

# ABSTRAK

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**“PENGARUH *ETHICAL LEADERSHIP*, *JOB INSECURITY*, *JOB STRESS*, *ORGANIZATIONAL COMMITMENT* DAN *EMPLOYEE LOYALTY* TERHADAP *EMPLOYEE PERFORMANCE* PADA BANK XYZ DI JAWA BARAT”**

(XIV + 90 pages : 20 tabel; 7 gambar ; 3 Lampiran)

Perbankan merupakan industri yang mampu mendukung lancarnya aktivitas dan perkembangan pada perusahaan di industri lainnya, dimana kinerja perbankan tergambarkan dari kinerja pada level individu atau para karyawan. Penelitian ini bertujuan untuk menguji pengaruh dari *Ethical Leadership*, *Job Insecurity*, *Job Stress*, *Organizational Commitment* dan *Employee Loyalty* terhadap *Employee Performance* pada salah satu bank BUMN yaitu Bank XYZ di seluruh cabang di Provinsi Jawa Barat. Penelitian ini dilakukan secara kuantitatif pada 247 karyawan yang bekerja di Bank XYZ. Analisa dilakukan menggunakan *structural equation modeling* (SEM). Hasil pada penelitian ini menunjukkan bahwa *Job Stress* berpengaruh positif terhadap *Organizational Commitment*, *Organizational Commitment* berpengaruh positif terhadap *Employee Performance* dan *Employee Loyalty*, *Employee Loyalty* berpengaruh positif terhadap *Employee Performance*, dan *ethical leadership* berpengaruh positif terhadap *employee commitment*, *Employee Loyalty* dan *Employee Performance*. Namun *Job Insecurity* tidak dapat mempengaruhi *Employee Performance*.

Kata Kunci : Bank, Pemimpin Beretika, Ketidakamanan Pekerjaan, Kinerja Karyawan

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## ABSTRACT

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***“THE EFFECT OF ETHICAL LEADERSHIP, JOB INSECURITY, JOB STRESS, ORGANIZATIONAL COMMITMENT AND EMPLOYEE LOYALTY ON EMPLOYEE PERFORMANCE AT XYZ BANK IN WEST JAVA ”***

*(XIV + 90 pages; 20 tables; 7 pictures ; 3 attachments)*

*Banking is an industry that is able to support the smooth activities and development of companies in other industries, where banking performance is reflected in the performance at the individual level or employees. This study aims to examine the effect of Ethical Leadership, Job Insecurity, Job Stress, Organizational Commitment and Employee Loyalty on Employee Performance at one of the state-owned banks, namely Bank XYZ in all branches in West Java Province. This study was conducted quantitatively on 247 employees working at Bank XYZ. The analysis was carried out using structural equation modeling (SEM). The results of this study indicate that Job Stress has a positive effect on Organizational Commitment, Organizational Commitment has a positive effect on Employee Performance and Employee Loyalty, Employee Loyalty has a positive effect on Employee Performance, and Ethical Leadership has a positive effect on employee commitment, Employee Loyalty and Employee Performance. However, Job Insecurity cannot affect Employee Performance.*

*Keywords: Bank, Ethical Leaders, Job Insecurity, Employee Performance*

*Refference : 81 (2016-2024)*