and work performance.

H5: Work engagement variables mediate the relationship between Islamic leadership and work performance.

Variables	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	t-statistics	P-values
Organizational Identification (X2) => Work Performance (Y)	0.339	0.324	0.116	2,917	0.004
Islamic Leadership (X1) => Organizational Identification (X2)	-0.245	-0.239	0.138	1,768	0.078
Islamic Leadership (X1) => Work Involvement (X3)	0.381	0.404	0.068	5,576	0,000
Islamic Leadership (X1) => Work Performance (Y)	0.568	0.553	0.091	6,231	0,000
Job Engagement (X3) => Job Performance (Y)	0.201	0.214	0.106	1,894	0.059

Source: SmartPLS Bootstrapping output, 2023

Hypothesis Test 1

Ho1: There is no influence of Organizational Identification on Work Performance

Ha1: There is an influence of Organizational Identification on Work Performance

Based on the results of SmartPLS output data processing, it is known that the P-Value is 0.004 <0.05 or with a t-statistic of 2.917 > 1.96, then Ho1 is rejected and Ha1 is accepted, which means that Organizational Identification has a positive and significant effect on Work Performance. This proves that the more employees have the ability to identify themselves with the organization, the more it will encourage increased work performance, and vice versa.

Hypothesis Test 2

Ho1: There is no influence between Job Engagement and Job Performance

Ha1: There is an influence of work involvement on work performance

Based on the results of SmartPLS output data processing, it is known that the P-Value is 0.059 > 0.05 or with a t-statistic of 1.894 <1.96, then Ho1 is accepted and Ha1 is rejected, which means that Job Involvement has no effect on Job Performance. This shows that increasing employee work involvement does not increase employee work performance.

Hypothesis Test 3

Ho1: There is no influence of Islamic Leadership on Job Performance

Ha1: There is an influence of Islamic Leadership on Job Performance

Based on the results of SmartPLS output data processing, it is known that the P-Value is 0.000 <0.05 or with a t-statistic of 6.231 > 1.96, then Ho1 is rejected and Ha1 is accepted, which means that Islamic Leadership has a positive and significant effect on Work Performance. This proves that increasing the implementation of Islamic leadership will be able to encourage and improve the work performance of employees.

Variables				Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	t-statistics	P- values
Islamic Leadership (X1)	=>	Organizational Identification (X2)	=>	-0.083	-0.072	0.052	1,594	0.111
Work Performance (Y)								
Islamic Leadership (X1)	=>	Work Engagement (X3)	=>	0.076	-0.085	0.044	1,737	0.083
Work Performance (Y)								

Source: SmartPLS Bootstrapping output, 2023

Hypothesis Test 4

Ho1: Organizational Identification does not mediate the relationship between Islamic Leadership and Job Performance.

Ha1: Organizational Identification mediates the relationship between Islamic Leadership and Job Performance.

Based on the results of SmartPLS output data processing, it is known that the P-Value is 0.111 > 0.05 or with a t-statistic of 1.594 < 1.96, then Ho1 is accepted and Ha1 is rejected, which illustrates that statistically Organizational Identification does not mediate the relationship between Islamic Leadership and Work Performance. This indicates that

Hypothesis Test 5

Ho1: Work Involvement does not mediate the relationship between Islamic Leadership and Work Performance.

Ha1: Job Involvement mediates the relationship between Islamic Leadership and Job Performance.

Based on the results of SmartPLS output data processing, it is known that the P-Value is 0.083 > 0.05 or with a t-statistic of 1.737 < 1.96, then Ho1 is accepted and Ha1 is rejected, which means that statistically Work Involvement does not mediate the relationship between Islamic Leadership and Work Performance. This shows

Discussion of the Results

Islamic leadership has a positive and significant influence on employee work performance. This variable is the most dominant in influencing employee work performance compared to other variables, such as employee ability to identify themselves with the organization and have involvement.n work as assigned tasks and functions. A leader who occupies the highest position has a strategic role in directing, motivating, moving and managing the organization he leads. The skills of a leader, especially those who apply Islamic values such as having personal excellence, having good interpersonal skills, being professional and competent as well as being visionary and communicative in leading, will direct employees to improve their performance.

