THE INFLUENCE OF ISLAMIC WORK MOTIVATION, LEADERSHIP STYLE AND COMPETENCE ON JOB SATISFACTION AND EMPLOYEE PERFORMANCE GAMMARA MAKASSAR HOTELS

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Ahmad Gani 2
Salim Basalamah 3
Syahrir Mallongi 4

ABSTRACT

Objective: This study was conducted with the aim of analyzing and analyzing Islamic work motivation, leadership styles and their influence on job satisfaction. (2) analyze and analyze the impact of motivation, leadership style and ability on the activity of workers; (3) analyze and analyze the impact of job satisfaction on activity and (4) analyze and analyze the influence of Islamic work motivation, leadership style, and ability through job satisfaction on job satisfaction.

Method: The population and the research sample were 125 workers (complete sampling). Data were analyzed using the Structural Equation Model (SEM). The results of the study show that Islamic work motivation (1) has a positive and significant impact on job satisfaction. (2) Leadership style does not significantly influence the activity of workers; (3) No significant impact between competence and performance of workers and job satisfaction as a mediation variable.

Result and conclusion: The results of the Statistical Descriptive Analysis show that respondents understand and understand what is the motivation of Islamic work. The motivation for working in Islam is to earn a living or meet your needs. The capabilities of employees remain professional and are not oriented to the development of innovation and technology to influence the improvement of workers’ performance. Competition through job satisfaction has a positive and low impact on employee activity.

Research implications: This means that the application of external and natural motivation is necessary to increase workers’ job satisfaction. Competition has a positive and low impact on worker performance.

Originality/value: The application of the competencies directed so far remains the satisfaction of work needs, which makes the job satisfaction of workers low in improving performance.

Keywords: Islamic Work Motivation, Leadership Style, Competence, Job Satisfaction, Performance.

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A INFLUÊNCIA DA MOTIVAÇÃO DE TRABALHO ISLÂMICA, ESTILO DE LIDERANÇA E COMPETÊNCIA NA SATISFAÇÃO NO TRABALHO E NO DESEMPENHO DOS FUNCIONÁRIOS GAMMARA MAKASSAR HOTELS

RESUMO

Objetivo: Este estudo foi realizado com o objetivo de analisar e analisar a motivação islâmica no trabalho, estilos de liderança e sua influência na satisfação no trabalho. (2) analisar e analisar o impacto da motivação, estilo de liderança e capacidade na atividade dos trabalhadores; (3) analisar e analisar o impacto da satisfação no trabalho na atividade e (4) analisar e analisar a influência da motivação islâmica no trabalho, estilo de liderança e habilidade por meio da satisfação no trabalho na satisfação no trabalho.

Método: A população e a amostra da pesquisa foram 125 trabalhadores (amostragem completa). Os dados foram analisados por meio do Modelo de Equações Estruturais (SEM). Os resultados do estudo mostram que a motivação de trabalho islâmica (1) tem um impacto positivo e significativo na satisfação no trabalho. (2) O estilo de liderança não influencia significativamente a atividade dos trabalhadores; (3) Nenhum impacto significativo entre competência e desempenho dos trabalhadores e satisfação no trabalho como variável de mediação.

Resultado e conclusão: Os resultados da Análise Descritiva Estatística mostram que os entrevistados entendem e compreendem qual é a motivação do trabalho islâmico. A motivação para trabalhar no Islã é ganhar a vida ou atender às suas necessidades. As capacidades dos funcionários permanecem profissionais e não são orientadas para o desenvolvimento de inovação e tecnologia para influenciar a melhoria do desempenho dos trabalhadores. A competição através da satisfação no trabalho tem um impacto positivo e baixo na atividade do empregado.

Implicações da pesquisa: Isso significa que a aplicação da motivação externa e natural é necessária para aumentar a satisfação no trabalho dos trabalhadores. A competição tem um impacto positivo e baixo no desempenho do trabalhador.

Originalidade/valor: A aplicação das competências direcionadas até agora continua sendo a satisfação das necessidades do trabalho, o que torna a satisfação profissional dos trabalhadores baixa na melhoria do desempenho.

Palavras-chave: Motivação Islâmica no Trabalho, Estilo de Liderança, Competência, Satisfação no Trabalho, Desempenho.

1 INTRODUCTION

The development of the economy, especially in Indonesia's service sector, is progressing rapidly. One of the many service sectors that is Indonesia's mainstay is the tourism industry, an industry capable of promising rapid economic growth. The development of the tourism industry led to the opening of employment opportunities for the community, increasing the income and standard of living of the population. The active industry, such as handicrafts, souvenirs, accommodation and transport, is due to the development of this tourist industry. Indonesia, as a country of the archipelago, has a potential tourism sector that can attract both domestic and foreign tourists. In view of the above, Anggita (2020) pointed out that the tourism sector is one of the largest contributors that has nothing to do with oil and gas, after textiles and wood. The Covid-19 pandemic caused by SARS-Cov-2 has destroyed the hotel sector, dependent on the business and tourism industry. According to data from the Indonesian Hotel and Restaurant Association (PHRI), the Ministry of Tourism and Creative Economy (Kemenparekraf) has reported that 1,266 hotels have temporarily suspended their operations (Bizzarria et al., 2021). This had to be a tactical step to avoid further losses, as the occupancy rate dropped to its lowest
point and was the worst in the history of Indonesian hospitality (Kompas.com, April 10, 2020). According to the Regulation of the Minister of Law and Human Rights (Permenkumham) of the Republic of Indonesia (Permenkumham) to prohibit entry and movement through Indonesia, the number of visits has decreased since January. In February 2020, the number of visits by foreign tourists was 885,000 people. This figure represents a decrease of 28.9% compared to the same period of the previous year. The biggest reduction came in Chinese tourist visits, which went from 200,000 in February 2019 to 11,800 in the same month this year. (Kompas.com, April 10, 2020). In year-on-year or year-on-year (year-on-year) rate, the occupancy rate of hotel rooms with stars in Indonesia decreased from 54.81% to 33.79% between 2019 and 2020. Suntono said that occupancy rates have fallen year or year after year (yoy) at the IV Congress of Activities of the European Union (PPKM). As for the occupancy rate of hotels with all kinds of stars, from one-star hotels to five-star hotels, some have been reduced and others have increased. (Kompas.com, Friday 10 April 2020).

