**THE ROLE OF ISLAMIC WORK ETHICS IN INFLUENCING ORGANIZATIONAL COMMITMENTS WITH INTRINSIC MOTIVATION AS VARIABLES OF STUDY MEDIATION IN SENIOR HIGH SCHOOL OF MUHAMMADIYAH**

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**ABSTRACT**

Education based on islamic institutions or commonly referred to as Islamic schools at this time are more and more growing. One of them is Senior High School(SMA) which was established by an institution from an Islamic institution. However, with the development of the times and increasingly sophisticated technology demands that Senior High School(SMA) must be able to make changes in accordance with the development of the times provided by religious science as a foundation,then we need educators with good Human Resources, because educators are the key to the success of the organization. This study aims to examine the effect of Islamic work ethics in influencing organizational commitment through intrinsic motivation as a mediating variable in 85 educators at Muhammadiyah 3 and 7 High Schools in Yogyakarta using Path Analysis by using SPSS Base 22.0. the results of this study indicate that Islamic work ethics and organizational commitment influence intrinsic motivation.

**Keywords: Islamic work ethics, organizational commitment, intrinsic motivation.**

**ABSTRACT**

**1. INTRODUCTION**

Education based on islamic institutions are younger educational institutions compared to Islamic boarding schools. Islamic schools are a perfect form of pesantren education that follows the pattern of the western education system. The presence of more Islamic high school contributes greatly to the formation of spiritual morals and character in society. In the era of globalization like today to face an increasingly modern world, it takes educators who have high Islamic work ethics.Islamic work ethics is a set of belief systems derived from the Qur'an and Sunnah derived from Islamic principles, which are related to hard work and work. With a work ethic that is in accordance with what is demanded and taught by aqidah, it is expected that educators are able to encourage quality and quality from within themselves in order to achieve organizational goals.

Motivationis a driver in an educator to do something actions that must be achieved in the organization. While intrinsic motivation has the meaning of motivation that comes from within individuals who arise because of their own desires without any encouragement from outside. Educators who already have intrinsic motivation will surely behave well and positively in doing a job. Because he will always try to provide the best in him with the aim of achieving the goals of the organization.Educators who have organizational commitment, of course, they will show a work attitude that is full of responsibility, attention to every job that is entrustedbecause they feel they have to give and do everything that is best for the organization. So organizational commitment is very influential on the performance ofHuman Resources in the organization.

**Research Purposes**

a. To analyze the role of Islamic work ethics in influencing organizational commitment. b. To analyze the role of Islamic work ethics in influencing intrinsic motivation.
c. To analyze the role of intrinsic motivation on organizational commitment.
d. To analyze the role of intrinsic motivation as a mediating variable of Islamic work ethics on organizational commitment.

**2. Literature Review**

**A. Islamic Work Ethics**

Islamic work ethics in an Islamic perspective It has the meaning as a radiance of aqidah which is sourced from the Islamic faith system that is as a basic attitude to life regarding work so that the paradigm of Islamic work ethic can be built. While the characteristics of Islamic work ethics according to (Alwiyah, 2016), namely:

1) Work is a translation of faith.

2)Work based on knowledge.

3) Work by exploring Divine attributes and following His instructions.

 According to (Ali & Al-Owaihan, 2008) Islamic work ethics is a shaping orientation
and influence the involvement and participation of adherents in the workplace. Islamic work ethics views work as a means to improve economically, socially to advance the welfare of society and reaffirm to faith. Islamic work ethics is a motivating factor for someone to do his job well, because the work is part of worship (Hidayat & Tjahjono, 2015; Nurhidayah et al., 2018).

**B. Organizational Commitment**

Organizational commitment is a psychological condition that can be in the form of wants, needs, or a sense of individual obligation to maintain membership in an organization (Palupi & Tjahjono, 2016). There are 3 dimensions of organizational commitment according to (Allen & Mayer, 1990) namely:

1) AffectiveCommitment

Occurs when employees have a high emotional relationship with an organization so that employees want to continue to be part of the organization.

