

## **ABSTRACT**

*Printing and publishing companies are a business category that is not included in the category of companies that are allowed to operate during a pandemic. Company leaders must make crucial decisions in these situations. One of the decisions taken was to cut employee salaries. However, with this policy, Syaamil Quran did not experience a decrease in performance and even experienced a significant increase.*

*In the implementation of several crucial decisions, company leaders have a very influential role. The application of the leadership model also has an equally important role in encouraging employee motivation and performance. In accordance with the vision of the Syaamil Group company, which prioritizes Islamic values, Islamic Leadership was chosen as a leadership model in the company.*

*The preparation of this study aims to find out whether the application of Islamic Leadership in companies can affect employee performance (in the Syaamil group in particular), where apart from Islamic Leadership, there are also other factors to be studied related to the effect of motivation, which consists of extrinsic and intrinsic motivation, on the performance of employees in the Syaamil group, using quantitative research methods. This research was conducted by searching for and processing data and distributing questionnaires to 183 employees of the Syaamil group. Sampling was carried out using saturated sampling. Data were analysed using descriptive analysis and path analysis, and hypothesis testing was performed using Statistical Product and Service Solutions (SPSS).*

*The results of the descriptive analysis shows that the implementation of the Islamic Leadership variable value in the Syaamil group has a very high score, about 85.74%. This value illustrates how respondents feel about the application of Islamic Leadership in the company. In addition, the value of the motivational variable was 82.76%. From the results of data processing, it is also known that the value of the employee performance variable in the Syaamil group is 79%.*

*Based on the results of data processing, the application of Islamic Leadership in the Syaamil group has a significant effect on employee motivation, and motivation has an effect on employee performance.*

*Keywords: Islamic Leadership, Motivation, Performance*