



The Influence of Islamic Work Ethic, Productivity, and Employee Performance: Mediating Work Quality at KSPPS BMT

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Abstract

Islamic work ethic and productivity in the Islamic world play a crucial role in shaping individual character in the context of the world of work. The concept of Islamic work ethic is based on moral and ethical principles embodied in Islam, while productivity is an important factor in achieving individual and organizational goals. The research technique used is quantitative, with data collection using questionnaire methods, and the number of samples in this study is 110 employees. The analysis in this study was assisted using SmartPLS 3.0. The results showed that Islamic work ethic has a positive and significant effect on employee performance, productivity has a positive and significant effect on employee performance, Islamic work ethic has a positive and significant effect on work quality, productivity has a positive and significant effect on work quality, Islamic work ethic has a positive but not significant influence on work quality mediated by employee performance, Productivity has an effect on work quality mediated by employee performance, and employee performance has a positive and significant effect on work quality

INTRODUCTION

Science is fundamentally closely linked to ethics, which aims to promote the well-being of individuals, communities, and society as a whole by ensuring goodness, security, safety, trust, and positive relationships between people. Without a solid foundation in morality and ethical principles, chaos, discontent, hatred, and disagreements about appropriate behavior will inevitably arise. Ethical guidelines are a set of abstract principles and rules that determine

human behavior and serve as a benchmark for judging whether an action is morally good or not (Toumi & Su, 2023).

In general research, it has been found that unethical behavior has a negative impact on the views of colleagues, subordinates, and leaders towards employees. This finding makes sense when unethical behavior is based entirely on self-interest. For example, when employee hours records are falsified, the organization incurs financial losses. When superiors abuse employees, conflicts can reduce productivity and increase employee turnover rates. However, the relationship between unethical behavior and performance is often more complex and involves other factors to consider (Cai, Wang, Schuh, Li, & Zheng, 2023).

Along with the development of an increasingly advanced era, there are various demands on the performance of individuals and institutions that are also getting higher (Zusrony & Wajdi, 2013). Menurut (Guo, Mao, Mu, & Cai, 2023) High performance demands from organizations can encourage fraud by employees. However, the existence of ethical organizational structures and cultures, such as the implementation of codes of conduct, communication, and monitoring systems, can encourage ethical behavior and reduce the likelihood of unethical behavior. The structure can also serve as an ethical marker that reduces the need to protect oneself and makes fraudulent behavior more unlikely.

Referring to data published in 2023 by the World Population Review, the country with the largest number of Muslims overall is Indonesia, which is home to about 231 million Muslims. This number represents 86.7% of the total population of Indonesia and almost 13% of the total Muslim population in the world. The fact that societies and civilizations have their own work ethic and beliefs. Conceptualizations and views on work have been developed by these societies that reflect their cultural reality. In particular, Confucian and Islamic civilizations have given birth to a rich understanding of economic work and enterprise over the centuries. The knowledge and experience they accumulate becomes evidence of a well-developed culture (Ali & Al-Owaidan, 2008).

In recent years, work ethic has become the most frequently discussed topic, including Islamic work ethic (EKI). The discussion of EKI came about with an emphasis on the importance of forging better relationships among people. EKI reflects the *akhlaqul karimah* applied by Prophet Muhammad (PBUH), and it is incumbent upon Muslims to adopt it and apply it in daily business activities, not just in religious rituals (Lestari, Oktaroza, Hasanah, Pratiwi, & Kamila, 2023). The importance of work and hard work is placed by Islam, as revealed in the teachings of the Quran. The fundamental principle related to the role of work is emphasized in the Qur'an, stating that "There is nothing man gains except by his efforts" (53:39). This verse emphasizes that success in the world cannot be achieved by instant means or shortcuts. On the contrary, progress and success can be achieved through continuous struggle and effort. It is believed that the harder a person works, the greater the rewards that may be obtained. Thus, the Quran teaches the importance of perseverance and hard work in achieving success, both individually and collectively (Possumah et al., 2013).

Ali & Al-Owaidan (2008) stated that in the quality of work, discipline and commitment were not possessed by pre-Islamic Arabs. This fact was understood by the Prophet Muhammad as a statesman and reformer, and he sought to transform the Arab community into a functional one. The emphasis on discipline and commitment aims not only to highlight the essence of the work, but also to affirm the relationship between faith and work and ultimately steer the Muslim community towards an entity of economic and political viability. In this context, Prophet Muhammad reiterated the importance of doing a good job and learning how to do a job appropriately. And reaffirm, that "God blesses one who perfects his skills (does a good job)" and "God loves one who learns exactly how to do his job and does it right".

Nasr dalam Yousef (2001) states that the work ethic of Islam deserves serious scrutiny because it is an ideal that Muslims aspire to realize. Islam as a universal and complete view of life, has its own view of work ethics. Yousef (2001) The stated Islamic Work Ethic (EKI) emphasizes

hard work, commitment, and dedication to work, creativity in work, avoiding unethical methods of accumulating wealth, cooperation, and competition in the workplace. In the conventional economic system, according to the opinion of Ehrenberg and Smith (2004) in Possumah (2013), the concept of work is influenced by the philosophy of materialism, which states that work is a way to increase wealth, pleasure, and all physical pleasures as the goal of human effort. In Islam, as a servant of Allah, the material element is not the only purpose of life. EKI places more emphasis on intention than outcome. For example, the Prophet Muhammad stated "they are judged according to their intention, and man will be rewarded or punished according to his intention." EKI also emphasizes on social aspects in the workplace and tasks towards society. In addition, EKI emphasizes fairness and generosity in the workplace, and views involvement in economic activities as an obligation.

Work productivity is also an interesting and important issue, this is because there are many studies that state that if employees of a company have high work productivity, it will make a major contribution to achieving company goals. The success of an enterprise is built on the collective efforts of all employees working in it. When employees are dedicated to their work, the company's performance will improve (Hanif, H., Suhartono, S., Iryanto, M. B. W., Siagian, D., & Pirzada, 2022). Productivity is often considered one of the main contributors in creating wealth. However, productivity is a concept that is difficult to define formally and difficult to measure satisfactorily. In general, productivity relates to efficiency in the use of resources when converted into goods and services. Productivity is the ratio between what is produced (output) and what is needed or used to produce it (input) (Alzeraif, Cheaitou, & Nassif, 2023).