2) ContinuousCommitment

Commitments that arise when employees continue to work in an organization because they need a salary, can also because they do not find another job so choose to stay in the organization.

3) NormativeCommitment

Emerge from the values in employees who survive in the organization because of the awareness that commitment in the organization is what should be done.

**C. Intrinsic Motivation**

Motivation has the meaning of the word motive, which is something that results in an impulse or a condition that gives rise to an impulse. motivation can also be interpreted as a factor that can encourage someone to act in certain ways. Intrinsic motivation is a motivation that comes from within the individual's own individual without any influence from outside the individual (Handoko, 2012). There are several indicators that can form intrinsic motivation so as to produce good performance and as desired, including:

1) Interest

2) There is a desire

3) The existence of ideals

4) Interest

**Research Model and Hypothesis**

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H1: Islamic work ethics has a positive and significant effect on organizational commitment
H2: Islamic work ethics has a positive and significant effect on intrinsic motivation
H3: Intrinsic motivation has a positive and significant effect on organizational commitment
H4: Islamic work ethic influences organizational commitment through intrinsic motivation

**3. Research Methods**

1. Object and subject of research

This research was conducted to analyze how much influence the Islamic work ethic (X), organizational commitment (Y), and intrinsic motivation (Z). Researchers took the object of this research in Muhammadiyah High School in Yogyakarta with the subjects of Muhammadiyah 3 and 7 Senior High School Yogyakarta.

1. Types of Data

In this study the type of data used is primary data, that is by distributing questionnaires directly to respondents (Tjahjono, 2015)..

1. Data Instrument Quality Test
2. Test Validity

Validity test is done to measure the accuracy of the instruments used to measure with what is measured by researchers so that there is a match between the measuring instrument and the aspect being measured. In this study the validity calculation using SPSS 22.00 using Pearson product moment, the decision when r count. r table then the statement is valid. This validity test uses a significant level of 5% (Ghozali I., 2013).

1. Reliability Test

Reliability tests are carried out to prove the accuracy, consistency, and determination of the instrument in measuring the construct. This test is also useful to ascertain whether the data provided by respondents is true and reliable. The reliability calculation will use SPSS 22.00 software by seeing the reliability coefficient on alpha, the interpretation can be said to be reliable if the Cronbach Alpha value. 0.6 ( Sekaran & Bougie, 2017).

1. Classical Assumption Test
2. Normality Test

Normality test aims to determine whether each variable contributes.

1. Multicollinearity Test

According to (Ghozali I., 2005) multicollinearity test aims to test whether the regressionmodel found a correlation between independent variables.

1. Heterokedasticity Test

According to (Ghozali I., 2013) heteroscedasticity test to test whether in the regression model there is an inequality of variance from the residuals of one observation to Other observations remain, it is called homoscedasticity and if different is called heteroscedasticity.

1. Hypothesis Testing
2. Simple Linear Analysis

 Simple regression analysis is an approach method for modeling the relationship between one dependent variable and an independent variable.
Mathematically, a simple linear regression analysis model can be drawn
as follows :

**Y=A+BX+e**

Y = dependent variable

A = intercept / constant

B = regression coefficient

E = residual / error

1. Multiple Linear Analysis

In multiple linear regression there are more than one independent variable. In research requires the study of various variables that can influence one other variable, then the choice of multiple regression analysis will be useful (Rahawati, Fajarwati, & Fauziyah, 2016) Multiple linear equations:

**Y=β0+β1X1+β2X2 +β3X3+e**

Where:

