

## **ABSTRACT**

*Bank Muamalat is the first Islamic Bank in Indonesia, pioneered by the Indonesian Moeslems of the Indonesian Council of Ulemas (MUI) and others moeslems figures engaged in the Indonesian Moeslem Intellectualls (ICMI). Supported by high integrity, sincere and competent Muamalat Crew, and service network throughout Indonesia and overseas utilizing modern information technology systems, Bank Muamalat develops its own management practices in shariah way, called "The Celestial Management".*

*With the values of The Celestial Management solidly entrenched among the Bank's leadership and guarded by the entire Muamalat Crew, Muamalat has been prioritizing human capital as a key component in their strategy to operate as a sharia organization.*

*The principles of The Celestial Management are applied by making the spirit of Muamalat as a pillar that elevates the quality of its human capital. The basic paradigm is that life and livelihoods are part of our worship to Allah the Almighty (a Place of Worship). Inherent in this paradigm is the Muamalat core values of ZIKR (Zero-based, Iman, Konsisten, and Result Oriented). Each and every Muamalat Crew is expected to contribute to the dynamics of a champion and highly competitive organization, in which the vision to create, manage and distribute prosperity ( a Place of Wealth) will become a reality. Prosperity is represented by PIKR (Poweer, Information, Knowledge and Reward) which is constantly and intensely distributed. In turn, a champion community will emerge from those who are eager to fight for the advancement of an Islamic economy ( a place of Warfare) carrying the attributes of MIKR (Militan, Intellect, Kompetitif and Regeneratif).*

*Muamalat believes that the consistent application of The Celestial Management concept and supported by Muamalat Spirit can improve the performance of organizational effectiveness.*

*By using statistical test of Path Analysis Method, this paper is written to study and examines the effects of The Celestial Management and Muamalat Spirit on measures of sharia Organizational Effectiveness, using data collected from Bank Muamalat in Head Office, Jakarta. It is hypothesized that each attributes will exert positive and significant effects on overall and a wide variety of organizational effectiveness measures.*

*Based on the results of data analysis, carried out comprehensively of validity, reliability, descriptive frequencies, regression and correlation, indicates that the attributes of ZIKR and the spirit of IMMUNITY are the most prominent of the attributes in terms of fostering overall organizational effectiveness, these factors also can work either as drivers for or barriers to successful teams. In addition, a firm's ability to develop successful new products is influenced primarily by the adaptability and consistency traits. Employee satisfaction is determined for the most part by the involvement trait, and clear role clarity is the one of most crucial factors related to success with teams.*