<table>
<thead>
<tr>
<th>Province</th>
<th>Hotel Room Occupancy Rate (Percent)</th>
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<tbody>
<tr>
<td></td>
<td>Star Hotels</td>
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<tr>
<td></td>
<td>2020</td>
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<tr>
<td>North Sulawesi</td>
<td>64.40</td>
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<tr>
<td>Central Sulawesi</td>
<td>50.13</td>
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<tr>
<td>South Sulawesi</td>
<td>51.03</td>
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<tr>
<td>Gorontalo</td>
<td>49.74</td>
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<tr>
<td>West Sulawesi</td>
<td>49.91</td>
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<tr>
<td>Indonesia</td>
<td>54.81</td>
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In addition to the impact of COVID-19, which makes the pressure of entrepreneurship even stricter, many Indonesian companies are calling for an improvement of their excellence across the board for maximum performance. According to Andriani (2020), one of the things that must be taken into account when working is to achieve good performance based on the activity standards applied and desired by the organization. By succeeding, the company has taken a big step to meet the challenges of the future. The performance of workers is very important to be maximized, so that it is beneficial for the company. The hotel is a support facility for the provision of accommodation services to visitors who travel or become unhinged. By improving the capacity of workers, Gammara Hotel Makassar is improving the performance you need. It is important to achieve the performance of workers to generate maximum performance and survive in the midst of business competition. Companies that respond to change will be able to fight all threats and turn them into an opportunity for the organization. Pahlawan (2021) has explained that in order to establish a process of change, individuals must participate in change, without changes, because it will cause a failure to achieve the goals. Performance improvements are made on an ongoing basis to achieve the expected results in the future. Human resources, both in leadership positions and in membership positions, are the most important factor in any organization or agency, both in government and private. The success or failure of an institution or entity influences, to a large extent, the human factors as authors of the work. The success or failure of Endiet (2020) in achieving good performance is, to a large extent, decided by a leader. A company, when carrying out its activities, must have reliable leaders to be able to anticipate the future of the entity and take advantage of the opportunities of existing changes to direct the entity to achieve its objectives. So far, leadership remains an interesting topic for research. The phenomenon of leadership style in Indonesia is an interesting problem and has a great influence on the political world and the business world. The leadership
style is also closely linked to the activity of the workers, which affects the survival of the organization.

According to a study by Soulthan (2020), leadership style influences the performance of workers. The implication of the results of this research is that leadership style is a determining factor for the leadership style of workers. However, it should be noted that the orientation of the impact of the relationship is negative in the results of this study (-2.478). This means that the greater the leadership style that is made in the PT Inalum (Persero) purchasing series, the fewer workers they will be. Therefore, the PT Inalum (Persero) must try to change the paradigm and leadership model, using, for example, the vision of the transformed style of leadership or the style of democratic leadership. This is expected to be aligned with improving worker performance.

Soulthan (2020) has pointed out that the leadership style is also capable of channeling and protecting the behavior of workers, so they want to work hard and be responsible and enthusiastic to get the best results. In this sense, a leadership style is needed that allows workers to be seen as assets of the company, but also as business partners. Therein lies the importance of a leadership style in the intelligent management of the activity of your employees. In an entity or agency, leadership in relation to directing people to work. It is an important part of understanding workplace behavior. Several studies have shown that there is no better way to drive dependents. That depends on the leader, the subordinates and the situation. A good leader will get more work from his subordinates with the attitude of a good leader. To find a suitable leadership style, they have to work not only as leaders who want you to do it all, but also within the existing structure. Leadership style is the variable that affects the activity of workers. Abu Sari (2020) said that a reliable leader is someone who can perform management functions on a permanent basis and that relationships between chiefs have a great responsibility to the institution they lead. For the progress and success of the hotel business, hotel management must be organized so that workers feel comfortable doing their jobs. This will affect the maximum work of workers. The service to each client is mandatory for the hotel. Provide a pleasant and friendly service, clean, comfortable and safe, as each customer wants the best in every service they buy, so that it has a positive impact on the hotel. Worker activity is important for increasing worker productivity. By improving worker performance, companies must be able to identify factors that may affect performance. Carried out by human resources with capacity, capacity, motivation and interests (Abu Sari, 2020). Therefore, it is necessary to have Qualified Human Resources (unemployed) in order to achieve the objectives of the organization and improve the performance of the workers of an organization. Suppose that human resources have a high motivation, a good work ethic, a good personality, a creativity and an ability to develop innovation. Performance is the result of the quality and quantity work obtained by a worker in the exercise of his functions, depending on the responsibilities attributed to him, according to mangkunegara (Dewiana, 2020).

In addition to a large organizational commitment, performance will be improved. Therefore, the activity of workers should attract the attention of company leaders, since the reduction of worker performance can affect the overall performance of the company (Trifena, 2020). Trifenak (2020) points out that performance is a measure of work or the performance of a person who has as an output the process of entry and exit, which is an indicator of the performance of workers to decide how to achieve it. The performance shows the degree of efficiency of the process derived from the resources used, which with the same effort are of better quality. The objective of this study is the evaluation of the work of workers. Performance also means work performance, work performance, job achievement or work results, work performance and work performance. This activity is closely related to performance problems, as it is an indicator of how efforts are made to achieve high levels of work in an entity. A worker can be said to be high performers as long as the employee is able to get the specified workload.
and the results of the work are higher than those set by the company. Demands that workers cannot make will increase tension within the worker; If you are not able to outperform the employee, you will reduce performance. These workers are performed individually, as each worker has a different skill level to perform their job.

The impact of job satisfaction on worker performance is reflected in the results of Erline Kristine (2017), Ali and Agustían (2018), Kalistra (2018), for a non-positive and non-significant impact of job satisfaction on worker performance, as indicated by the value of 0.258 > in table 2.012. Based on the results of discussions with the Human Resources Officer of the Gammara Hotel Makassar, the labour problem in hotels is the lack of self-discipline of workers, as well as among workers who enter and leave during working hours. This can provide excellent service for hotel guests. The second problem is the lack of coordination between one and another worker, such as between the receptionist and the deRoomboy, that is, the room has not yet been cleaned, and the receptionist told me that the room was in reserve to be able to clean the guys in the room. The phenomenon that affects the performance of workers can lead to a decrease in job satisfaction of workers, which is due to a slow end of work, lack of creativity, lack of work, a rather low level of work discipline, lack of use of time for positive work, lack of support from colleagues, lack of opportunities for promotion, lack of work cohesion and the majority of workers working outside the workforce. One of the variables that affects performance is motivation. It is a motivation to decide how much effort to make in a concrete situation. Motivation is a psychological process that creates an action that has a course towards a certain goal. It is about boosting motivation and pressure, which manifests itself in a permanent behavior that will lead you to achieve certain goals. Motivation is an important factor in achieving high performance. According to the key to the principle of motivation, performance is the function of ability. (ability) and motivation (Hidayah, 2021).