As stated by Blecher (1987: 3) in Zarkasih (2020), productivity is the relationship between organizational outputs or results and the inputs needed. Productivity can be measured by dividing outputs and inputs. Increasing productivity can be achieved by improving the productivity ratio, i.e. producing more output or better output with a certain level of resource input. Increased work productivity can be considered a behavioral problem, but it can also involve technical aspects. Therefore, to overcome this, an accurate understanding of the factors that determine success in increasing work productivity is needed, including the work ethic that must be emphasized by all employees in the organization. According to Mukijat in (Firdasari, 2023), workers' attitudes towards work, superiors, or co-workers can reflect their morality. Morality here is defined as the overall attitude of workers to their work. A worker who is responsible in carrying out his duties is considered to have a good work attitude. This shows that if every worker shows a good work attitude, then work productivity can increase. Increasing employee productivity will encourage employee motivation so that employee performance is getting better (Hijriatin, M., Arwiyah, M. Y., Fakhri, M., & Luturlean, 2021).

According to (Qoyum, Rahmani, & Syahriza, 2023) Humans always play an active and dominating role in every organizational activity, because humans become planners, doers, and determinants of achieving organizational goals. The goals of an organization will not be achieved without the active involvement of employees, even if the company has advanced tools, if employees do not play an active role, these tools will not provide any benefit to the organization. Therefore, the quality of human resources is considered as a major factor in the success of an organization, where the higher the quality of human resources, the better performance can be achieved. Good employee performance will make it easier for the company or organization to achieve the desired goals. Human resources in the context of Islamic economics have a very important role, not only as objects of management, but also as crucial subjects and aspects in management. With innovation and its capabilities, human resources can become the backbone in organizational development (Yusuf & Isriana, 2023).

Previous research as well as (AL Smadi, Amaran, Abugabah, & Alqudah, 2023) Shows an employee will improve his job performance, when he has a high commitment to the Islamic Work Ethic with the view that work allows humans to become independent and is a source of self-esteem, satisfaction, and satisfaction as well as the view that success and progress in work

depends on hard work and commitment to work. and avoid unethical ways of accumulating wealth. Increased employee performance will have an impact on the organization to make it easier to achieve the desired goals. This shows that Islamic Work Ethic can improve employee performance. One of the studies by (Soemaryani, 2018) on the internalization of Islamic work ethic on employee work productivity shows that employees who are able to implement Islamic work ethic values by upholding the values of honesty, hard work, dedication, responsibility, creativity, and compassion have a positive effect on increasing employee work productivity.

The results of previous research conducted by Maudi (Hijriatin, M., Arwiyah, M. Y., Fakhri, M., & Luturlean, 2021) stated that work productivity affects employee performance. With good work productivity, of course, the goals set by the company will be achieved. The achievement of work targets carried out by the company is one aspect that is assessed in employee performance, usually carried out in one period. This aims to improve employee performance to be better and have a positive impact on the company.

One of the factors that affect the quality of employee work is the Islamic work ethic. Previous research (Yousef, 2001) shows that an employee tends to feel satisfied and feel that his work is very meaningful, when he gets what is in accordance with his expectations or desires. Satisfactory work results will have an impact on these employees to continue to give their abilities and want to continue to be in their organization. From some of the discussions and research above, it can be seen that the application of Islamic work ethic in general has a positive impact on companies and organizations. This impact arises indirectly due to an increase in employee job satisfaction and higher commitment. These two indicators illustrate the improvement in the quality of human resources when the Islamic work ethic is applied in the company. In terms of increasing employee job satisfaction, it can be observed that employee job satisfaction is an indicator of good work arrangement, distribution of tasks in accordance with employee abilities and expertise, and employee abilities that can be expressed optimally. Therefore, there is an increase in the quality of human resources indirectly because the appropriate position is able to encourage employee performance to be more optimal. This is due to the field of work that matches their expertise and effective work structuring, which ultimately makes employees feel satisfied with the work they do. In terms of high commitment to the company, it can be observed that through the implementation of the Islamic work system, employees show a higher level of commitment to work diligently rather than just working solely to make ends meet. Employees who have a high commitment to the company tend to be more loyal in carrying out their duties. With the high commitment of employees, their awareness of the work they do also increases. This can encourage employees to improve their skills in an effort to support the implementation of work. Thus, indirectly, the quality of employees also increases along with a high level of commitment (Putra, 2013).

In addition to Islamic work ethic, factors that affect the quality of work are employee work productivity. According to Simanjuntak (1985, p. 30), productivity has a philosophical meaning in which there is a view of life and mental attitude that always strives to improve the quality of life. Today's situation must be better than yesterday, and tomorrow's quality of life must be better than today. Thus, it is important for every employee to have a productive culture that is reflected in mental attitude. This productive culture aims to create improvements in tomorrow from now and to make improvements in today from the day before. This mental attitude is needed by employees, especially in facing economic and non-economic challenges. Economic challenges include limited capital, limited human resource skills, and limited mastery of technology. Meanwhile, non-economic challenges are related to attitudes and desires, attitude culture, safety and order factors, and employee determination to create progress. Improved quality and well-being can be achieved through increased productivity. This can be achieved by improving the effectiveness and quality of the workforce itself. Productivity is used as a management tool to analyze and drive the efficiency of production of goods or services. Benefits of implementation and projection of information regarding productivity can be used as guidance and guidance at all

levels of management to address company problems. Increasing the dignity and dignity of human resources is determined by productivity. Change and renewal are needed to achieve it. It is expected that the potential of human resources can be developed in conjunction with improving quality and supporting work productivity (Suparman, 2020). Such a view of life and mental attitude will encourage humans not to be satisfied quickly, but continue to develop themselves to improve their abilities so that high productivity will be produced. Productivity is a benchmark in the company to assess a quality in the company, especially the quality of work. In research (Royuela & Suriñach, 2013), it is stated that the results of the study show that objective conditions to improve work quality can be improved by higher productivity, especially in sectors with high human resources. In terms of productivity, there was no effect on the quality of work across the economy, but there was a positive relationship in sectors with high human capital, and a negative relationship in sectors with low human capital. This can occur due to the replacement of skilled workers with machines powered by less skilled workers. Therefore, although increased productivity may help improve the quality of work in sectors with high human capital, in sectors with low human capital, increased productivity may be achieved at the expense of quality of work.

