

The Effect of Workplace Spirituality and Employee Performance

(Perspective of Islamic Work Ethics Case Study on BTPN Syariah, Kupang)

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Abstract—One important element in an organization is human resources, where the organization will be effective and efficient if it has qualified human resources. The effectiveness and efficiency of an organization is determined by the performance produced by members of the organization as a representation of the organization. While the factors that affect the performance of a variety of, one of which values reflect the behavior of organizational members. The values possessed by members of the organization are the result of religious beliefs that are reflected in their spiritual life. The purpose of this study was to examine the effect of workplace spirituality on employee performance, the relationship of workplace spirituality on employee performance in this study based on the influence of Islamic work ethics, with the sample in this study were employees of BTPN Syariah, Kupang. The results showed that workplace spirituality had a significant effect on employee performance, the relationship between workplace Spirituality (STK) on employee performance was based on Islamic work ethics adopted in BTPN Syariah.

Keywords: *workplace spirituality, Islamic work ethic, employee performance*

I. INTRODUCTION

Today organizations are required to be able to move quickly, precisely, and efficiently, for that one of the main resources is my human resource, because humans are the movers of other resources. For this reason, the management of Human Resources (HR) in organizations is one of the important factors in organizational success. Thus, if the organization has good quality resources, the organization will become more effective. While organizational effectiveness is reflected in the work results of its employees, or often referred to as employee performance [1].

There are a variety of factors or variables that affect the performance of the employee, one factor that empirically affects the performance of employees is the value of spirituality in the workplace (workplace spirituality). Milliman et al. who claims that the value of spirituality has a positive effect, both on personal well-being and performance [2]. The basic substance of the meaning of work is closely related to the

values of spirituality possessed by individuals in their work [3], the term spirituality here, shows the basic values and meanings that underlie life, both worldly and non- worldly, consciously or not aware of increasing commitment to these values and meanings [4]. It means that spirituality as a way of life that is oriented to things that are not power, lust or possession, so spirituality here relates to fundamental values and commitment to someone.

This is consistent with the statement of Osman- Gani et al. where spirituality has a significant influence on employee performance, due to good spiritual conditions that will improve one's performance at work, while religion is only as a moderation between their relationships [5]. In the context of this study Spirituality in the workplace, is a reflection of employee experience based on meaningful work done, employee relations and solidarity and perfection in the workplace [6]. Spirituality in the workplace is defined as, one of a psychological climate in which employees consider themselves to have an internal life with meaningful work and are placed in a community context [7]. So for spirituality organization is expected to create a humanistic work environment, so that employees are more creative and have a passion to do the job.

In addition to spiritual values, in the context of this study, the role of Islamic work ethics also gets special attention, where these factors have an influence on employee performance. With the existence of a work ethic based on Islamic principles, for employees, work will be intended as part of worship, so that each job can be carried out with sincerity and a full sense of responsibility [1]. Where, in the work culture according to the perspective of Islam, the scope of Islamic worship is very broad, not only the activities of human life with God but also *bermuamalah*. Every activity is carried out relating to individuals or to the community is worship according to Islam while being able to fulfill these requirements.

The study was conducted at the Kupang branch of BTPN Syariah, where Islamic banks are banks that operate in accordance with Islamic sharia principles, the maximum is a

bank that operates in accordance with and is based on Islamic sharia provisions [8]. Especially those relating to the procedure of *bermuamalah* in Islam. In this context, the work ethic of Islam sees work as a means for the sake of economic, social, and psychological, in order to maintain social dignity, to promote the welfare of society, and reaffirm faith. This concept begins with the example and practice of the Prophet Muhammad [9]. Islamic work ethics is the orientation that shapes and influences the involvement of people to believe in the workplace.

So based on the background of the problem above, it appears that there is a research gap on the relationship between workplace spirituality and employee performance. On this basis, the researcher proposes a study with the title: "Relationship between Workplace Spirituality and Employee Performance: The Perspective of Islamic Work Ethics". To answer this problem, research was conducted on BTPN Syariah employees in Kupang.

II. LITERATURE REVIEW

A. Employee Performance

Performance is the result obtained by an organization both the organization is profit-oriented and nonprofit oriented which is produced during a period of time [10]. Strictly speaking Armstrong and Baron say performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction and economic contribution [11]. And as for according to Mangkunegara performance is "The work of quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to him" [12].