Leaders who implement Islamic leadership must also have the ability to encourage their employees towards spiritual values, be able to influence and move through exemplary behavior, compassion and implementation of values and divine traits so that leaders must also have good Spiritual Leadership. The element of leadership is an important factor in an organization, because leadership can influence and direct employees to achieve organizational goals. Most employees certainly want a leader who can set an example and be a role model so that employees are motivated to improve their performance and are better prepared to respond to current demands. Therefore, the leadership elements at the Central Java Province BPS are expected to be able to pay greater attention to employees by providing examples of attitudes and behaviors as well as role models and being able to bring the worldly dimension into the spiritual dimension (divinity) in an effort to improve performance so that employees will be more adaptive in facing change while still prioritizing spiritual values in it. The results of this study are reinforced by the results of research conducted by Marsudi et al (2019) which stated that Islamic Leadership can affect work performance. Leadership is an important function of management to help optimize the achievement of organizational goals.

Organizational Identification has a positive effect on work performance, especially employee ability in (media criticism will feel ashamed). Organizational identification has a central role in building the social identity of organizational members, both when they are in the work environment and when interacting with the community in their personal lives. Organizational identification affects the level of attachment of organizational members to their organization because this condition is able to broaden the perspective of organizational members so that they can see deeper, internalize the success of the organization as part of their personal success.

Job involvement is the mental and emotional involvement of an individual in an organization that encourages them to contribute to the organization's goals and share responsibility for achieving those goals. Individuals who have high job involvement will be better able to identify themselves with their work and consider their work as something very important in their lives so that it will automatically spur them to improve their performance. The level of integration of individuals with their work can be shown through job involvement, when they are one with their work and then view their work as something important so that they will be more involved and provide more time to do their work, it is said that the individual's job involvement is high. Likewise, individuals who have low job involvement will view their work as unimportant in their lives, will have less pride, less participation and less satisfaction with their work.

The results of this study indicate that work involvement does not affect work performance, in other words, that high or increasing employee work involvement is not accompanied by an increase in the work performance of the employees concerned. Based on interviews and limited observations conducted by researchers, that the work that coming and going are one of the causes of increasing work involvement that does not affect work performance. In addition, it is also caused by the limitations of employees in providing their opinions,

especially regarding office operational activities. Several of these things cause employees to feel that their work is not important, feel less satisfied so that there is no effect on work performance when employee work involvement increases. This needs to get the attention of the leadership at the Central Java Province BPS regarding the phenomenon that occurs because employee work involvement plays an important role for the organization in the long term. It is hoped that leaders will be able to pay attention to employees, place employees according to their talents and abilities, provide delegations that are in accordance with their duties and authorities, provide rewards for high-achieving employees and provide opportunities for employees to use their involvement in providing opinions appropriately. In line with Sendow et al (2019) where the results of their research show that partially work involvement does not affect employee performance. The same thing is proven by Mahadika et al (2019) that employee work involvement does not have a significant effect on employee performance. However, the results of the study by Karatepe et al (2013) state the opposite, that work involvement significantly affects job performance. Employees who are engaged in their work tend to have high-quality relationships with their company leaders. Such employees will carry out their tasks effectively and go the extra mile.

This study shows that organizational identification does not mediate the relationship between Islamic leadership and work performance. Similar results were also produced by Buil et al's (2018) study which stated that organizational identification does not mediate the relationship between leadership and work performance. This study also states that work involvement does not mediate the relationship between Islamic leadership and work performance. On the contrary, Buil et al's (2018) study said that work involvement partially mediates the relationship between leadership and work performance. The rejection of both hypotheses in the results of this study proves that organizational identification and work involvement do not affect the relationship between Islamic leadership and employee work performance at BPS Central Java Province. A leadership style that adopts Islamic values originated from the teachings of the Prophet Muhammad SAW implemented using conscience, normative values and ethics, will foster a leader who has personal excellence, a leader who can communicate and build good relationships with others, a professional and competent leader and visionary, able to improve employee work performance at BPS Central Java Province. In other words, employees at BPS Central Java Province make a leader to take a bigger role in organizing the role of each individual towards the success of organizational goals through an Islamic leadership style. A leader is like a captain who fully controls the course of an organization, a leader who can manage the role of employees well, provide trust in working, be a role model, provide opportunities to develop themselves, accept constructive suggestions and criticisms, and involve employees in making organizational policies, will improve employee work performance optimally.

4. Conclusion

Based on the results of data analysis and discussion that have been described in the previous chapters, several things can be concluded as follows: The results of this study prove and provide conclusions to answer the research problem briefly, namely to improve employee performance in this era of change, organizations must improve employee work performance which can be done by paying attention to 2 (two) variables, namely Islamic Leadership, organizational identification and ASN values (Core Values), Referring to the formulated hypothesis and a confidence level of 95% ($\alpha = 0.05$)

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