The success of a company is greatly influenced by the role of all employees it has. Related to this, monitoring the overall performance of employees is the responsibility of the company to ensure that their duties and obligations are carried out as expected. Basically, employee performance is the result of complex processes, both those that come from the employee's personal self (internal factors) and the strategic efforts of the company. Internal factors, such as motivation, goals, expectations, and so on, as well as external factors, such as the physical and non-physical environment of the company. Good performance is an expectation for all companies and institutions that employ employees, because it is expected that the performance of these employees will have an impact on improving the overall performance of the company.

From the explanation above, it shows that Islamic work ethic, work productivity and employee performance are aspects that need to be studied and can affect the quality of employee work. The main issue that deserves the attention of the organization is the quality of work. This refers to the view that quality work is considered capable of increasing the participation and contribution of members or employees to the organization. Previous research has shown that the quality of work has a positive and significant influence on company performance. The existence of quality work also arouses the desire of employees to remain in the organization. Research also reveals a positive relationship between work quality practices and employee performance (Sari, Sari, & Kurniansyah, 2023).

This research was conducted in one of the non-bank Islamic financial institutions. Non-bank Islamic financial institutions in the community are BMT Tumang and BMT Amanah Ummah. BMT Tumang which has been established since 1998 with the legal basis number of establishment 242/BH/KDK.11.25/IV/1999. BMT Tumang has a vision in building a sharia-based community (ummah) economy, in order to realize independence through good, resilient, modern governance towards the welfare of members who are recognized by Allah SWT. And jaga has a company mission in developing strong, professional and highly competitive human resources. So that improving the quality of its performance is very important in realizing the vision and mission of the sharia savings and loan cooperative. BMT Amanah Ummah which has been established since 1999 with the legal basis number of establishment 195 / BH / KDK.11.27. BMT Amanah Ummah has a vision to become a professional business partner, with integrity & beneficial to the people. And also has a mission to be a financially sound BMT, good in service & harmonious in institutional relations. So that improving the quality of its performance is very important in realizing the vision and mission of the sharia savings and loan cooperative.

Based on the background that has been explained, this study was conducted on BMT Tumang employees with the title "The Influence of Islamic Work Ethic and Productivity on Work

Quality with Employee Performance as a Mediation Variable at BMT Tumang Boyolali and Bmt Amanah Ummah Sukoharjo)".

LITERATURE REVIEW

Islamic work ethic

Work is a compulsory activity and a virtue considering the human needs and the imperative to establish balance in one's individual and social life. Work allows humans to be independent and is a source of self-esteem and satisfaction. Success and progress in work depends on hard work and commitment to one's work. Commitment to work also involves a desire to improve community and community well-being. Society will have fewer problems if everyone is committed to his work and avoids unethical methods of wealth accumulation. Creative work and cooperation are not only a source of happiness, but also considered noble deeds (Ali, 1992).

The Islamic work ethic can be interpreted as a set of moral principles that distinguish what is right and wrong in an Islamic context. This work ethic formulates the definition used in terms of moral values and norms, or knowledge of good and bad that guides a person in a group to regulate his behavior (Hasan, R. R., Samdin, Nusantara, A. W., & Hatani, 2022).

Work ethic in Islamic perspective involves human character and habits related to work. In this context, there is an involvement of the meaning and role of *aqidah* as a source of motivation, guidance, and values related to work. The Islamic faith system forms understanding through the teachings of revelation and reason, and is the basis of life attitudes towards work (ISTANTI, 2023).

In this study, Islamic work ethic which is an independent variable was measured using a questionnaire that has been developed by Ali (1992) which took as many as 15 statement items. An example of an item from this scale is "Dedication to work is a virtue"

Work Productivity

Efficiency in the production process that reflects how much output is produced from available inputs can be referred to as productivity. In addition, productivity can also be conceptualized as a comparison between output and input. Furthermore, productivity can also be measured as product output in the form of goods or services produced from each input or factor of production used in the production process (Syverson, 2011).

According to Tohardi in Soetrisno (2016, p. 110) a mental attitude that always seeks improvement to what already exists is the core of work productivity. It shows confidence that work can be done better today than yesterday, and that tomorrow can be better than today. This opinion is also reinforced by Raviyanto in Soetrisno (2016, p. 101) the view that today's life must be better than yesterday, and tomorrow must be better than today is an underlying aspect of productivity. Such a mental attitude will encourage individuals to continue to improve themselves and develop their work abilities by not being satisfied quickly. Always looking for improvements and improvements is the way to achieve this.

Work productivity according to (Qoyum et al., 2023) stated that it is a comparison between output and input value, where the output is expected to have added value and better working techniques.

According to Soetrisno Edy (2016) productivity variables can be measured by the following indicators: Ability, Improving the results achieved, Morale, Self-development, Quality, Efficiency

Employee Performance

In the Big Indonesian Dictionary (KBBI), performance is defined as something to be achieved, such as achievements shown and one's abilities. Experts give many limitations regarding the term performance, although the formulation is different, but in principle performance is related to the process of achieving results. HR performance comes from the

word job performance or actual performance (work performance or actual achievement achieved by someone).

According to (Sihombing, Ramadhan, & Kusumah, 2023) Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

According to cashmere (2016, p. 182) Performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given in a certain period.

According to Wirawan (2009, p. 5) Performance is the result of the implementation of work, both in physical or material form or non-material, carried out by a worker in accordance with the job description or position set. Assessment of performance needs to be done after a certain period of time.

According to Colquitt in Cashmere (2016, p. 183) Performance can be interpreted as an assessment of the value of a set of employee behaviors that contribute, either positively or negatively, to the achievement of organizational goals.

(Suharto & Suprpto, 2023) state performance is a record of the results obtained from certain job functions or certain activities over a certain period of time. According to Abu (Rakhmat, 2023) In performance appraisal practice, usually the three performance appraisal systems are combined between behavior, results, and sharia implementation. Abu Fahmi mentioned thus for his measurement can be used factors including: Honesty, Discipline, Creativity, Courtesy, Obedience, Loyalty, Commitment, Quality of work, Quantity or amount of work, Punctuality of work, Can read the Qur'an well.