<table>
<thead>
<tr>
<th>No</th>
<th>Forms of Extrinsic Motivation</th>
<th>Giving Motivation</th>
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<tbody>
<tr>
<td>1</td>
<td>Cash 5 Million Rupiah</td>
<td>1 x A year for Manager Of The Years</td>
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<tr>
<td>2</td>
<td>Cash 3 Million Rupiah</td>
<td>1 x A year for Employee Of The Years</td>
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<tr>
<td>3</td>
<td>Voucher Kamar</td>
<td>1 x Month for MOM and EOM</td>
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<tr>
<td>4</td>
<td>Restaurant Dining Voucher</td>
<td>1 x Month for MOM and EOM</td>
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<tr>
<td>5</td>
<td>Award Certificate</td>
<td>1 x Month for MOM and EOM</td>
</tr>
<tr>
<td>6</td>
<td>Yearly bonus</td>
<td>1 x A year for All Employee</td>
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<thead>
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<th>No</th>
<th>Forms of Intrinsic Motivation</th>
<th>Giving Motivation</th>
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<tbody>
<tr>
<td>1</td>
<td>Work Facilities</td>
<td>Comfortable Safe Work Space, accompanied by Providing Employee Lockers</td>
</tr>
<tr>
<td>2</td>
<td>Training for Self Development</td>
<td>TrainingSoft separation and Hard Skill per month</td>
</tr>
<tr>
<td>3</td>
<td>Outing</td>
<td>Recreation 1 x Year Special Manager and employees</td>
</tr>
<tr>
<td>4</td>
<td>Career Path</td>
<td>Promotions and Rotations</td>
</tr>
<tr>
<td>5</td>
<td>Appreciation of Joy</td>
<td>Appreciation at Birthdays, Weddings and Griefs.</td>
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Work motivation consists of stimulating the needs of the personnel that must be met and receive the attention of the leaders of the management or organization so that the workers can adapt to their environment. Meanwhile, the level of work motivation of each worker is largely determined by internal and external factors; Environmental factors, for example, can prevent workers from feeling satisfied with their work, preventing a decline in morale. Motivation is defined as a person's state of identity that promotes an individual's desire to carry out certain activities to achieve their goals. Motivation is important to follow and follow, to be able to use...
the results as a guide for the management of the company, to increase the productivity of workers. (Elza, 2021).

Gap Research PT. Kereta Api was found in the analysis of the impact of motivation and compensation on the performance of Indonesian workers, in trifena (2020), which aims to determine the impact of motivation and compensation on worker performance. This research was conducted in Indonesia on 65 workers of Railways Railways Ag.Ran Railways, with sacred sampling. The variables detected in this study are motivation and compensation as an independent variable. Data were collected through questionnaires and a bibliographic study; The questionnaire was developed from the indicators of each variable. Data testing is performed with validity and reliability. Data analysis used multiple linear regression, with hypothesis testing, simultaneous and partial testing of the coefficient of determination. The results of this study indicate that compensation has a positive and significant impact on the activity of workers and that motivation does not affect in any way the activity of workers. According to George and Jones, work motivation is a psychological impulse in favor of someone that determines the direction of someone's behavior in the organization (level of effort) and a degree of sustainability or resilience in the face of an obstacle or problem (degree of sustainability). Therefore, work motivation is the morale of employees that make these workers able to work towards certain goals. Among the objectives of motivation or disengagement of personnel are to promote the enthusiasm and enthusiasm of workers, increase the morale and job satisfaction of workers, increase the labor productivity of workers, maintain the loyalty and stability of workers, increase discipline and reduce absenteeism of workers, create a climate and labor relations with good work, increase creativity and participation of workers, increase the welfare of workers, increase the sense of workers. and responsibility for work (Yusuf, 2022). Based on the results of the interviews conducted with the Human Resources Officer of Gammara Hotel Makassar, the motivation of the company is how the company provides training to workers based on their fields and experience, as well as to workers who excel, bonuses / incentives, as well as promotions, coupons and cash, with bonuses of this type, the Company expects its workers to be motivated and work as well as possible for the company, to achieve the company's objectives. In awarding awards, cards and award category certificates, prizes, cards and certificates of award were given to workers who are disciplined and able to master the Hotel Product Knowledge. Gammara Hotel Makassar has given its employees awards, certificates and cards. But there are also hotel workers who break those rules, as there are workers who come and go during working hours for personal interests. The results of a survey conducted at the Gammara Hotel Makassar show the low level of discipline of workers, and some workers are still late for work. This indicates the lack of motivation of working workers.

Based on this, it is necessary to improve and improve the performance of workers, applying Dessler's theory of the work objective. (Trifena, 2020) that the success of an organization in meeting its objectives is judged according to the activity of the workers and the results obtained. The evaluation of employee performance is measurable in terms of quantity, quality, efficiency, effectiveness and loyalty based on organizational demands and leadership policies. The reduction of workers' performance is inseparable from the contribution of job satisfaction felt in the fulfillment of their main duties and functions. At the Gammara Hotel Makassar, it is a growing phenomenon and ensures that it is difficult to improve the performance of workers if they are not satisfied at work. That's important for what Malkan (2020) said, that it's easy to get workers' performance by realizing they're satisfied with work. This does not correspond to the reality that occurs, in which workers often complain that they are disappointed and do not care enough to establish their main duties and functions. The reasons that workers often give, because workers are not satisfied with their work, among other things, workers do not like the work they do every day, they are not satisfied with job challenges, they cannot get it, the compensation received is low and promotions are frequently
delayed. This influences both individual and group work. The symptoms that appear are laziness at work, and therefore you work a lot; less innovation, because they do not dare to make new progress to meet labour challenges; they tend to do monotonous work, so they don't come out; It evaluates the work according to the number of compensation received for the compensation awarded, and the staff who work compete for attention to leadership and not based on achievement. According to the rural notes made in November 2022, there are still many things that are not expected, namely the low work ethic of workers. This is due to the number of workers who do not arrive on time when accessing the office, delaying the implementation of offices, leaving the office during office hours and without efficiency in the use of office facilities. The low work ethic displayed by the workers of the Gammara Hotel Makassar, of course, linked to the leadership style of the leader. According to Endit (2020), Bintan Bersatu Apparel Batam PT, pointing to understaffing, worker turnover and other warnings. The objective of this research is to analyze the impact that leadership style, organizational commitment, organizational culture and work environment have on the job satisfaction of PT workers. This study uses quantitative data derived from primary sources, collected through questionnaires. The data collection technique used is simple random sampling. The method of analysis of the data used is a test instrument that is performed by means of validity and reliability tests, while the technique of analysis of the data used is the method of descriptive analysis and quantitative analysis, using multiple linear regression analysis techniques. The results showed that changing organizational commitment did not significantly influence workers' job satisfaction. The variables of organizational culture significantly influence the job satisfaction of workers. Variables in the work environment significantly influence workers' job satisfaction. The changing leadership style does not significantly influence workers' job satisfaction. The results of simultaneous tests of organizational commitment, organizational culture, work environment and leadership style variables significantly influence the job satisfaction of PT staff.

