

## ABSTRACT

**ILYAS ROSYADI.** Employee Performance Optimization Efforts Through Application of Islamic Spirituality Values (Case Study in PT. Pandu Siwi Sentosa, East Jakarta). Concentration of Islamic Broadcasting Communication, Department of Islamic Studies, Faculty of Social Sciences, State University of Jakarta, July 2013.

This study aims to explain how the employee performance optimization program in Pandu Siwi Sentosa or Pandu Logistic, the application of Islamic spiritual values associated with employee performance optimization, and the application method of Islamic spiritual values in Pandu Logistics.

In obtaining the data, the researcher used a qualitative approach. With this approach, researchers can explore more in-depth information from the research informants. The data source were obtained from interviews, questionnaires, observation and document study. Interviews were conducted with the Human Resource Department (HRD) of the company, the questionnaire distributed to 21 respondents. After all data has been collected then the researchers process the data. In this study the researcher also used theories related to performance, and theories related to spiritual values.

The results obtain conclusions that Islamic spirituality values which is applied in relation to the performance optimization is applied through the assessment criteria performance evaluation, work culture, and service aspects which is derived in activities such as lectures, i'tikaf, smoking ban, veiling duty, praying, and sunnah praying. The applied spiritual values of Islam are giving results that the employee performance is optimal, except for the performance criteria of the presence in the workplace; because the employee lateness invoice reaches the maximum of 38%.

Key word: Employee Performance, Islamic Spirituality Values