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## **The Effect of Islamic Work Ethic on the Quality of Employee Performance at PT. Karya Putra Surya Gemilang**

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### **Abstract**

Human resources are one of the most strategic and important factors in organizing. Compared to other factors, human resources are the most valuable asset. A successful and effective organization is an organization with individuals in it who have good performance. An effective or successful organization will be supported by qualified human resources. Al-Qur'an and the Hadith recommends humans, especially Muslims, to spur themselves to work hard and try as much as possible, in the sense that a Muslim must have a high work ethic so that he can achieve success and succeed in pursuing his world life in addition to his afterlife. This study uses quantitative data analysis, meaning that all data is manifested in numbers and the analysis is based on statistical analysis. Data tabulation for each variable was carried out on the scores obtained using the help of the SPSS for Windows version 19.0. From the results of research and discussion based on analyzes and tests carried out on the effect of Islamic work ethic on the quality of employee performance at PT Karya Putra Surya Gemilang. This research can be used as input for the company at PT Karya Putra Surya Gemilang in improving the quality of employee performance, through the application of the concept of an Islamic work ethic where work is a translation of aqidah, work is based on knowledge and work by imitating the characteristics of Rasulullah SAW and following the instructions. His instructions, so as to increase the spirit of employee performance which can be used as an effort to achieve company goals which can be a company that is successful in its field, benefits others, and can also empower human resources who are professional, religious and have noble morals

**Keywords:** *Work Ethic, Quality, Employee Performance.*

### **1. Introduction**

Islam is a comprehensive religion, in which it regulates all aspects of human life, both spiritual and material life, including regulating work ethic issues. Implicitly there are many verses in the Al-Qur'an that encourage people to work hard, including in the Al-Quran surah Al-Insyirah: 7-8:

فَإِذَا فَرَغْتَ فَانصَبْ ۖ وَإِلَىٰ رَبِّكَ فَارْجِعْ ﴿٨﴾

It means "When you have finished (from one business), then seriously do (business) for another". Also described in the hadith of the Prophet Muhammad which means: "Try to work on your world affairs as if you will live forever.

Human resources are one of the most strategic and important factors in organizing. Compared to other factors, human resources are the most valuable asset. So in order to achieve the strategic goals and objectives of the organization, competent, reliable and visionary individuals or human resources are needed. The competence of human resources must be in line with the direction of the vision and mission of the organization.

A successful and effective organization is an organization with individuals in it who have good performance. An effective or successful organization will be supported by qualified human resources. The high quality of human resources will greatly support the achievement of organizational goals, because humans are the managers, regulators and drivers of other resource activities in an organization. So that an instrument, pattern, or approach is needed to improve the quality of human resources.

Approaches in efforts to increase human resources can be through psychological and organizational approaches, culture and religion. Mangkunegara, argued that in relation to the work achievement of individuals and organizations in the era of globalization, it is necessary to be based on psychological and organizational approaches, cultural and religious approaches.

A very vital role in realizing the performance (work performance) of an employee is from himself. How he has a high spirit of work ethic to be able to have a positive influence on his environment. Something useful (righteous), which then gives birth to an increase in goodness (ishlah, improvement) to achieve a more meaningful value. He is able to embody his ideas in the form of planning, actions and conducting assessments and analyzes of the cause and effect of the activities he performs.

According to the Islamic viewpoint, work is something that is outlined for humans. Work is in accordance with nature as well as looking for ways to obtain happiness in this world and the hereafter. Religion also makes work the main way to get closer to Allah SWT. Islamic teachings encourage everyone to really try to master their work. That every good work can certainly be of worship value.

Al-Qur'an and the Hadith recommends humans, especially Muslims, to spur themselves to work hard and try as much as possible, in the sense that a Muslim must have a high work ethic so that he can achieve success and succeed in pursuing his world life in addition to his afterlife.