According to Kartono (Yandra, 2020), the leadership style is an activity to influence and direct the behavior of dependents or other people to achieve organizational or collective objectives. In addition, the location of the office space, quite far from one side to the other, also influences the implementation of the agency's internal communication. These problems affect the labor efficiency of workers. The degree of job satisfaction felt by workers has decreased; Of course, this is a consideration of improvement and improvement, taking into account the theory of Malkan (2020) X and Y of Herzberg, which suggests that everyone, when fulfilling job satisfaction, always has good and unsatisfying results. These two factors become important in determining whether or not the results of the work created are satisfied. To be satisfied with work, it is necessary to give stimulus with an interesting job, with dynamic work challenges, work performance, great compensation and promotion of electricity. Understanding low job satisfaction and its impact on the reduction of workers' performance is due to its direct impact on work motivation, leadership style and the ability of workers to perform their main tasks and functions, and which has a direct or indirect impact on workers' job satisfaction and performance (Madime et al., 2022). This evaluation of the activity of workers who do not reach the expected objective is related to several previous studies, which shows that reduced performance affects job satisfaction, job motivation, leadership style and competence, as was done in the Achmad Gani study (Singgi, 2022), which recommended that the results of motivation research have a positive and significant impact on work performance and satisfaction.. In addition, being more related to previous studies analyzing low satisfaction, performance does not increase, including the Mursalim Umar Gani study (Singgi, 2022), with research recommendations, worker motivation has a direct and significant impact on job satisfaction. Charles (Elza, 2021) shows that motivation and competence have a negative and significant impact on work performance and satisfaction. The low job satisfaction and reduced
performance achievements of the workers who have so far been at the Gammara Hotel Makassar are inseparable due to the low motivation of workers in job satisfaction and in the performance of workers. The hotel staff, as a regular at work, needs desire, encouragement and help to exist, relate and grow or develop. Therefore, it can be observed that workers are not so motivated by the non-fulfillment of their vital, physical and family needs, by the non-fulfillment of their vital needs, by the non-compliance with the social needs of social relations, and the labor, productive and creative needs have not been met to cover their growth needs. This causes low motivation for workers to feel satisfied at work and improve performance.

When understanding the low work motivation and performance of workers in the world of work, leadership must apply the ERG theory of Clayton Alderfer in Hersey (Dewiana, 2020), that is, that everyone must be reasoned to satisfy the needs of existence (existence), connection (relationship) and growth (growth), which is usually called the ERG condition. This ERG element collects the necessities of life, physical needs, family, social, labor needs and demands to meet productive and creative needs. In addition, job satisfaction and poor performance are inseparable from the influence of the leadership style shown by workers in their main tasks and functions. When employees who show the leadership of the transaction do not apply the bonus based on the work results obtained, if they do not apply active leadership in the management of exemptions, inviting each subordinate to maintain the norms and standards of work agreed upon among themselves, they do not apply the passive management of exemptions that intervene in the dependent labor world, nor do they apply the principle of responsibility, giving decision-making authority to their subordinates. Employees often protest, complain, and don't even know the transactional leadership style they give to their subordinates. Therefore, many of his subordinates are not working, which causes low job satisfaction and a deduction of professional performance. According to Malkan (2020), one of the causes of the decrease in work performance and satisfaction is a consequence of a leadership style problem that is not adequately updated in an organization. Organization heads cannot display transactional leadership, so their subordinates recognize transactional leadership well to direct subordinates, move and interact in meeting organizational goals. Responding to this leadership style reduces job satisfaction and worker performance, since the management carried out in the scope of Gammara Hotel Makassar gives little attention to the application of a good leadership style, so it is necessary to apply the theory of leadership characteristics. That is, the leader gives orders or instructions to his subordinates so that, depending on the right person to perform the work he directs, he is respectful of transactions between bosses and subordinates. It can also be observed in the facts found in the daily activities of workers, that is, with regard to the competence of workers, which shows that workers demand or propose to their leaders policies to improve competition to achieve job satisfaction and improve the performance of workers. Understanding fact-based phenomena about the capabilities of today's workers demonstrates the need to improve workers' skills, taking into account that workers perform their main tasks and functions in the educational development and training that is expected, so that they are experts, predominate and trust at work. The reality that occurs as a result of low competition means that work activities are often delayed; The service is not adequate, many times there are many errors and the service process takes a long time, which causes complaints from hotel guests. This is because worker competition is low.

The study on the competence gap of workers' activity analyzed by Alwi (2017) shows that competition has a positive impact on workers' activity. This is contrary to the results of a study conducted by Sri Langgeng Ratnasari (2018), which does not significantly affect the activity of the staff of the Quality Assurance Department of PT PEB Batam, and the study of Salim Basalamah, with competitive variables having a negative but not significant impact on Perkebunan Nusantara XIV (Persantara XIV (Persero) Bone Arasoe Sugar Factory (Persero) on the performance of CT workers, Kab. Bones. Workers are aware of their capabilities and,
therefore, often propose to leaders the possibility of improving their knowledge, skills, superiority and work experience. Workers often propose to their bosses the possibility of receiving the Certificate of Competence. However, that did not give any policy to maintain the educational level, due to budget cuts, to the cost of the Great Competitions.

This fact, in practice, suffers differences between the facts and the conditions that occur; It is therefore necessary to take into account the possibility of improving and increasing competition on the basis of budgetary limits through a competency-based organisational work system. This system refers to the theory of competency assessment introduced by McKennak (Malkan, 2020) and states that everyone in the organization has an interest in acquiring knowledge, skills, work experience and attitude of mastery, which is called ability to achieve the objectives of the organization. The previous study by Irfan (2020) analyzed the impact of competence, motivation and work discipline on the activity of the staff of the city's education and culture office: 1) competition has a positive and significant impact on the performance of the staff of the educational and cultural office of the city of Macassar. (2) The motivation does not significantly affect the activity of the staff of the educational and cultural service of the city of Makassar. 3) Labor discipline has a positive and significant impact on the activity of the staff of the educational and cultural office of Makassar City. 4) Competency variables are superior in influencing employee activity compared to competitive variables that have a positive impact on job satisfaction. Based on descriptions of phenomena, facts, theories and research studies protected by the data, the researcher became the basis for interest in research, selecting the title: Consequences of Islamic work motivation, leadership style and capacity on job satisfaction and performance of Gammara Hotel Makassar workers.

2 RESEARCH METHODS

2.1 Research Approach

This research is designed to answer the problems that have been formulated and the objectives to be achieved, as well as to test hypotheses. The research design is an investigation structure that is arranged in such a way that researchers obtain answers to research questions, distinguished as follows:

1. This research is an exploratory investigation, that is, it tries to look for sufficient relationships and an explanatory investigation, that is, a study on the symptoms produced by an object of investigation.

2. According to the data party, it is an ex post facto study that means that after the act, that is, a systematic empirical search, the researcher cannot control for independent variables because facts have occurred or their nature cannot be manipulated.

3. This is a causal research that aims to explain the causal relationship between the influence of Islamic work motivation, leadership style and job satisfaction and performance of Gammara Hotel Makassar workers.

2.2 Data Types and Sources

The data types in this study are quantitative data based on the results of observations and surveys. The data source radivizes in first and second category data. Primary data are data obtained from observations, questionnaire distribution, and interviews. The secondary data, i.e. those obtained by the parties involved in the investigation of the employees of the Gammara Hotel Makassar, were obtained from various pieces of information that protect the integrity of the data.
2.3 Population and Sample

The study involved all workers at the Makassar Gammara Hotel, who were intentional, depending on their position. In total, there are 125 workers.

2.4 Data Collection Techniques

Data collection techniques (instruments) used were observation, questionnaires, interviews and documentation.

1. The observation is a research activity, through direct annotations in rural areas, regarding the identity data of the workers of the Gammara Hotel Makassar.
2. The questionnaire is a list of statements that are distributed and given to the informants to answer the questions, marking the weights according to the cases of the category. The expressive elements of the questionnaire are based on important management theories and the discoveries of previous researchers. The questions or statements in the questionnaire were measured as follows: score/value from 1 to 5, meaning 1 = total disagreement, 2 = disagreement, 3 = disagree, 4 = agree and 5 = strongly agree.
3. The interview is a question and an answer; In this case, the researcher has ratified the objective of the research.
4. The documentation is secondary data and has been used as an archive to reinforce the results of the observations.