Quality of Work

Work quality according to Marcana in (Akmal, Gumilar, & Santoso, 2023) is Behavior or activities that are carried out in accordance with the expectations, needs, or goals of the company that are achieved effectively and efficiently is a real form of work quality. Work quality shows reliability in the implementation of duties, so that these tasks can be completed with high quality, on time, accurately, and in accordance with procedures that are easily understood by employees who are responsible for the tasks and obligations given, be it personal, social, intellectual, or moral and spiritual responsibilities.

Flippo (1995, p. 28) although every organization has a different view of employee quality standards, effectiveness and efficiency are common measures. Thus, it can be said that the core of work quality is results that can be measured through the effectiveness and efficiency of the implementation of a job by human resources or other resources in achieving the company's goals or objectives properly and efficiently.

Human resource development must continue to be carried out so that quality labor can be obtained according to needs. Quality is associated not only with intelligence and fulfillment of the qualitative requirements of the work, but also involves the ability to complete the work according to the established plan.

In Wungu and Brotoharsojo (2003, p. 57) it is stated that work quality refers to all forms of measures related to the quality or quality of work that can be expressed in the form of numbers or can be converted into numbers.

Wilson and Heyel's opinion quoted in (Rizki, Barung, Afifah, & Kurniawan, 2023) It is stated that the quality of work reflects the extent to which an employee's duties can be carried out with a level of accuracy, completeness, and neatness.

According to (Nurpida, 2023) The quality of employee work is an employee who meets the qualitative requirements required by his duties, so that the task can be carried out thoroughly.

According to (Qoyum et al., 2023), indicators of employee work quality are: Self-Potential, Optimal Work Results, Work Process, Enthusiasm

METHODS

The type of research used in this study is causal research that uses survey methods with questionnaire tools. The method used in this study is a quantitative approach. Quantitative research deals with the measurement and analysis of variables to obtain results. The population in this study is employees of KSPPS BMT Tumang in Boyolali with 59 population and BMT Amanah Ummah in Sukoharjo with 51 population. The sampling technique used in this study is non-probability sampling where there is no chance for every element in the population. While the technique used in sampling is a saturated sampling technique in which all members of the population are used as samples. Data analysis using SEM PLS using Smart PLS with the following stages: 1). Evaluation of the Measurement Model (Outer Model) is used to evaluate the validity and reliability of the model. 2). Structural Model Evaluation (Inner Model) consists of R-Square (R²) and Goodness of Fit. Changes in R-Square values can be used to explain the effect of certain exogenous latent variables on endogenous latent variables. 3). Hypothesis Testing consists of Direct Effects and Indirect Effects.

Table 1. Indicators of Each Electronic Component

Variable	Code	Indicator
A. <i>Islamic Work Ethic</i> (X ₁)	X1.1	1. <i>Dedication to work is a virtue</i>
	X1.2	2. <i>Good work benefits both one's self and Others</i>
	X1.3	3. <i>Justice and generosity in the work place are necessary conditions for society's welfare</i>
	X1.4	4. <i>Producing more than enough to meet one's needs contributes to the prosperity of society as a whole</i>
	X1.5	5. <i>One should carry work out to the best of one's ability</i>
	X1.6	6. <i>Work is not an end in itself but a means to foster personal growth and social relations</i>
	X1.7	7. <i>More leisure time is detrimental to society.</i>
	X1.8	8. <i>Human relations should be emphasize and encourage</i>
	X1.9	9. <i>Work enables man to control nature</i>
	X1.10	10. <i>Creative work is a source of happiness and accomplishment</i>
	X1.11	11. <i>Any person who works is more likely to get ahead in life</i>
	X1.12	12. <i>Work gives one the chance to be independent</i>
	X1.13	13. <i>A successful person is the one who meets deadlines at work</i>
	X1.14	14. <i>One should constantly work hard to meet responsibilities</i>
	X1.15	15. <i>The value of work is delivered from the accompanying intention rather than its result</i>
B. <i>Productivity</i> (X ₂)	X2.1	1. Ability 2. Increase the results achieved. 3. Morale 4. Self-development 5. Quality. 6. <i>Efficiency</i>
	X2.2	
	X2.3	
	X2.4	
	X2.5	
	X2.6	
	X2.7	
	X2.8	
	X2.9	
	X2.10	
C. <i>Employee Performance</i> (M)	Z.1	1. Honesty
	Z.2	2. Discipline
	Z.3	3. Creativeness
	Z.4	4. Manners
	Z.5	5. Ketaatan
	Z.6	6. Loyalty

	Z.7 Z.8 Z.9 Z.10 Z.11	7. Commitment 8. Quality of work 9. Quantity or quantity of work 10. Punctuality of work 11. <i>Can read the Qur'an well.</i>
D. Purchase Intention (Y)	Y.1 Y.2 Y.3 Y.4 Y.5 Y.6 Y.7 Y.8	1. Self-Potential 2. Optimal Work Results 3. Work Process 4. <i>Antusias</i>

In this study, sampling used non-probability sampling techniques, namely saturated sampling or census. Saturated sampling is a sampling technique when all members of a population are used as samples (Sugiyono, 2010, p. 85). The samples in this study were employees of KSPPS BMT Tumang in Boyolali with 59 employees and BMT Amanah Ummah in Sukoharjo with 51 employees.

Results and Discussion

Classification of Respondents by Gender

Table 2. Gender Characteristics of Respondents

Gender	Number of Respondents	Percentage (%)
Man	57	51,82 %
Woman	53	48,18 %
Total	110	

Based on table 2, it is known that most respondents are male as many as 57 people or 51.82%, employees with female gender as many as 53 people or 48.18%.

Classification of Respondents by Age

Age is the age limit of respondents in this case. The state of age of respondents can be observed in the following table:

Table 3. Age Characteristics of Respondents

Age	Number of Respondents	Percentage (%)
21-30 year	70	63,64 %
21-30 year	34	30.91 %
More than 40 years	6	5,45 %
Total	110	

Source : Primary data processed, 2023

Based on table 3. It is known that respondents are mostly aged between 21-30 years as many as 70 people or 63.64%, Employees with the age of 31-40 years as many as 34 people or 30.91%, Employees with the age of more than 40 years as many as 6 people or 5.45%.