The religion of Islam which is based on the Al-Qur'an and Hadith as a guide and guidance for Muslims has a function not only to regulate in terms of worship but also to regulate the ummah in making demands on matters relating to this work, the Prophet Muhammad said:

إِعْمَلْ لِدُنْيَاكَ كَأَنَّكَ تَعِيشُ أَبَدًا وَعَمَلْ لِآخِرَتِكَ  
كَأَنَّكَ تَمُوتُ غَدًا (رواه عساکر)

It means *"Work for your world as if you live forever, and worship for your afterlife as if you died tomorrow."*

In the current situation of globalization, we are required to show a work ethic that is not only diligent, persistent, loyal, but always balances with Islamic values which of course must not go beyond the paths that have been determined by the Al-Qur'an and Sunnah.

But in the reality of life, there are still some people in Indonesia, especially Muslims who are also lazy, undisciplined, do not want to work hard, and work arbitrarily. This is supported by the fact that it is a habit known as "rubber clock", meaning that if you do something you are often not on time or often late and so on. This means that the Indonesian nation, whose majority population is Muslim, still has a low work ethic.

What exactly is the Islamic teaching about work ethic and how people should work? Through this paper, the author tries to explain the work ethic in an Islamic perspective with a theoretical and practical approach, with the hope that it will be useful for Muslims as well as motivate themselves to work hard and can add deeper scientific treasures.

## **2. Literature Review**

### **Definition and Management Functions**

Management is the art of getting work done through other people. This definition of Mary Parker Follet means that a manager is in charge of managing and directing others to achieve organizational goals. Ricky W. Griffin defines management as a process of planning, organizing, coordinating, and controlling resources to achieve goals effectively and efficiently. Effective means that goals can be achieved according to planning, while efficient means that existing tasks are carried out correctly, organized, and on schedule. Management does not yet have a broad and universally accepted definition.

The word management probably comes from the Italian (1561) *maneggiare* meaning "to control," especially in the context of controlling a horse, which comes from the Latin *manus* meaning "hand". French then adopted this word from English to become management, which means the art of implementing and managing.

Etymologically, the notion of management is an art to implement and organize. Management is also seen as a science that teaches the process of achieving goals in an organization, as a joint effort with several people in the organization. Thus, there are people who formulate and carry out management actions called managers.

The management function is the basic elements that are always present and in the management process which become a benchmark for managers in carrying out activities to achieve goals.

### **Human Resource Management**

Human resource management is a process consisting of planning, organizing, leading and controlling activities related to job analysis, job evaluation, procurement, development, compensation, promotion, and termination of employment in order to achieve the stated objectives (Panggabean, 2007 : 15).

Human resource management is the potential which is an asset and functions as capital (non-material / non-financial) in a business organization, which can be realized into a physical and non-physical real potential in realizing the existence of the organization or in other words it can also be said that by working humans humanize themselves. (Sulistiyani and Rosidah, 2009: 11).

Human resource management (HRM) is one of the areas of general management which includes aspects of planning, organizing implementation and control (Veithzal, 2009: 1).

Human resource management is an activity that regulates how to procure labor, develop, provide compensation, maintain, and segregate labor through management processes in order to achieve organizational goals (Yuli, 2005: 15).

#### **Islamic Work Ethic**

Ethos means a view of life that is unique to a social group. Ethos comes from Greek, which is ethos which means attitude, personality, character, and belief in something. This attitude is not only owned by individuals, but also by groups and even communities. In the large Indonesian dictionary, work ethic is the spirit of work which is the characteristic and belief of a person or group. Work in a broad sense is all forms of human effort, both in material, intellectual and physical terms, as well as in matters relating to mundane and eternal life.

In terminology, the word ethos undergoes a widespread change in meaning. It is used in three different senses, namely:

- A general rule or way of life.
- A set of rules of conduct.

- An inquiry about the way of life and a set of rules of conduct.

In another sense, ethos can be defined as thumuhat who has the will or willingness accompanied by high enthusiasm in order to achieve positive goals.

Ethos is formed by various habits, influences, culture and value systems that he believes in. From the word ethos, it is also known that the word ethics is almost close to the notion of morals or values related to good and bad morals so that the ethos contains a very strong passion or enthusiasm to do something optimally and even strives to achieve good quality work. as perfect as possible.

### **Definition of Work**

Something that is issued by someone as a profession, is deliberately done to earn income. Expenditure of energy for activities needed by a person to achieve certain goals.