2.5 Data Analysis Technique

The data analysis technique used in explaining the phenomena in this study is descriptive statistical analysis technique and Structural Equation Modeling (SEM) analysis.

2.5.1 Descriptive analysis

Descriptive statistical analysis is used to analyze data by describing or describing the collected data as it is without intending to make general conclusions (Ratna, 2021). Descriptive statistical analysis was used to explain the characteristics of the respondents, including gender, age, last education, and position. In addition, descriptive statistical analysis is also used to explain respondents' responses to research variables, including the influence of Islamic Work Motivation, leadership style and competency on job satisfaction and employee performance. Calculations in the descriptive statistical analysis were carried out with the help of a computer using the AMOS 22 program package.

2.5.2 Inferential analysis

The inferential analysis used is Structural Equation Model (SEM) analysis, which is a statistical analysis technique that combines several aspects contained in path analysis and confirmatory factor analysis to estimate several equations simultaneously.

3 RESEARCH RESULTS AND DISCUSSION

3.1 Research Result

The winter analysis used is a study of the Structural Equation Model (SEM) and is a statistical analysis technique that combines different aspects of route analysis with the factor
study to calculate a few equations at once. The modeling called structural equations or, in general, structural equations (SEM) is a combination of statistical techniques that facilitate at the same time the testing of some models that are complicated simultaneously in the analysis of the factors and in the regression between variables. In this study there are two independent variables, an intermediate variable and a subordinate variable. To know that the model resulting from the data obtained is adequate or feasible and good, the SEM (Structural Equation Modeling) test must meet some cases. The regression weight is a statistical test of the relationship between variables and will serve as a basis for responding to the research hypotheses proposed below. The results of statistical tests on the regression weight of processing with seM are made taking into account the degree of significance of the relationship between variables, which is shown through the Probability (p) and Critical Ratio (CR) values of each relationship between variables. If the value (p) is less than 0.05, then the effect between significant variables. The statistical process of returning weight testing is shown in Table 21.

Table 4. Hypothesis Testing

<table>
<thead>
<tr>
<th>HIP</th>
<th>Independent Variable</th>
<th>Dependent Variable</th>
<th>Direct Effect</th>
<th>Indirect Effect</th>
</tr>
</thead>
<tbody>
<tr>
<td>H1</td>
<td>Islamic Work Motivation</td>
<td>Job satisfaction</td>
<td>0.238</td>
<td>3.153</td>
</tr>
<tr>
<td>H2</td>
<td>Leadership Style</td>
<td>Job satisfaction</td>
<td>0.499</td>
<td>3.965</td>
</tr>
<tr>
<td>H3</td>
<td>Competence</td>
<td>Job satisfaction</td>
<td>0.258</td>
<td>2.158</td>
</tr>
<tr>
<td>H4</td>
<td>Islamic Work Motivation</td>
<td>Employee performance</td>
<td>0.218</td>
<td>3.638</td>
</tr>
<tr>
<td>H5</td>
<td>Leadership Style</td>
<td>Employee performance</td>
<td>0.50</td>
<td>0.520</td>
</tr>
<tr>
<td>H6</td>
<td>Competence</td>
<td>Employee performance</td>
<td>0.285</td>
<td>3.029</td>
</tr>
<tr>
<td>H7</td>
<td>Job satisfaction</td>
<td>Employee performance</td>
<td>0.502</td>
<td>3.723</td>
</tr>
<tr>
<td>H8</td>
<td>Islamic Work Motivation</td>
<td>Employee performance</td>
<td>Job satisfaction</td>
<td>0.120</td>
</tr>
<tr>
<td>H9</td>
<td>Leadership Style</td>
<td>Employee performance</td>
<td>Job satisfaction</td>
<td>0.251</td>
</tr>
<tr>
<td>H10</td>
<td>Competence</td>
<td>Employee performance</td>
<td>Job satisfaction</td>
<td>0.130</td>
</tr>
</tbody>
</table>


The interpretation of Table 26 can be obtained from the following conclusions:

3.1.1 First hypothesis (H1)

According to the first test of the hypotheses, Islamic work motivation affects the job satisfaction of the workers of the company Gammara Hotel Makassar. This hypothesis is demonstrated by seeing that a p-value has been acquired with a degree of meaning of 0.05. Based on the output of the SEM and AMOS, a value of 0.002 was obtained. The p-value obtained is lower than the criterion of acceptance of the hypothesis (value <0.05), so it has a significant impact between Islamic work motivation and job satisfaction, with a strength of 0.238, a statistic of 3.153 > 1.96 and a value of 0.002 <0.05, which means that the first hypothesis (H1) is accepted.
3.1.2 The second hypothesis (H2)

According to the second hypothesis, leadership style affects the job satisfaction of Gammara Hotel Makassar employees. This hypothesis is demonstrated by seeing that a p-value has been acquired with a degree of meaning of 0.05. From the output of the SEM and AMOS analyses, a p-value of 0.000 was obtained. The p-value obtained is lower than the criterion of acceptance of the hypothesis (p < 0.05), so it has a significant impact between leadership style and job satisfaction, with a strength of 0.499, $3.965 > t_{1.96}$ and a value of 0.000 < 0.05, which means that the second hypothesis (H2) is accepted.

3.1.3 The third hypothesis (H3)

The third hypothesis suggests that competition affects the job satisfaction of workers at the Makassar Hotel of Gammara Hotel Makassar. This hypothesis is demonstrated by seeing that a p-value has been acquired with a degree of meaning of 0.05. Based on the SEM analysis and the output of AMOS, a value of 0.031 p was obtained. The p-value obtained is lower than the criterion of acceptance of the hypothesis (p < 0.05), so it has a significant impact between work competence and satisfaction, with a strength of 0.258, a statistic of 3.158 > 1.96 and a value of 0.031 < 0.05, which means that the third hypothesis is accepted (H3).

3.1.4 The fourth hypothesis (H4)

According to the fourth hypothesis, Islamic work motivation influences the performance of the workers of Gammara Hotel Makassar. This hypothesis is demonstrated by seeing that a p-value has been acquired with a degree of meaning of 0.05. From the output of the SEM and AMOS analyses, a p-value of 0.000 was obtained. The p-value obtained is lower than the admission criterion of the hypothesis (value < 0.05), so it has a significant impact between Islamic work motivation and workers' activity with a strength of 0.218, with a t-statistic of 3.638 > 1.96 and a value of 0.000 < 0.05, that is, the fourth hypothesis (H4) is accepted.

3.1.5 The fifth hypothesis (H5)

According to the fifth hypothesis, leadership style does not affect the performance of Gammara Hotel Makassar employees. This hypothesis is demonstrated by seeing that a p-value has been acquired with a degree of meaning of 0.05. From the output of the SEM and AMOS, a value of 0.603 p was reached. The acquisition of P is higher than the criteria for acceptance of the hypothesis (p < 0.05), so there is no significant impact between leadership style and worker activity, with a strength of 0.050, a t-statistic of 0.520 < 1.96 and a value of 0.603 > p of 0.05, which means that the fifth hypothesis (H5) is discarded.