Y = Organizational Commitment

X1 = Islamic Work Ethics

X2 = Intrinsic Motivation

β1 β2 β3 = Regression Coefficient

β0 = Regression Constants

**DATA ANALYSIS AND DISCUSSION**

The main objective of this study is to analyze the influence of Islamic work ethics on organizational commitment through intrinsic motivation as a mediating variable. The data in this study were collected through the distribution of questionnaires to 85 educators at Senior High Schools Muhammadiyah 3 and 7 Yogyakarta. Before the results of the research questionnaire are examined first, the validity and reliability are tested. Test the validity of using the Pearson Product Moment Correlation formula and reliability testing with the Chonbach’s Alpha formula. To answer the purpose of this study, several data analysis methods are used, namely descriptive statistical analysis, classical assumption analysis and regression analysis. Data analysis in this study used SPSS base *22.0*

1. **Data Quality Test**
2. Reliability Test

|  |  |
| --- | --- |
| Variable | Cronbach’s Alpha |
| Islamic Work Ethics | 0,896 |
| Organizational Commitment | 0,716 |
| Intrinsic Motivation | 0,742 |

From the results of the table above shows that the questionnaire declared reliable can be seen with the *Cronbach's Alpha* value of Islamic work ethics variable of 0.896. The organizational commitment variable is 0.716 and the intrinsic motivation variable is 0.742.

1. Test Validity

The validity test uses the Pearson Product Moment Correlation formula by calculating the correlation between the scores of each question item with the total score.
Islamic Work Ethics variable consists of 10 question items, variable
organizational commitment consists of 9 question items and intrinsic motivation variable consists of 6 question items.

 The results of testing using SPSS Base 22.0 show the results that the Pearson Correlation value of each instrument against the question item scores showed significant results. So it can be concluded that each question item from a variable is valid. So the data collected in this study deserves further analysis.

1. **Analysis of Classical Assumptions**

The classic assumption tests used in this study are the normality test, the multicollinearity test and the heteroscedasticity test.

1. Normality Test

Normality test aims to test whether the dependent variable and independent variables in the regression table are normally distributed or not. A good regression model is one that has a normal distribution. The test was carried out using the Kolgomorov Smirnov method.

It can be concluded that seen from the results of normality testing using the Kolgomorov Smirnov method shows that the significant value of Islamic work ethics, organizational commitment to intrinsic motivation is 0.200, which means it is greater than 0.05 so it can be concluded that the instrument is normally distributed.

1. Multicollinearity Test

This multicollinearity test is to test and find out whether or not there is a deviation in the assumption of multicollinational classifications, namely the existence of a linear relationship between the independent variables of the regression model. The way to test for the presence or absence of multicollinity symptoms is to look at the value of tolerance and variance inflation factor (VIF). If the VIF value is below 10 then the regression model does not have multicollinearity symptoms, and vice versa if the VIF value is above 10 then the regression model has multicollinearity symptoms. The following are the results of multicollinearity tests that have been conducted
done :

|  |  |  |  |
| --- | --- | --- | --- |
| Variabel | VIF | Tolerance | Keterangan |
| Islamic Work Ethics | 1,167 | 0,857 | There is no multicollinearity |
| Intrinsic Motivation | 1,167 | 0,857 | There is no multicollinearity |

From the table above, it can be seen that the multicollinearity test results have a VIF value <10 which means that the independent variable does not occur in multicollinearity.

1. Heteroscedasticity Test

Heteroscedasticity test results with scatterplot method shows the above points do not form a pattern and are located in an uncertain position, or abstract when viewed from the location and position of the points spread above and below the numbers
0. So that it can be concluded Islamic Work Ethics, intrinsic motivation towards
organizational commitment from the picture above does not occur Heteroscedasticity.

