

The Influence of Islamic Work Ethics on Organizational Commitment and Employee Performance Mediated as Employee Satisfaction

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ABSTRACT

This study aims to examine the Effect of Islamic Work Ethics on Organizational Commitment and Employee Performance Mediated by Job Satisfaction of PT. Bank Aceh Syariah Takengon Branch. The sampling technique in this study used a probability sampling technique with a sample of 110 respondents. Path Analysis is used as an analytical method to determine the effect of all the variables involved. The results of this study indicate that the Islamic Work Ethics variable has a significant effect on Job Satisfaction, Organizational Commitment and Employee Performance. Then the variable Job Satisfaction also has a positive and significant effect on Organizational Commitment and Employee Performance. Furthermore.

Keywords: Islamic Work Ethics, Job Satisfaction, Organizational Commitment, Employee Performance.

INTRODUCTION

Banks are financial institutions that provide services directly to the public. Banks have the function of raising funds by providing attractive and profitable rewards to the public in the form of interest distribution at Conventional Banks or profit sharing at Islamic Banks. The next function is channeling funds to the public, which means attaching back the funds that have been obtained through savings, demand deposits, and deposits to the public, which are known as loans to conventional banks and financing to Islamic banks. In addition, it provides a variety of service products owned by each bank, such as deposit services, payment services, money transfer services, billing services, clearing services, foreign currency sales services, credit card services, etc. Then in order to run an Islamic economic system in Veranda of Mecca, the Aceh government has issued Aceh Qanun No. 11 of 2018 concerning Islamic Financial Institutions, namely the laws governing the activities of Financial Institutions in the context of realizing a just and prosperous Acehese economy under the auspices of Islamic Sharia. Referring to the Qanun above, all Financial Institutions in the jurisdiction of the Aceh government are required to implement the Sharia system and are required to convert all their products into Sharia form.

In accordance with the applicable provisions, the operational activities of Bank Aceh Syariah can only be carried out after being announced to the public no later than 10 days

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from the day it has been designated as a Sharia commercial bank. Changes to the operational system were carried out on September 19 2016 simultaneously in all Bank Aceh office networks. Since that date, Bank Aceh has been able to serve all customers and the public with system Sharia. PT. Bank Aceh Syariah Takengon Branch is one of the banks that collects funds from the community and distributes these funds back to the community in the form of loans, PT. Bank Aceh Syariah Takengon Branch is oriented towards the primacy of Islamic Sharia values. After the change from the conventional operational system to sharia, Bank Aceh became a sharia-based financial institution to answer the needs of people who want the application of Islamic Sharia values, PT. Bank Aceh Syariah Takengon Branch is making improvements in running its business which is not only required to generate commercial profits, but is also required to apply Sharia values.

Tampi, (2014) employee performance is work performance, namely the comparison between work results that are seen in real terms with the work standards set by the organization/company. Then Robbins, (2008) defines performance, namely a result achieved by employees in their work according to certain criteria that apply to a job. Based on the definitions of performance from some of the opinions above, it can be concluded that performance is the result of work both in quality and quantity that has been achieved by employees, in carrying out their duties in accordance with the responsibilities given by the organization/company, the work results are adjusted to what is expected organization, through the criteria or standards that apply in the organization.

Then employee performance cannot be separated from organizational commitment where organizational commitment also plays an important role in employee job satisfaction. Mathis Muis et al., (2018) organizational commitment is the degree to which employees believe and accept organizational goals and will stay or will not leave the organization. Meanwhile, Ahmad & Owoyemi, (2012) argued that Islamic Work Ethics is a set of values or a belief system that originates from the Al-Qur'an and Sunnah which regulate work and hard work. An example is the Islamic Work Ethics in the field of Bank Aceh Syariah Takengon Branch..

METHODS

The data analysis method in this research is Qualitative Descriptive Analysis. According to I Made Winartha (2006: 155), the qualitative descriptive analysis method is to analyse, describe, and summarise various conditions, situations from various data collected in the form of interviews or observations regarding the problem under study that occurred in the field. Qualitative descriptive analysis in this study is in the form of marketing strategie Sugiyono (2016: 8) the definition of quantitative research methods is as follows: "Quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to research certain populations, sampling techniques are generally carried out randomly, collecting data using research instruments , data analysis is quantitative or statistical in nature with the aim of testing the established hypotheses".

Sample To obtain data and information in accordance with the object of research, the researchers applied the method of collecting data using a questionnaire (questionnaire). The questionnaire is a technique for collecting data by providing a set of written questions in

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response to be answered by Sangadji and Sopiah (2011:33).