Classification of respondents based on length of service

Table 4. Characteristics of Length of Service of Respondents

Long Time Work	Number of Respondents	Percentage (%)
Less than 5 years old	63	57,27 %
6-10 year	37	33,64 %
More than 11 years	10	9,09 %
Total	110	

Source : Primary data processed, 2023

Based on table 4, it is known that respondents are mostly working tenure, with the highest work experience of less than 5 years of 63 people or 57.27%, 6-10 years of work experience of 37 people or 33.64%, and work experience of more than 11 years of 10 people or 9.09%.

Classification of respondents based on recent education

Table 5. Recent Educational Characteristics

Long Time Work	Number of Respondents	Percentage (%)
SLTA/SMA/SMK	13	11,82 %
D3/D2/D1	10	9,09 %
Strata 1 (S1)	86	78,18 %
Strata 2 (S2)	1	0,91 %
Strata 3 (S3)	0	0,00 %
Total	110	

Source : Primary data processed, 2023

Based on table 5. It is known to respondents based on the last level of education, 13 high school / high school / vocational graduates or 11.82%, diplomas as many as 10 people or 9.09%, undergraduate S1 as many as 86 people or 78.18%. As for the S3 0%.

Analysis of Results

In this study, the test results were analyzed with the help of SmartPLS software version 3.0; The full model can be presented in the following figure:

a. Model test results

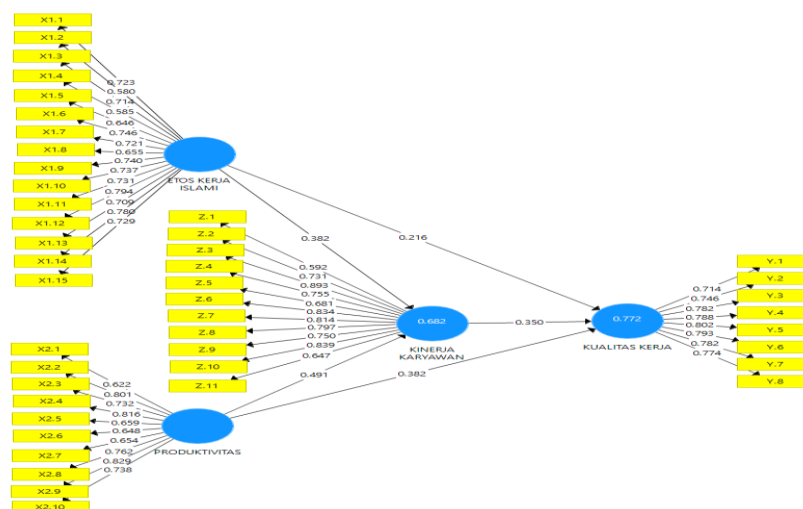


Figure 1. Outer Model

Tabel 6. Convergent validity

Variable	Indicator	<i>Outer Loadings</i>	Information
ISLAMIC WORK ETHIC (X ₁)	X _{1.1}	0,723	<i>Valid</i>
	X _{1.2}	0,580	<i>Valid</i>
	X _{1.3}	0,714	<i>Valid</i>
	X _{1.4}	0,585	<i>Valid</i>
	X _{1.5}	0,646	<i>Valid</i>
	X _{1.6}	0,746	<i>Valid</i>
	X _{1.7}	0,721	<i>Valid</i>
	X _{1.8}	0,655	<i>Valid</i>
	X _{1.9}	0,740	<i>Valid</i>
	X _{1.10}	0,737	<i>Valid</i>
	X _{1.11}	0,731	<i>Valid</i>
	X _{1.12}	0,794	<i>Valid</i>
	X _{1.13}	0,709	<i>Valid</i>
	X _{1.14}	0,780	<i>Valid</i>
	X _{1.15}	0,729	<i>Valid</i>
PRODUCTIVITY (X ₂)	X _{2.1}	0,622	<i>Valid</i>
	X _{2.2}	0,801	<i>Valid</i>
	X _{2.3}	0,732	<i>Valid</i>
	X _{2.4}	0,816	<i>Valid</i>
	X _{2.5}	0,659	<i>Valid</i>
	X _{2.6}	0,648	<i>Valid</i>
	X _{2.7}	0,654	<i>Valid</i>
	X _{2.8}	0,762	<i>Valid</i>
	X _{2.9}	0,829	<i>Valid</i>
	X _{2.10}	0,738	<i>Valid</i>
EMPLOYEE PERFORMANCE (Z)	Z _{.1}	0,592	<i>Valid</i>
	Z _{.2}	0,731	<i>Valid</i>
	Z _{.3}	0,893	<i>Valid</i>
	Z _{.4}	0,755	<i>Valid</i>
	Z _{.5}	0,681	<i>Valid</i>
	Z _{.6}	0,834	<i>Valid</i>
	Z _{.7}	0,814	<i>Valid</i>
	Z _{.8}	0,797	<i>Valid</i>
	Z _{.9}	0,750	<i>Valid</i>
	Z _{.10}	0,839	<i>Valid</i>
	Z _{.11}	0,647	<i>Valid</i>
QUALITY WORK (Y)	Y _{.1}	0,714	<i>Valid</i>
	Y _{.2}	0,746	<i>Valid</i>
	Y _{.3}	0,782	<i>Valid</i>
	Y _{.4}	0,788	<i>Valid</i>
	Y _{.5}	0,802	<i>Valid</i>
	Y _{.6}	0,793	<i>Valid</i>
	Y _{.7}	0,782	<i>Valid</i>
	Y _{.8}	0,774	<i>Valid</i>

Data source: Primary data processed, 2023

The *outer loading* value is used to test *convergent validity*. This test is a reflective measure or criterion with the output load value is a loading value measurement scale of 0.5 to 0.60 considered sufficient Chin (1995) in (Sataruno, Trang, & Poluan, 2023). Based on Table 1, all statements are proven to be valid.

Discriminant validity

Discriminant validity is determined by comparing the square root of the AVE (*Average Variance Extracted*) of each construct with the correlation value between the constructs in the model.