Work something that humans want. Humans need to work & want to work and work that has a meaningful physical and emotional impact (Henderson).

The definition of work in a broad scope can mean all forms of effort carried out by humans, both those related to material and non-material, physical and intellectual and of course related to worldly and afterlife issues.

Work can also be interpreted as a dynamic activity that aims to meet physical and spiritual needs with a serious effort to achieve maximum achievement which is proof of devotion to Allah SWT.

In a hadith, Rasulullah SAW said "*Surely Allah loves one of you who does work diligently, neatly and thoroughly*". As we all know, Rasulullah SAW himself always chooses the right person to carry out a task. He always sees someone from the side of expertise, faith and most importantly the depth of knowledge one has.

### **Definition of Work Quality**

"Appraisal is a management activity to evaluate the behavior and work results of employees and determine further policies." (Hasibuan, 2007: 87)

Two things are evaluated in assessing employee performance based on the above definitions, namely employee behavior and work quality. What is meant by behavioral assessment is loyalty, honesty, leadership, cooperation, loyalty, dedication and employee participation. Meanwhile, work quality is a physical standard that is measured because of the work done or performed by employees for their duties.

One of the important aspects in increasing the capacity and utilization of capabilities and the utilization of relatively limited resources is to use these resources as efficiently as possible. Use of resources as efficiently as possible will tend to improve the quality of labor.

### **3. Methodology**

This study uses quantitative data analysis, meaning that all data is manifested in numbers and the analysis is based on statistical analysis. Data tabulation for each variable was carried out on the scores obtained using the help of the SPSS for Windows version 19.0 program in order to obtain the mean, mode, range, maximum value, minimum value, standard deviation for each research variable.

The validity of testing the selected instrument, whether it has a level of accuracy to measure what should be measured, or is not right to be measured (Indrawan and Yaniawati, 2016: 123).

The steps to determine whether an instrument is valid or not are (Indrawan and Yaniawati, 2016: 123):

- Distribute instruments that will be tested for validity to sources who are not real sources.

- Collecting data from the test results of the instrument.
- Creating a helper table to place the scores on the items obtained, to facilitate calculation or further data processing.

Calculating the coefficient of validity using first order and second order which must meet convergent validity with an indicator value of  $\geq 0.5$ .

A construct can be said to be valid if it has a loading value ( $\alpha$ ) with the latent variable to be measured  $\geq 0.5$ , if one of the indicators has a loading value ( $\alpha$ )  $< 0.5$  then the question item must be dropped because it indicates that the indicator is not good enough to measure latent variables appropriately (Wati, 2017: 210). The latent construct of Islamic Work Ethics is measured by question items X1.01 - X1.08, and the variable Quality of Employee Performance is measured by question items Y1.01 - Y1.08.

### **Reliability Test**

The reliability test was conducted to determine the consistency of the variable measurement results. An instrument is said to be reliable if it has a Cronbach Alpha value of more than 0.60.

### **Simple Linear Regression Test**

Simple linear regression analysis is a linear relationship between one independent variable (X) and the dependent variable (Y). This analysis is to determine the direction of the relationship between the independent variable and the dependent variable, whether positive or negative and to predict the value of the dependent variable if the value of the independent variable has increased or decreased. The data used are usually interval or ratio scales. The simple linear regression formula is as follows:

$$Y = a + bX$$

Information:

Y = dependent variable (predicted value)

X = Independent variable

a = constant (Y value if X = 0)

b = regression coefficient (value of increase or decrease).