The data analysis technique used in this study uses the Quantitative Method. This method relates to mathematical calculations of the data that has been collected using the formula used mathematically. This research uses a form of multiple linear regression formulation, namely the technique used to test the level of influence of two or more independent variables with one dependent variable. Regression analysis is basically a study that explains the relationship of the dependent variable to one or more independent variables which aims to estimate the average value of the dependent variable based on the value of the independent variables known to Ghazali, (2016: 43). One of the purposes of these observations is to test hypotheses about the relationship between the variables of the model created. The results of testing the hypothesis were carried out using multiple regression techniques using a stepwise method to test the relationship or direct effect. The multiple regression equation model in this observation is separated into 3 components. All in order to assess the direct relationship between the independent variable and the dependent variable.

$$Y = b_1X_1 + b_2X_2 + b_3X_3 + e$$

Where:

Y : Organizational
commitment Y : Job
performance

b₁, b₂, b₃ : Coefficients

X : Islamic Work

Ethics z : Job

Satisfaction

E : standard error

s at Nika 'Sae MSMEs in Sumenep City. The qualitative data in this study are in the form of addresses, income, price information, marketing strategies that will be carried out by Nika' Sae MSMEs, and so on. The data collection technique in this research is to use the observation, interview and literature study methods. In this study, researchers made observations by collecting research data using observation. Furthermore, researchers prepare questions to conduct interviews. Researchers also collect data by searching, reading and understanding reference literature sourced from journals, papers, and other relevant literature sources.

RESULTS AND DISCUSSION

The results of testing the research instrument in terms of the validity of the item–total statistics for 110 respondents as shown in the following table, show that all statement items for the independent variables and the dependent variable have a correlation value r greater than the predetermined critical value. Thus, it means that the statement items for all variables are significant.

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Table 1. Validity Test Results

No.	Statement	Variables/Dimensions	Correlation coefficient	Critical Value 5% (N=110)	Ket
1	EKI1	Islamic Work Ethics (X)	0.615	0.195.	Valid
2	EKI2		0.695		
3	EKI3		0.876		
4	EKI4		0.753		
5	EKI5		0.676		
6	EKI6		0.728		
7	KK1	Job satisfaction (Z)	0.839	0.195.	Valid
8	KK2		0.815		
9	KK3		0.730		
10	KK4		0.521		
11	KO1	Organizational Commitment (Y1)	0.562	0.195	Valid
12	KO2		0.500		
13	KO3		0.335		
14	KKn1	Employee performance (Y2)	0.590	0.195	Valid
15	KKn2		0.494		
16	KKn3		0.647		

Source: Primary Data 2022 (processed)

Based on the table above, it can be explained that all the variables used in this study are all declared valid, because they have the correlation coefficient above from the critical value of the product moment correlation, which is equal to 0.195 so that all questions contained in the research questionnaire are declared valid to continue more in-depth research.

Reliability Test Results

An indicator or measuring instrument is declared to have high reliability or can be trusted, if the measuring instrument is stable so that it is dependable and can be used for predictability. Thus the measuring instrument will provide measurement results that do not change and will give similar results when used many times. Reliability indicates an understanding that an instrument is reliable enough to be used as a data collection tool that is not tendentious or directs respondents to choose certain answers. Therefore a reliable instrument will produce data that corresponds to real conditions. Furthermore, the results of testing the research instrument in terms of item-total statistics reliability for 110 respondents PT. Sharia Aceh Bank Takengon Branches shown in the following table:

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Table 2. Reliability Test Results

No	Variable	Number of Items	Cronbach's Alpha		Information
			Count	Standard	
1	Islamic Work Ethics (X)	6	0.898	0.60	reliable
2	Job Satisfaction (Z)	4	0.866	0.60	reliable
3	Organizational Commitment (Y1)	3	0.645	0.60	reliable
4	Employee Performance (Y2)	3	0.745	0.60	reliable

Source: Primary Data 2021 (processed)

Based on the reliability test, it can be seen that the alpha value for the Islamic work ethics variable obtained a value of 0.898, job satisfaction obtained an alpha value of 0.866, then organizational commitment an alpha value of 0.645, then employee performance an alpha value of 0.745, Thus the measurement of variable reliability shows good reliability. meet the criteria of Cronbach's Alpha greater than 0.60.

Description of Research Variables

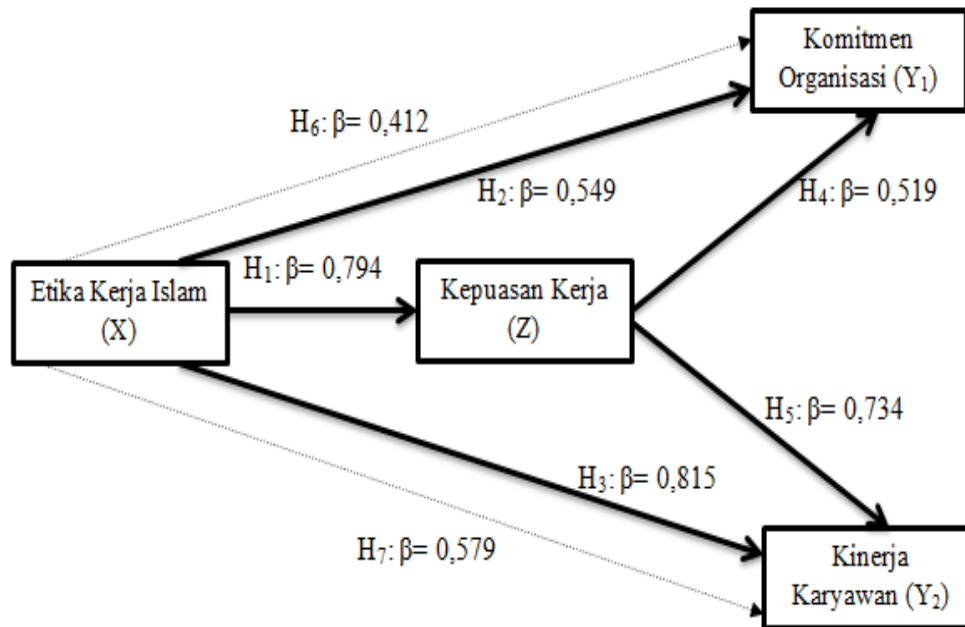
In summary, the description of the research data is presented in the form of the average value (mean), the level of data distribution (Standard Deviation), and the relationship between variables as shown in the following table:

Table 3. Average and Standard Deviation

Variable	Means	Standard Deviation	N
Islamic Work Ethics	24.47	4,237	110
Job satisfaction	16.33	3.316	110
Organizational Commitment	11.25	2,190	110
Employee performance	12.84	2,259	110

Source: Primary Data 2021 (processed)

Table 3 shows the average value (mean) of the variables used in the study ranged from 11.25 to 24.47 with the level of data distribution ranging from 2.190 to 4.237 Of the four visible variables, the Islamic Work Ethics variable is the variable with the highest mean value, which means that the answers support respondent inPT. Sharia Aceh BankTakengon Branch. the Islamic work ethics variable is higher than the other variables onPT. Bank Aceh Syariah BranchTakengon.



Discussion of Research Results

Hypothesis testing results 1 shows that the Islamic work ethic has a significant effect on job satisfaction. The results of this study are supported by Nurmatias, (2015) regarding the variables Effect of Islamic Work Ethics, Job Satisfaction, Organizational Commitment on Employee Performance at the Tafaqquh Fiddin Dumai Islamic Religious Institute, "The results of his research show that Islamic Work Ethics has a positive and significant effect on Job Satisfaction.

Results of hypothesis testing 2 shows that Islamic work ethics have a significant effect on organizational commitment. The results of this study are supported by Hartanto's theory, (2016), and Al-wala's theory regarding the variable Influence of Islamic Work Ethics, which has a good effect on Organizational Commitment.

Results of hypothesis testing 3 that Islamic work ethics have a significant effect on employee performance. The results of this study are supported by Yousef (2000) and, Ajmal and Irfan (2014), regarding the Influence variable work ethic on employee performance, in their research that Islamic work ethics positive effect on employee performance. This can be seen from the probability value of 0.815. The significant value is $0.000 < 0.005$.

Hypothesis testing results 4 shows that job satisfaction has a positive and significant effect on organizational commitment. This result is in line with the theory Suma and Jonida, (2013) which states that job satisfaction has a positive and significant effect on organizational commitment, meaning that when job satisfaction increases, organizational commitment will increase. This can be seen from the probability of 0.519, this value is significant at 0.000

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<0.005 which shows a positive and significant influence of job satisfaction variables on organizational commitment.

Hypothesis testing results 5 shows that job satisfaction has a positive and significant effect on employee performance. This result is in line with the theory expressed Suryanto et al., (2015) which states that job satisfaction has a positive and significant effect on employee performance. This can be seen from the probability of 0.734, this value is significant at 0.000 <0.005 which indicates a positive and significant effect of job satisfaction variables on employee performance.

Hypothesis testing results 6 shows that Islamic work ethics have an indirect effect on organizational commitment through job satisfaction. In this study, partial mediation occurred because the independent effect, namely Islamic work ethics and the dependent variable, namely organizational commitment, was indirectly insignificant but the regression coefficient of independent influence also decreased when the mediating variable, namely job satisfaction, was included.

The results of testing hypothesis 7 show that Islamic work ethics have an indirect effect on employee performance through job satisfaction. In this study there was full/perfect mediation due to the independent influence, namely Islamic work ethics and the dependent variable, namely employee performance, which was indirectly still significant, when the mediating variable, namely job satisfaction, was included.

CONCLUSIONS

Based on the results of the analysis and discussion in the previous chapter, several conclusions can be drawn as follows: The Islamic Work Ethics built into the research model has a positive and significant effect on Job Satisfaction, it also has an effect on Organizational Commitment, and it also has an effect on Employee Performance at PT. Bank Aceh Syariah Takengon Branch. Job Satisfaction has a positive and significant effect on Organizational Commitment and performance PT. Bank Aceh Syariah Takengon Branch. The Islamic Work Ethic is influential positively and not significantly to Organizational Commitment through Job Satisfaction PT. Bank Aceh Syariah Takengon Branch. The Islamic Work Ethic is influential positively and significantly to Employee Performance through Job Satisfaction PT. Bank Aceh Syariah Takengon Branch.

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