Table 7. Discriminant validity

Construct Reliability and Validity		
	Average Variant Extracted (AVE)	Information
ISLAMIC WORK ETHIC	0,502	Valid
PRODUCTIVITY	0,532	Valid
EMPLOYEE PERFORMANCE	0,581	Valid
QUALITY WORK	0,598	Valid

Source : Primary data processed, 2023

Based on the table above, it can be seen that the AVE value of the Islamic work ethic variable > 0.5 or 0.502, for the productivity variable value > 0.5 or 0.532, for the employee performance variable value > 0.5 or 0.581, and for the work quality variable > 0.5 or 0.598. This shows that each variable has good *discriminant validity*.

Reliability Test

Composite Reliability is a part used to test the reliability value of variable indicators. The variable can be said to meet Composite Reliability if the Composite Reliability value of each variable is > 0.7. The following are the results of the Composite Reliability of each variable:

Tabel 8. Composite Reliability

Construct Reliability and Validity		
	Composite Reliability	Information
ISLAMIC WORK ETHIC	0,938	Reliable
PRODUCTIVITY	0,918	Reliable
EMPLOYEE PERFORMANCE	0,938	Reliable
QUALITY WORK	0,922	Reliable

Source : Primary data processed, 2023

Based on the data in the table above, the *Composite Reliability* value of the Islamic work ethic variable > 0.7 or 0.938, for the productivity variable value > 0.7 or 0.918, for the variable value of employee performance > 0.7 or 0.938, and for the work quality variable > 0.7 or 0.922. Judging from the *Composite Reliability* value on each variable whose magnitude is > 0.7 shows that the four variables are reliable.

The reliability test with Composite Reliability above can be strengthened by using Cronbach's Alpha value. A variable can be said to be reliable if it has a Cronbach Alpha value of > 0.7. The following are Cronbach's Alpha values of each variable.

Tabel 9. Composite Reliability

<i>Construct Reliability and Validity</i>		
	<i>Cronbach's Alpha</i>	<i>Information</i>
ISLAMIC WORK ETHIC	0,928	<i>Reliable</i>
PRODUCTIVITY	0,901	<i>Reliable</i>
EMPLOYEE PERFORMANCE	0,926	<i>Reliable</i>
QUALITY WORK	0,904	<i>Reliable</i>

Source : Primary data processed, 2023

Based on the table above, the results of Cronbach's Alpha from the Islamic work ethic variable > 0.7 or 0.928, for the productivity variable value > 0.7 or 0.901, for the employee performance variable value > 0.7 or 0.926, and for the work quality variable > 0.7 or 0.904. Thus these results can show that each research variable has met the requirements of Cronbach's Alpha value, so it can be concluded that the overall variable has a high level of reliability.

Multicollinearity Test

The purpose of this Multicollinearity test is to determine multicollinearity between variables by looking at the correlation value between independent variables. The results of the multicollinearity test are presented in table 10

Tabel 10. Collinearity Statistics (VIF)

<i>Construct Reliability and Validity</i>				
	<i>Islamic work ethic</i>	<i>Productivity</i>	<i>Quality of Work</i>	<i>Employee Performance</i>
ISLAMIC WORK ETHIC			3,078	2,618
PRODUCTIVITY			3,378	2,618
QUALITY WORK				
EMPLOYEE PERFORMANCE			3,146	

Source : Primary data processed, 2023

Based on table 9 above, the results of *Collinearity Statistics* (VIF) to see the multicollinearity test with the results of the inner value of the Islamic work ethic variable on work quality of 3,078 and employee performance of 2,618. Then the value of the productivity variable on work quality was 3,378 and on employee performance was 2,618. The value of the employee performance variable on work quality was 3,146. From each variable VIF <5, it does not violate the multicollinearity assumption test.

a. Structural Model or Inner Model

This model measures how cause-and-effect relationships are between latent variables. The Coefficient of Determination (R²) and Goodness of Fit were used to evaluate this model.

Based on data processing that has been carried out using SMARTPLS 3.0, the *R-square* value is obtained as follows:

Table 11. R-square

<i>R-square</i>		
	<i>R-square</i>	<i>R-square Adjusted</i>
QUALITY WORK	0,772	0,766
EMPLOYEE PERFORMANCE	0,682	0,676

Source : Primary data processed, 2023

The R-Square table is used to see the influence of Islamic work ethic and productivity variables on employee performance and the magnitude of the influence of Islamic work ethic variables, productivity and employee performance on work quality variables. Based on the presentation of data in the table above, it can be seen that the influence of Islamic work ethic, productivity on employee performance is 0.682 or 68.2% and the influence of Islamic work ethic, productivity, and employee performance on work quality is 0.772 or 77.2%.

The assessment of good of fit is known from the Q-Square value. The Q-Square value has the same meaning as the coefficient determination (R-Square) in regression analysis, where the higher the Q-Square, the model can be said to be better or more fit with the data. The calculation results of Q-Square are as follows:

$$\begin{aligned}
 Q\text{-Square} &= 1 - [(1 - R^2 - 1) \times (1 - R^2 - 1)] \\
 &= 1 - [(1 - 0,772) \times (1 - 0,682)] \\
 &= 1 - (0,228 \times 0,318) \\
 &= 1 - 0,073 \\
 &= 0,927
 \end{aligned}$$

Based on the results of the calculation above, a *Q-Square* value of 0.927 is obtained. This shows that the magnitude of diversity of research data that can be explained by the research model is 92.7%, while the remaining 7.3% is explained by other factors that are outside this research model. Thus, from these results, this research model can be declared to have a good goodness of fit.

Hypothesis Testing

Hypothesis testing in this study is carried out by looking at *t* statistics and *P* values. The *t* test aims to determine the extent of the influence of the independent variable on the dependent variable.