### **Correlation coefficient**

Pearson Product Moment Partial Correlation Analysis Partial correlation analysis is used to determine the strength of the correlation between the correlation between the two variables where other variables that are considered influential are controlled or made fixed (as control variables). Because the variables studied were interval data, the statistical technique used was Pearson Correlation Product Moment (Sugiyono, 2013: 216). According to Sugiyono (2013: 248) determining the correlation coefficient using the Pearson Product Moment correlation analysis method using the following formula:

$$r_{xy} = \frac{n \sum x_i y_i - (\sum x_i)(\sum y_i)}{\sqrt{\{n \sum x_i^2 - (\sum x_i)^2\} - \{n \sum y_i^2 - (\sum y_i)^2\}}}$$

Information:

$r_{xy}$  = Pearson correlation coefficient  
 $x_i$  = independent variable  
 $y_i$  = dependent variable  
 $n$  = Many samples

From the results obtained by the formula above, it can be seen the level of influence of variables X and variable Y. In essence, the value of r can vary from 102 -1 to +1, or mathematically it can be written as  $-1 \leq r \leq +1$ . The results of the calculation will provide three alternatives, namely:

- If  $r = 0$  or close to 0, then the correlation between the two variables is very weak or there is no relationship between variable X and variable Y.
- If  $r = +1$  or close to +1, then the correlation between the two variables is strong and unidirectional, said to be positive.
- If  $r = -1$  or close to -1, then the correlation between the two variables is strong and in the opposite direction, said to be negative.

As material for interpreting the correlation coefficient that is found to be large or small, it can be guided by the following provisions:

**4. Results and Discussion**

**Simple Linear Regression**

Regression analysis is used to find out how much influence the two variables X and Y have, then the regression equation is used as in table 4.2.3.1. the following:

**Table 1. Simple Linear Regression**

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	7,207	1,423		5,065	,000
Islamic_Work_Ethos	,781	,039	,910	20,133	,000

a. Dependent Variable: Employee\_Performance\_Quality

From the calculation of the data from the results of SPSS processing, the regression equation  $Y = 7.207 + 0.781X$  in the regression equation obtained the B parameter of 0.781, this indicates that there is a significant relationship between Islamic Work Ethics and the Quality of Employee Performance at PT Karya Putra Surya Gemilang. This means that if the Islamic work ethic increases one point, the employee's performance will increase by 0.781 points. So that the employee performance value becomes 7,207.

**Correlation Coefficient**

Correlation coefficient analysis is used to determine how much the relationship between variable X (Islamic work ethic) and variable Y (Quality of Employee Performance). From the calculation results, it will be known the value of r (correlation coefficient) which indicates whether

or not the relationship between the two variables is strong. This calculation can be explained in table 2 below:

**Table 2. Coefficient of the Correlation Score of the Questionnaire Calculation Results**  
**Model Summary<sup>b</sup>**

Model	Adjusted			Std. Error of the Estimate
	R	R Square	R Square	
1	,910 <sup>a</sup>	,828	,826	,94264

a. Predictors: (Constant), Islamic\_Work\_Ethos

b. Dependent Variable: Employee\_Performance\_Quality

Based on this calculation, it can be seen that  $r = 0.828$ , this proves the relationship between Islamic work ethics and the quality of employee performance at PT Karya Putra Surya Gemilang, the correlation coefficient of 0.828 is a very strong category between 0.80-1,000 based on the correlation coefficient interpretation guidelines. (Sugiyono, 2010: 184). So there is a very strong influence between Islamic work ethic and the quality of employee performance at PT Karya Putra Surya Gemilang.

**Analysis of the coefficient of determination (KD)**

Analysis of determination is used to determine the influence of variable X (Islamic work ethic) on variable Y (employee performance) can be seen in table 4.2.13. the following:

**Table 3. Coefficient of Determination**

**Model Summary<sup>b</sup>**

Model	Adjusted			Std. Error of the Estimate
	R	R Square	R Square	
1	,910 <sup>a</sup>	,828	,826	,94264

a. Predictors: (Constant), Islamic\_Work\_Ethos

b. Dependent Variable: Employee\_Performance\_Quality

From the results of these calculations, the coefficient of determination is 82.8%. It can be concluded that the influence of Islamic Work Ethics on the Quality of Employee Performance is 82.8% while the remaining 17.2% is influenced by other variables that are not examined.