1. **Analisis Regresi**

|  |  |  |  |
| --- | --- | --- | --- |
|  | EtikaKerjaIslam- KomitmenOrganisasional | EtikakerjaIslam–MotivasiIntrinsik | Motivasi Intrinsik – Komitmen Organisasional |
| Β | 0,301 | 0,378 | 0.257 |
| Sig | 0,006 | 0,000 | 0,017 |

**Hypothesis Test 1**

Based on the table above, it can be seen the significance value of Islamic work ethics on organizational commitment of 0.006 which is less than 0.05. Means it can be concluded that Islamic work ethics significantly influence organizational commitment. Then the value of β Islamic Work Ethics that is equal to 0.301 which means that the Islamic Work Ethics has a positive effect on organizational commitment. meaning that this happens because when employees have a high Islamic Work Ethic then the employee will increase loyalty to the organization through high commitment. As well as the educationin Senior High Schools Muhammadiyah 3 and 7 Yogyakarta, where the results here show that educators express their concern for the educational institution and the belief to be willing to work as best as possible to achieve the purpose of Muhammadiyah 3 and 7 Yogyakarta High Schools.

**Hypothesis Test 2**

Based on the table above, it can be seen the significance value of Islamic work ethics on intrinsic motivation of 0,000 which is less than 0.05. Means it can be concluded that Islamic work ethics significantly influence intrinsic motivation. Then the value of β Islamic Work Ethics is equal to 0.037 which means that Islamic Work Ethics has a positive effect on Intrinsic Motivation. This means that this happens because when employees work according to Islamic principles which work to seek God's blessing it will increase motivation from within individuals to work better. Same like Muhammadiyah 3 and 7 Senior High School EducatorsYogyakarta which depicts Islamic Work Ethics as a orientationshape and influence the involvement and participation of Educators in the workplace regarding hard work. With so the results of research here indicate that there is awareness to always be involved and participate in organizations, the existence of such awareness without the need for outside encouragement or direction from the leadership.

**Hypothesis Test 3**

Based on the table above, it can be seen that the significance value of Intrinsic Motivation on Organizational Commitment is 0.017, which is less than 0.05. Means it can be concluded that Intrinsic Motivation has a significant effect on Organizational Commitment. Then the value of Intrinsic Motivation is equal to0.257 which means Intrinsic Motivation has a positive effect on Organizational Commitment. Which means it happens because when employees have high motivation from within, it will increase employee loyalty to the organization. As well as Muhammadiyah 3 and 7 Senior High School Educators in Yogyakarta with the commitment, educators' beliefsto continue to develop and become an important part in the organization occurs without encouragement from outside but fromwithin the educator.

**Hypothesis Test 4**



To find out the value of mediation, you can also use the Sobel Test. The way to get a sobel test is to use a sobel calculator. From the results of the calculation of the sobel test, the value of Intrinsic Motivation between Islamic Work Ethics and Organizational Commitment is 2,039. The variable is said to be mediating if the value obtained from the multiple test is greater than 1.98 with significance 5%.The results of the study of Islamic work Ethics on Organizational Commitment through Initiative Motivation have a value of 2,039 greater than 1.98 which means mediating the effect of Islamic Work Ethics on Organizational Commitment, with the results of calculating pathways and multiple tests from Hypothesis 4 stating "Islamic Work Ethics affects Organizational Commitment through Intrinsic Motivation as a mediating variable "is accepted. which means to increase organizational commitment, employees not only pay attention to the direct influence of Islamic work ethics on organizational commitment but also to the indirect effect of intrinsic motivation. As well as Muhammadiyah 3 and 7 Senior High School educatorsYogyakarta, where educators carry out or complete their duties in working with their own desires because they feel responsible and trustful for what is held in the organization.

**CONCLUSION**
1. Islamic Work Ethics has a positive and significant effect on organizational commitment.
2. Islamic Work Ethics has a positive and significant effect on intrinsic motivation.
3. Intrinsic motivation has a positive and significant effect on organizational commitment.
4. Islamic work ethic influences organizational commitment through intrinsic motivation.

**SUGGESTION**

The next researcher is expected to expand the scope of the research to be more evenly distributed in order to get maximum results, and can add other variables related to this research.

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