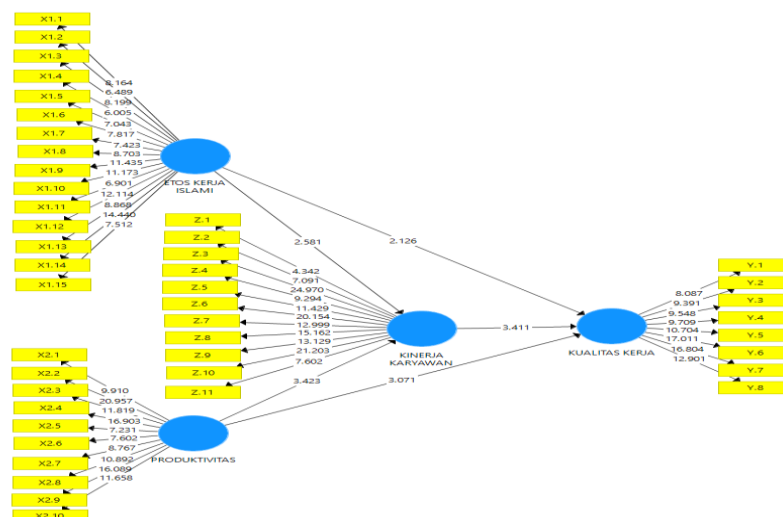


Figure 2. Inner Model

Based on the data processed, the results can be used to answer the hypothesis in this study. Test the hypothesis in this study by looking at *t Statistics* and *P Values*. This hypothesis can be declared accepted if *P Values* < 0.05. In this study there are direct influences and indirect influences because there are independent variables, dependent variables, and mediation variables. In the smartPLS program, the results of the hypothesis test can be seen through the *Path Coefficients* Bootstrapping technique as follows:

Table 12. Direct Effect

Path Coefficients								
	Original Sample	Sample Mean	Standard Deviation	t Statistics (Ts)	t-tabel (Tt)	Result	P Values	Information
PROD -> KKERJA	0,382	0,383	0,124	3,071	1,967	Ts>Tt	0,002	Significant Positive
PROD -> KK	0,491	0,472	0,143	3,423	1,967	Ts>Tt	0,001	Significant Positive
EKI -> KKERJA	0,216	0,202	0,101	2,126	1,967	Ts>Tt	0,034	Significant Positive
EKI -> KK	0,382	0,395	0,148	2,581	1,967	Ts>Tt	0,010	Significant Positive
KK -> KKERJA	0,350	0,359	0,103	3,411	1,967	Ts>Tt	0,001	Significant Positive

Source : Primary data processed, 2023

Based on Table 12 above, it can be seen that of the five hypotheses that have a direct effect, these hypotheses are accepted because the T-Statistics value > 1.96 and the P-value < 0.05.

Indirect Influence Testing

Indirect influence testing to determine the indirect influence of Islamic work ethic variables on work quality through employee performance as an intervening variable and indirect influence of productivity on work quality through employee performance as an intervening variable. The results of the analysis can be seen through the indirect effects table of bootstrapping techniques. The summary results are as follows:

Table 13. Indirect Effects Test Results

<i>Path Coefficients</i>						
	<i>Original Sample</i>	<i>t Statistics (Ts)</i>	<i>T-table (Tt)</i>	Result	<i>P Values</i>	Information
EKI -> KKN -> KKERJA	0,134	1,797	1,967	Ts<Tt	0,073	Positive is not Significant
PROD -> KKN -> KKERJA	0,172	2,380	1,967	Ts>Tt	0,018	Significant Positive

Source : Primary data processed, 2023

Based on Table 13 above, it can be seen that from the relationship that has an indirect effect, there is 1 (one) hypothesis that is rejected, namely Islamic Work Ethic on Work Quality mediated by Employee Performance because the T-Statistics value <1.96 and P-value> 0.05, while 1 (one) other hypothesis is accepted because the T-Statistics value > 1.96 and P-value <0.05.

DISCUSSION

This section will describe the results of the research analysis. The purpose of this study is to determine and analyze the influence of Islamic work ethic and productivity on work quality with employee performance as an intervening variable. A total of 7 hypotheses have been developed and tested using the Structural Equation Modeling (SEM) method and assisted by SmartPLS 3.0 software; The results of this study show the following:

1. The influence of Islamic work ethic on employee performance in BMT employees.

The results of the analysis show that Islamic work ethic has a positive influence on employee performance. In accordance with the results of the hypothesis test which shows a statistical t value of 2.581 or >1.967 , the effect is significant and the P value is 0.010 or <0.05 which means that Islamic work ethic has a positive effect on employee performance. This is supported by previous research by (AL Smadi et al., 2023), Udin et al (2022), and Mohammed et al (2018) which stated that Islamic work ethic has a significant effect on employee performance. The results showed that individuals with a high level of Islamic work ethic were more likely to work hard to achieve their departmental goals and go beyond the demands of their basic jobs to help organizations and colleagues. The findings also found that employees with a high work ethic were more likely to exhibit proactive behavior toward the organization and co-workers. In addition, the results of this study show the existence of motivation that drives employees in these organizations to go beyond their official duties, thereby improving their job performance.

2. The influence of Islamic work ethic on the quality of work in BMT employees.

The results of the analysis show that Islamic work ethic has a positive and significant effect on work quality. Based on the hypothesis test showing a statistical t value of 2.126 or <1.967 , the effect is significant and the value of P Value shows 0.034 or <0.05 which means there is a positive influence of Islamic work ethic on work quality. This is supported by previous research Nadiro (2014), (Sudirman et al., 2023) and Sulaeman (2016) in their research suggesting that Islamic work ethic has a direct effect and has significance on the quality of employee work. i.e. Islamic work ethic. Previous research (Yousef, 2001) shows that an employee tends to feel satisfied and feel that his work is very meaningful, when he gets what is in accordance with his expectations or desires. Satisfactory work results will have an impact on these employees to continue to give their abilities and want to continue to be in their organization. From some of the discussions and research above, it can be seen that the application of Islamic work ethic in general has a positive impact on companies and organizations. This impact arises indirectly due to an increase in employee job satisfaction and higher commitment. These two indicators illustrate the improvement in the quality of human resources when the Islamic work ethic is applied in the company. In terms of increasing employee job satisfaction, it can be observed that employee job satisfaction is an indicator of good work arrangement, distribution of tasks in accordance with employee abilities and expertise, and employee abilities that can be expressed optimally. Therefore, there is an increase in the quality of human resources indirectly because the appropriate position is able to encourage employee performance to be more optimal. This is due to the field of work that matches their expertise and effective work structuring, which ultimately makes employees feel satisfied with the work they do. In terms of high commitment to the company, it can be observed that through the implementation of the Islamic work system, employees show a higher level of commitment to work diligently rather than just working solely to make ends meet. Employees who have a high commitment to the company tend to be more loyal in carrying out their duties. With the high commitment of employees, their awareness of the work they do also increases. This can encourage employees to improve their skills in an effort to support the implementation of work. Thus, indirectly, the quality of employees also increases along with a high level of commitment (Putra, 2013).