3.1.6 The sixth hypothesis (H6)

According to the sixth scenario, competition affects the performance of the employees of Gammara Hotel Makassar. This hypothesis is demonstrated by seeing that a p-value has been acquired with a degree of meaning of 0.05. Based on the output of the SEM and AMOS, a value of 0.002 was obtained. The p-value obtained is lower than the criterion of admission of the hypothesis (value < 0.05), so it has a significant impact between the competence and the performance of the workers with a magnitude of 0.285 degrees, with a t-statistic of 3.029 > 1.96 and a value of 0.002 < 0.05, which means that the sixth hypothesis (H6) is accepted.
3.1.7 The seventh hypothesis (H7)

According to the seventh hypothesis, job satisfaction affects the performance of Gammara Hotel Makassar workers. This hypothesis is demonstrated by seeing that a p-value has been acquired with a degree of meaning of 0.05. From the output of the SEM and AMOS analyses, a p-value of 0.000 was obtained. The p-value obtained is lower than the admission criterion of the hypothesis (value <0.05), so it has a significant impact between job satisfaction and worker activity with a strength of 0.502, with a t-statistic of 3.723 > 1.96 and a value of 0.000 <0.05, which means that the seventh hypothesis (H7) is accepted.

3.1.8 The eighth hypothesis (H8)

Significant impact between work motivation and activity of workers, and job satisfaction, with a trajectory coefficient of 0.120, with a value of 0.024 <0.05, which means that the eighth hypothesis (H8) is accepted.

3.1.9 The ninth hypothesis (H9)

Between the leadership style and the activity of the workers, and the work mood as an intermediary variable with a trajectory coefficient of 0.251, with a value of 0.044 <0.05, which means that the ninth hypothesis (H9) is accepted.

3.1.10 The tenth hypothesis (H10)

It will not significantly affect between the competence and performance of workers, and job satisfaction, as an intermediary variable with a trajectory coefficient of 0.130, with a value of 0.171 > 0.05, which means that the tenth hypothesis (H10) is discarded.

3.2 Theory Relevance with Research Results

3.2.1 The influence of islamic work motivation on job satisfaction of gammara hotel makassar employees

From the results of the first hypothesis study, it can be seen from the results of the SEM analysis. The table shows that Islamic work motivation has a positive impact on the job satisfaction of Gammara Makassar hotel workers. This shows that the better a worker's work motivation, the better job satisfaction and vice versa. This finding coincides with the results of a study conducted by Pancasila (2020), which shows that Islamic work motivation significantly influences workers' job satisfaction. The results of the Statistical Descriptive Analysis show that respondents understand and understand what is the motivation of Islamic work. The motivation for working in Islam is to earn a living or meet your needs. Personal or family needs in need of help. The motivation for working in Islam is not to seek a hedonic life, status or wealth. But the goal of Allah SWT is to worship every Muslim. And, fundamentally, all Muslim activities oriented to the cause of Allah will be worthwhile to complete the motivation of Islamic work, that is, according to the respondents, Ihsan (X1.1) and Responsibility (X1.4) with an average value of 4.14. According to respondents, the lowest is confidence (X1.3), with an average value of 4.10. The research center's facts demonstrate that Ihsa employees, honest workers and God see their employees, and that, along with the sense of responsibility for every job that needs to be done, they greatly affect job satisfaction.
3.2.2 The effect of leadership style on employee job satisfaction at Gammara Hotel Makassar

Based on the results of the second hypothesis research, it can be observed from the Results of the SEM analysis in Table 26. The table shows that leadership style has a positive impact on the job satisfaction of Gammara Makassar hotel workers. This shows that the more suitable a leader's leadership style, the better the work joy and vice versa. This finding coincides with the results of a study conducted by Abadiyah (2021) that agrees that leadership style has a positive impact on workers' job satisfaction. The results of the Statistical Descriptive Analysis show that respondents understand and understand what the researcher understands the Leadership Style. The most contributory form of the leadership style is the Participatory Leadership Style (X2.3), with an average value of 4.22, then delegated (X2.4), with an average value of 4.20. Consultative (X2.2) with an average value of 4.1 and, finally, Directive (X2.1), with an average value of 4.02. Leadership style is the form of a leader's ability to place the right person in their leadership development. The facts of the research center demonstrate that leaders with participation style are satisfied with their work, since the bosses of the Gammara hotel spend time talking to workers or workers and are participating in work decisions with workers or workers and continue to listen to workers' suggestions on improving performance.

3.2.3 The effect of competence on employee job satisfaction at Gammara Hotel Makassar

From the results of the investigation of the third hypothesis, it can be seen from the results of the SEM analysis. The table shows that Gammara Makassar has a positive impact on the job satisfaction of hotel workers. This shows that the more suitable the capabilities of workers with their work, the better job satisfaction and vice versa. This finding coincides with the results of a study conducted by the trade unions Achmad F. et al. (2020), Deswarta (2017) and Adhie F.N. (2019), in which competition significantly influences workers' job satisfaction. According to this condition, increasing the competitiveness of Hotel Gammara workers will increase workers' job satisfaction. It means that the better the competence, or the more adequate the competence in a given field of science, the greater the job satisfaction it produces, and vice versa; The more you disagree with the competitive environment, the lower the level of job satisfaction. This shows that the high capacity of workers will be able to increase the job satisfaction of workers. The results of the Statistical Descriptive Analysis show that respondents understand and understand what researchers understand as ability. Competence is the potential of staff for the fulfillment of their main duties and functions. Job satisfaction and the most contributory way to increase worker performance, i.e. reliability, experiences (X3.3), with an average value of 4.14. According to the events at the place of investigation, the selection process for the staff of the Hotel Gammara (recruitment) is based on potential workers with a minimum work experience of one year, so the staff of the Hotel Gammara has had experience or years in their career. Knowledge (X3.1) with an average value of 4.10, Skills (X3.2) with an average value of 4.02 and, finally, Attitude (X3.4) with an average value of 3.91. This coincides with the efforts of the company in terms of knowledge, since monthly I am given a great training on the capacity of each worker. Therefore, it is very important that companies pay attention to competition and job satisfaction to maximize performance to achieve the company's objectives.

3.2.4 The effect of Islamic work motivation on employee performance at Gammara Hotel Makassar

From the results of the investigation of the fourth hypothesis, 26. It can be seen from the results of the SEM analysis of the table. The table shows that Islamic work motivation has a positive impact on the performance of workers at the Gammara Makassar hotel. This shows
that the better the worker's performance in line with workers' work motivation with their work, the better the worker's performance, and vice versa. According to the fourth hypothesis, Islamic work motivation influences the performance of the workers of Gammara Hotel Makassar. This hypothesis is demonstrated by seeing that a p-value has been acquired with a degree of meaning of 0.05. From the output of the SEM and AMOS analyses, a p-value of 0.000 was obtained. The p-value obtained is lower than the admission criterion of the hypothesis (value <0.05), so it has a significant impact between Islamic work motivation and workers' activity with a strength of 0.218, with a t-statistic of 3.638 > 1.96 and a value of 0.000 <0.05, that is, the fourth hypothesis (H4) is accepted. Motivation is a basic need for human beings. Human beings need a motivation to move to achieve a goal. Motivation has a very important impact on performance. Each worker will try to do his job. Thus they will achieve his will. Their desires can come within themselves, outside the work or work environment, as far as the wishes of the employees they want to fulfill are concerned, i.e. job security, self-esteem and power or position. Several studies relevant to this study, such as those carried out by Yusida (2021) and Hustia (2020), show that one of the variables, that is, work motivation, influences the performance of workers.