**Hypothesis testing**

Hypothesis testing is conducted to determine whether the independent variable (Islamic work ethic) affects the dependent variable (employee performance quality) at PT Karya Putra Surya Gemilang. Hypothesis examiners are carried out using the t test with a confidence level of significance ( $\alpha$ ) 5% and degrees of freedom (dk) =  $n-2 = 84$ , then it can be calculated using the following t calculation formula:

**Table 4. Hypothesis t test**

Model	Coefficients <sup>a</sup>				
	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	7,207	1,423		5,065	,000
Islamic_Work_Ethos	,781	,039	,910	20,133	,000

a. Dependent Variable: Employee\_Performance\_Quality

From the statistical calculation of the hypothesis test mentioned above, where  $t_{count} > t_{table}$  with a value of  $7,207 > 1,663$  which means that  $H_0$  is rejected while  $H_a$  is accepted. It can be concluded that there is a positive and significant influence between Islamic Work Ethics on the Quality of Employee Performance at PT Karya Putra Surya Gemilang.

The results of these calculations can be seen from Table 4. The following t distribution test:

Hypothesis testing in statistical form:

$H_0: \rho = 0$  There is no influence of Islamic Work Ethic at PT Karya Putra Surya Gemilang.

$H_0: \rho \neq 0$  There is a significant influence of Islamic Work Ethics on the Quality of Employee Performance at PT Karya Putra Surya Gemilang.

Based on the data using SPSS 19 analysis, calculations using simple regression analysis obtained the same results from the two calculations above, namely the value of the equation  $Y = 7.207 + 0.781X$

Based on the results of the research described above, the results of the calculation of simple linear regression analysis obtained a regression line equation of the effect of Islamic work ethic (X) on the quality of employee performance (Y), namely  $Y = 7,207 + 0.781X$

From the calculation of the correlation coefficient, it means that there is a relationship between the influence of Islamic work ethics on the quality of employee performance at PT Karya Putra Surya Gemilang. This is evidenced by the results of the calculation of the correlation coefficient obtained at 0.910. The results obtained from these calculations can be interpreted as a very strong level of correlation, this is because  $r = 0.910$  lies between 0.800-1000 which means it has a very strong correlation.

In the calculation of the coefficient of determination, the contribution of the influence of the Islamic work ethic on the performance of PT Karya Putra Surya Gemilang employees is 83.4% and the remaining 16.6% is influenced by other factors.

In the hypothesis test the value of t count is 2.985 t table 1.701, which means that  $H_0$  is rejected and  $H_a$  is accepted, meaning that there is a significant positive correlation between variable X (the influence of Islamic work ethic) and variable Y (quality of employee performance at PT Karya Putra Surya Gemilang).

## 5. Conclusion

From the results of research and discussion based on analyzes and tests carried out on the effect of Islamic work ethic on the quality of employee performance at PT Karya Putra. Based on calculations using regression equations which produce  $Y = 7,193 + 0,781X$ , this shows that if there is an influence Islamic work ethic by one point, the Quality of Performance of PT Karya Putra Surya



Gemilang employees will increase by 0.781 points, likewise if it decreases, then the Quality of Performance of PT Karya Putra Surya Gemilang employees will decrease by 0.781 points.

Based on the correlation coefficient analysis obtained  $r = 0.910$ , this means that there is a strong category relationship between the influence of Islamic Work Ethics on the Quality of Employee Performance at PT Karya Putra Surya Gemilang.

For the results of the calculation of the coefficient of determination resulted in  $KD = 83.4\%$ , which means that there is a contribution to the influence of Islamic Work Ethics on the Quality of Employee Performance at PT Karya Putra Surya Gemilang of 83.4% and the remaining 16.6% is influenced by other factors not examined by author.

The results of the hypothesis analysis concluded that  $H_0$  is rejected and  $H_a$  is accepted, where the  $t$  value = 2.985,  $t$  table = 1.701

Islamic Work Ethics has a positive and significant effect on the Quality of Employee Performance at PT Karya Putra Surya Gemilang.

This research can be used as input for the company at PT Karya Putra Surya Gemilang in improving the quality of employee performance, through the application of the concept of an Islamic work ethic where work is a translation of aqidah, work is based on knowledge and work by imitating the characteristics of Rasulullah SAW and following the instructions. His instructions, so as to increase the spirit of employee performance which can be used as an effort to achieve company goals which can be a company that is successful in its field, benefits others, and can also empower human resources who are professional, religious and have noble morals.

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