3. The effect of productivity on employee performance on BMT employee users.

The results of the hypothesis test show that productivity has a positive effect on employee performance. Based on the results of the analysis resulting in a statistical t value of 3.423 or >1.967 , the effect is significant and the value of P Value is 0.001 or <0.05 which means there is a positive influence on productivity on employee performance. According to research conducted by (Nur & Winarno, 2023), it is stated that employee work productivity and employee performance have a correlation that shows a strong and positive relationship between the two variables.

Research by Simarmata et al (2022) also shows a significant influence between work productivity variables on employee performance. The relationship between these two variables is strengthened by research conducted by Maudi (Hijriatin, M., Arwiyah, M. Y., Fakhri, M., & Luturlean, 2021) and (Firdasari, 2023) which also states the positive significance between productivity and employee performance.

Thus, it can be concluded that increasing employee productivity will encourage employee work motivation so that employee performance is getting better

4. The effect of productivity on work quality in BMT employees

The results of the hypothesis test show that productivity has a positive effect on work quality with a statistical t value of 3.071 or >1.967 , then the effect is significant and the P value is 0.002 or <0.05 which means there is a positive influence of productivity on work quality. This statement is supported by Based on research conducted by Syarif, Rahmawati, & Fasa (2019) that productivity has a positive effect on work quality. Reinforced by research by Zarkasih (2020), and Jimmy et al (2019) shows that productivity directly has a positive and significant effect on work quality.

5. The effect of employee performance on the quality of work of BMT employees

The results of the hypothesis test show that employee performance has a positive effect on work quality with a statistical t value of 3,411 or >1.967 then a significant effect and the value of P Value of 0.001 or <0.05 which means that there is a positive influence of employee performance on work quality. This statement is in accordance with research conducted by Isherawati (2021) which states that work experience and employee performance have a positive and significant influence on work quality. The relationship between these two variables is strengthened by research conducted by Syarif, Rahmawati, & Fasa (2019), and Nadiro (2014) which also states the positive significance between employee performance and work quality.

6. The influence of Islamic work ethic on work quality through employee performance as an intervening variable for BMT employees

Based on the hypothesis test, Islamic work ethic has a positive effect on work quality through employee performance as an intervening variable with a statistical t analysis result value of 1,797 or <1.967 and P value of 0.073 or >0.05 which means a positive but not significant effect of Islamic work ethic on work quality through employee performance as an intervening variable. This is supported by previous research Syarif et al (2019), Hanum (2017) which stated that the indirect influence of Islamic work ethic on work quality through employee performance is not significant. This indicates that other factors may have a stronger influence in explaining variability in work quality. There may be other variables not measured in this study, which may act as intervening variables between Islamic work ethic and work quality. This variable may be a more dominant factor in explaining the relationship between Islamic work ethic and work quality.

Judging from the test results of H1, H2, H5, and H6 in table 4.13 and figure 3, it shows that the influence of variable X_1 (Islamic work ethic) on variable Z (employee performance) is significant, the influence of variable Z on variable Y (quality of work) is significant, and the influence of X_1 on Y is significant, it is included in partial mediation. These results show that, although the mediated variable Z has a significant direct influence on the dependent variable Y, the indirect influence of variables X_1 on Y through Z is not significant. This suggests that the mediation that occurs is partial mediation, where Z partially mediates the relationship between X_1 and Y, but does not completely replace the direct effect of X_1 to Y and the indirect influence through Z is not significant or strong enough to fully explain the relationship.

7. The effect of productivity on work quality through employee performance as an intervening variable of BMT employees

Based on the results of the hypothesis test, it shows that productivity has a positive effect on work quality through employee performance as an intervening variable with a

statistical t value of 2.380 or >1.967 and a P Value of 0.018 or <0.05 which means that there is a positive and significant influence of productivity on work quality through employee performance as an intervening variable. This statement is in accordance with the research of Syarif et al (2019) which states that productivity has a positive and significant effect on work quality through employee performance as a mediation variable.

Judging from the test results of H3, H4, H5, and H7, in table 14.14 and figure 4, it shows the influence of variable X₂ (productivity) on variable Z (employee performance) is significant, the influence of variable Z on variable Y (quality of work) is significant and the influence of X₂ on Y is significant, then it is included in partial mediation. This means that the higher the performance of employees (variable Z) in mediating the relationship between productivity (variable X₂) and the quality of employee work (variable Y), the higher the quality of work that will be felt by the employee. In other words, better employee performance in linking productivity with work quality will have a positive impact on work quality. This underscores the importance of employee performance in the context of productivity and quality of work.

CONCLUSION

This study aims to analyze the influence of Islamic Work Ethic and Productivity on Work Quality mediated by Employee Performance at KSPPS BMT Tumang Boyolali and BMT Amanah Ummah Sukoharjo. Based on the analysis of problem formulation, hypotheses, and research results, the following conclusions can be drawn: first, Islamic Work Ethic has a positive and significant influence on Employee Performance. Second, Productivity has a positive and significant influence on Employee Performance. Third, Islamic Work Ethic has a positive and significant influence on Work Quality. Fourth, productivity has a positive and significant influence on the quality of work. Fifth, the indirect influence of Islamic work ethic on work quality through employee performance is not significant. Sixth, Productivity affects Work Quality mediated by Employee Performance. Finally, Employee Performance has a positive and significant influence on Work Quality. From this analysis and conclusion, the author recommends that to be able to overcome the constraints of Islamic work ethic that is still low, KSPPS BMT can further improve it by teaching aspects of Islamic work ethic such as dedication in work that can have an impact on achieving work quality. The results of the study of productivity variables affect the quality of work. Employees who have high productivity can foster ethical principles and a sense of responsibility in working more efficiently so that the quality of work becomes better. Therefore, existing employees must further increase productivity that can be developed from aspects of ability, increase the results achieved, morale, self-development, and quality, in order to further improve the quality of work.

SUGGESTION

For further research, researchers are expected to consider adding independent variables other than Islamic work ethic, productivity, and employee performance in influencing work quality because according to the results of the study is still considered lacking. It is expected that in future studies to add research objects, such as BMT in Central Java in order to get the results expected by researchers. The indirect influence of Islamic work ethic on work quality is insignificant. This can be the next research material for further analysis.

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