3.2.5 The influence of leadership style on employee performance at Gammara Hotel Makassar

According to the fifth hypothesis, leadership style does not affect the performance of Gammara Hotel Makassar employees. This hypothesis is demonstrated by seeing that a p-value has been acquired with a degree of meaning of 0.05. From the output of the SEM and AMOS, a value of 0.603 p was reached. The acquisition of P is higher than the criteria for acceptance of the hypothesis (p <0.05), so there is no significant impact between leadership style and worker activity, with a strength of 0.050, a t-statistic of 0.520 <1.96 and a value of 0.603 > p of 0.05, which means that the fifth hypothesis (H5) is discarded. Leadership style is a standard of conduct used by someone when that person wants to influence the behavior of others. Or it can also be said that the leadership style is a model of behavior, and as other parties know it, when someone tries to influence the activities of other people. The results of this research coincide with the findings of a study conducted by Arief (2018), in which leadership style does not influence the activity of workers. This is understandable, considering how good leadership is, it will not be able to move the institution, if the system that is built cannot give basis and limit the creativity of the leader. The leadership style is produced by the lack of incidence in the activity of the workers, since this study has limitations in the characteristics, quantity and distribution of the respondents, as well as in variable measurements. In addition, the influence of the leadership style on the activity may occur, since the factors that influence the activity are not the leadership style, but the attitude, type and behavior of the leader. Therefore, institutions must review it to obtain better research results, generalize them and be able to use them to make better policies.

3.2.6 The influence of competence on employee performance at Gammara Hotel Makassar

According to the sixth scenario, competition affects the performance of the employees of Gammara Hotel Makassar. This hypothesis is demonstrated by seeing that a p-value has been acquired with a degree of meaning of 0.05. Based on the output of the SEM and AMOS, a value of 0.002 was obtained. The p-value obtained is lower than the criterion of admission of the hypothesis (value <0.05), so it has a significant impact between the competence and the performance of the workers with a magnitude of 0.285 degrees, with a t-statistic of 3.029 > 1.96 and a value of 0.002 <0.05, which means that the sixth hypothesis (H6) is accepted. Relationship between the capacity and performance of employees. The greater the competence of the workers, the greater the result of the company. Companies with competent resources will
be more competitive and able to compete in the future. Competence is usually a level of measurement of a person's ability to work in a company or organization. In addition to competition, the career of a worker is very necessary to achieve the performance of the company. According to Widodo (2015), one of the factors that influences the activity of workers is competition. This coincides with the results of the study conducted by Bintari (2018), which demonstrates that competition has a positive impact on worker performance. This finding is supported by Shmailan theory (2016), which suggests that there is a strong relationship between job satisfaction and worker activity. The findings of this study are the results of a study conducted by the company Nirmawati (2018), which has highlighted that competence and job satisfaction have a positive and significant impact on worker performance. With sufficient capacity, of course, staff have the skills, knowledge and attitudes that are used as guides for the fulfillment of the responsibilities assigned to them.

3.2.7 The effect of job satisfaction on employee performance at Gammara Hotel Makassar

According to the seventh hypothesis, job satisfaction affects the performance of Gammara Hotel Makassar workers. This hypothesis is demonstrated by seeing that a p-value has been acquired with a degree of meaning of 0.05. From the output of the SEM and AMOS analyses, a p-value of 0.000 was obtained. The p-value obtained is lower than the admission criterion of the hypothesis (p <0.05), so it has a significant impact between job satisfaction and employee activity with a strength of 0.502, with a statistic of 3.723 > 1.96 and a value of 0.000 <0.05, which means that the seventh hypothesis (H7) is accepted, which means that the higher the satisfaction received by workers, the higher the performance of workers. This is the same as the results of the sabuhari study (2020), which shows that job satisfaction significantly influences the performance of workers. Job satisfaction is a pleasant emotional attitude, which loves its job. To be satisfied is to be satisfied with work, work, treatment, equipment and good work environment. It is about satisfying workers outside of work, with the number of salaries they will receive from their work, in order to access their needs. Job satisfaction will be achieved if the needs of workers are met through work, in which job satisfaction is happy or positive emotions derived from the evaluation of work or experience. I am happy to work, the performance of the workers will increase in front of the organization in which they work. According to the results of the orders, the award (Y4) was the highest, with an average score of 4.34. Promotion (Y5), with an average value of 4.26, Achievement (Y3) with an average value of 4.18, Interesting Work (Y1) with an average value of 4.09 and, finally, Work Challenge (Y2), with an average value of 3.84. Based on the events at the research site, Gammara Hotel Management considers the award for excellent workers as Employee of the Month; Workers satisfied with the estimation of the prize can improve the activity of workers.

3.2.8 The influence of Islamic work motivation through job satisfaction on employee performance at Gammara Hotel Makassar

Significant impact between work motivation and activity of workers, and job satisfaction, with a trajectory coefficient of 0.120, with a value of 0.024 <0.05, which means that the eighth hypothesis (H8) is accepted. The results of this study coincide with the study conducted by the company satriyani (Yusuf, 2022), which shows that Islamic work motivation has a positive and significant impact on the performance of a company's workers. Companies that give regular and periodic motivation will influence the improvement of the performance of the company's workers, since motivation is the most important stimulus that can cause a worker to work properly without any coercion. Meanwhile, according to the daily Yusuf (2022), work motivation around Islam is a commitment to the relationship between a worker and his God.
Therefore, a worker must have a motivation that can suppose a good change and justifies himself and his environment.

3.2.9 The effect of leadership style through job satisfaction on employee performance at gammara hotel makassar

Between the leadership style and the activity of the workers, and the work mood as an intermediary variable with a trajectory coefficient of 0.251, with a value of 0.044 <0.05, which means that the ninth hypothesis (H9) is accepted. Leadership is becoming increasingly difficult, as the challenges are not only complex, but also unthinkable. These challenges demand substantial change from people and institutions and make it impossible for individual leaders to complete leadership work. The leadership style applied by a leader of the Gammarra Hotel Makassar is also one of the motivations of the leaders. The leadership style will define the activities of the workers, and if the leadership style is applied successfully, it is motivating for the workers to do a better job, for the enthusiasm and enthusiasm of the work. Finally, workers at Gammarra Hotel Makassar can work well and with peace of mind to increase labor productivity and be able to see through workers' performance results. Thanks to a direct leadership style, workers will be more motivated and improve their performance. The results of this study coincide with the study conducted by Yanoto (2018), which shows that leadership style significantly influences work motivation, worker performance and job satisfaction, and that work motivation also significantly influences job satisfaction and that worker performance significantly influences satisfaction.

3.2.10 The influence of competence through job satisfaction on employee performance at gammara hotel makassar

It will not significantly affect between the competence and performance of workers, and job satisfaction, as an intermediary variable with a trajectory coefficient of 0.130, with a value of 0.171 > 0.05, which means that the tenth hypothesis (H10) is discarded. This shows that good worker competence cannot improve the performance of workers at the Gammarra Hotel Makassar, as the conditions of the research site demonstrate low worker competence. This discovery contradicts the theory of acting capacity, which Acshan (Nurlindah, 2018) provides a notion of knowledge, skills and abilities mastered by someone who has become part of himself, to be able to perform cognitive, affective and psychomotor behaviors in the best possible way. If competence is defined as skill, know that good advice is established for the understanding of work objectives, good work and the importance of discipline in an institution so that all rules work correctly. Based on this definition, it means that ability is part of a person's deep personality and predictable behavior in various situations and work tasks. The events that occurred in the research center (questionnaire) at the time of the collection of first-level data detected phenomena regarding the skills of current workers, indicating the need to improve the skills of workers, taking into account that workers perform their main tasks and functions in educational development and in the expected training, so that they are experts, predominate and trust in the work. The reality that occurs as a result of low competition means that work activities are often delayed; The service is not adequate, many times there are many errors and the service process takes a long time, which causes complaints from hotel guests. This is because worker competition is low.
3.3 Research Findings

Based on the results of the analysis and discussion above, several things that became the findings of this study are: It has no direct influence of the leadership style on the activity of the employees of the Gammara Hotel Makassar. This is understandable, considering how good leadership is, it will not be able to move the institution, if the system that is built cannot give basis and limit the creativity of the leader. The leadership style is produced by the lack of incidence in the activity of the workers, since this study has limitations in the characteristics, quantity and distribution of the respondents, as well as in variable measurements. In addition, they do not influence the leadership style at Gammara Hotel, since the factors that influence the activity are not the leadership style, but the attitude, type and behavior of the leader. Therefore, institutions must review it to obtain better research results, generalize them and be able to use them to make better policies.

Not significantly affect the competence and performance of workers and job satisfaction as a mediation variable. This shows that good worker competence cannot improve the performance of workers at the Gammara Hotel Makassar, as the conditions of the research site demonstrate low worker competence. The events that occurred in the research center (questionnaire) at the time of the collection of first-level data detected phenomena regarding the skills of current workers, indicating the need to improve the skills of workers, taking into account that workers perform their main tasks and functions in educational development and in the expected training, so that they are experts, predominate and trust in the work. The reality that occurs as a result of low competition means that work activities are often delayed; The service is not adequate, many times there are many errors and the service process takes a long time, which causes complaints from hotel guests.

3.4 Research Limitations

This research has several limitations, including: The study carried out on the workers of the Hotel Gammara only analyzed the impact of work motivation, leadership style, competence and job satisfaction, without taking into account other factors that may influence more on the activity of the workers of the Hotel Gammara Makassar, with the aim of limiting the generalization of the results of the research.

Through questionnaires there are limits to research, that is, workers' responses sometimes do not reflect the real situation. The conclusions drawn are based solely on obtaining the analysis of the data; It is expected that there will be more research with different research methods, larger samples and the use of more different and comprehensive research tools.

4 CONCLUSION

Based on the results of the analysis and discussion of research results as stated in the previous section, the authors feel the need to draw several conclusions as follows: Islamic work motivation significantly influences the job satisfaction of workers at the Makassar Hotel in Gammara. The facts of the research center prove that workers who are Ihsa, who work honestly and that Allah sees workers, who have a sense of responsibility for each job, should do it in the best way and, to a large extent, be satisfied at work. The leadership style significantly influences the job satisfaction of the employees of the Gammara Hotel Makassar. Leadership style is the form of a leader's ability to place the right person in their leadership development. The facts of the research center demonstrate that leaders with participation style are satisfied with their work, since the bosses of the Gammara hotel spend time talking to workers or workers and are participating in work decisions with workers or workers and continue to listen to workers'
suggestions on improving performance. Competition influences the job satisfaction of workers at the Gammara Hotel Makassar. The greater or more adequate the capacity of a certain scientific field, the greater the job satisfaction it will generate, and vice versa; The more you disagree with the competitive environment, the lower the level of job satisfaction. This shows that the high capacity of workers will be able to increase the job satisfaction of workers. Islamic work motivation significantly influences the performance of workers at the Makassar Hotel in Gammara. Motivation is a basic need for human beings. Human beings need a motivation to move to achieve a goal. Motivation has a very important impact on performance. Each worker will try to do his job. Thus they will achieve his will. Their desires may come from outside the work or work environment.

The leadership style does not significantly influence the performance of the employees of the Gammara Hotel Makassar. The influence of the leadership style on the activity can occur, since the factors that influence the activity are not the leadership style, but the attitude, type and behavior of the leader. Therefore, institutions must review it to obtain better research results, generalize them and be able to use them to make better policies. Competition has a significant impact on the performance of employees at the Gammara Hotel Makassar. With sufficient capacity, of course, staff have the skills, knowledge and attitudes that are used as guides for the fulfillment of the responsibilities assigned to them. Job satisfaction is high in the performance of the workers of the Gammara Hotel Makassar. Gammara Hotel Management received the awards for excellent employees as Employee Activity of the Month. Workers satisfied with the estimation of the prize can improve the activity of workers. Significant influence between Islamic work motivation and worker activity, and job satisfaction as a mediation variable. Companies that are motivated on a regular and regular basis will influence the improvement of the performance of the company's workers, since motivation is the most important incentive that can suppose that a worker works properly without any coercion. Significant influence between leadership style and employee performance, and job satisfaction as an intermediary variable. The leadership style will define the activities of the workers, and if that leadership style is implemented successfully, it is motivating for workers to work better, generating enthusiasm and enthusiasm at work. No significant effects between competence and performance of workers and job satisfaction as a mediation variable; The phenomenon of the skills of today's workers demonstrates the need to improve the skills of workers, taking into account that the staff has the main tasks and tasks in educational development and in the expected training, which must be skillful, predominant and reliable at work. The reality that occurs as a result of low competition means that work activities are often delayed; The service is not adequate, many times there are many errors and the service process takes a long time, which causes complaints from hotel guests. This is because worker competition is low.

**SUGGESTION**

Based on the results of the analysis and discussion, several suggestions can be put forward as follows: For other researchers, especially for those who want to analyze Islamic work motivation, leadership style, ability and job satisfaction in the activity of workers, it is expected that this research will be developed by incorporating a broader population to be able to test other variables that affect the performance of workers, such as work environment, discipline, job characteristics and other variables. It is recommended that companies retain workers with extensive knowledge of the field of work being performed and that companies cater to workers who do not understand how to supplement their duty and responsibility. The solution that can be done through competition is training on the tasks that are entrusted to the worker.
REFERENCES


The Influence of Islamic Work Motivation, Leadership Style and Competence on Job Satisfaction and Employee Performance