Performance is the result of implementing a job both physical / material and non-physical / non-material [13]. According to Hasibuan, performance (work performance) is a result of work achieved by someone in carrying out the tasks given to him based on skill, experience, and earnestness of time [14]. Meanwhile, according to Mas'ud performance is the result of the achievement of efforts that have been made that can be measured by certain indicators [15].

Based on the opinions of experts, in the context of this study employee performance is the level of achievement of a person in carrying out their duties and responsibilities in quality and quantity as well as in accordance with predetermined criteria. Where employee performance can be seen 7 indicators [14]:

- Loyalty
- Work performance
- Discipline
- Creativity
- Cooperation
- Ability

- Responsible

B. Spirituality in the Workplace

Spirituality is a relatively new idea in the context of the workplace, but spirituality is certainly not a new idea in relation to human experience. All major religious traditions at some level encourage contemplative life, where the search for meaning and purpose is primary and the purpose of living in harmony with others is fundamental [16]. In a broad sense of spirituality, it is something that is related to spirit (soul), where something spiritual has eternal truth that is related to the purpose of human life [17]. In this context, Spirituality at work is not about organized religious practices, not about God or theology [17]. So it can be said that the spirituality movement that emerges at work is based on the tradition of religious imagery, for that spirituality is different from the institutionalized religion.

Spirituality in the workplace can be seen from two levels according to Giacalone and Jurkiewicz namely; "First, the individual level" [18], this level refers to a collection of individual values that encourage transcendent experiences through work processes, and facilitate feelings of connecting with others while providing a feeling of complete and happy. In other words, work spirituality refers to the experience of employee spirituality from individuals in the organization. "Second, the organizational level", at this level refers to the framework of organizational cultural values that encourages employees' transcendent experiences through the work process, facilitating feelings of connecting with others while providing a feeling of complete and happy. When people experience spirituality at work, they feel more attached to their organizations and experience a sense of obligation / loyalty in other words having high organizational commitment [19].

From the various concepts from the experts above, it shows that spirituality in the workplace is an organizational recognition of human needs as creatures that have an inner dimension behind the physical elements, this is what underlies humans as workers in the organization no longer working just to earn money, but also make work a journey to be able to develop and lead to greater goals. So based on these concepts, in this study, the definition of Spirituality workplace is "Recognition that employees have an inner life in an effort to find life goals, both in relationships with colleagues and have consistency or harmony between beliefs and values in the organization [20]. This definition represents spirituality at the individual, group and organizational levels, where the individual level is indicated by the meaningful dimension of Work, At the group level it is indicated by the Sense of community dimension, at the organizational level it is indicated by the Alignment dimension with organizational values.

C. Islamic Work Ethics

Running a good work ethic is one way to shape the character of a worker and improve the performance of a job. Work ethics is very important in creating good work results. Ethics comes from the Greek, Ethos which means customs or habits. Ethics is related to values, good ways of life, good rules

of life, and all the habits are adopted and passed down from one person to another or from one generation to another. Thus ethics can be formulated as a critical and rational reflection on values and norms concerning how humans should live both as human beings and about the problems of human life by basing themselves on generally accepted moral values and norms [21].

Humans need jobs to make ends meet. Work is an effort carried out as an obligation and form of worship to Allah, Almighty. By working someone will get income, satisfaction, and appreciation. In doing work, in addition to skills and abilities, a person's attitude will be very instrumental in achieving success. To achieve the pleasure of Allah, then Islam has an ethics at work that must be practiced properly and responsibly.

Islamic work ethics can be defined as a set of values or belief systems derived from the Koran and Sunnah about work and hard work [22]. In other studies, Islamic work ethics views dedication to work is good, the maximum effort one must do at work because it is the duty of a capable individual, creative work is a source of happiness and achievement [23].

Ethics in Islam also advocates for individuals to always be loyal to the organization which can lead to a sense of worthiness to join the organization. With Islamic work ethics, they will be committed to the organization [9].

D. Framework for Thinking and Hypotheses

Milliman et al. found that the value of spirituality has a positive effect, both on personal well-being and on employee performance [2]. This is consistent with the statement of Osman-Gani et al. that spirituality has a significant influence on employee performance because good spiritual conditions will improve one's performance at work, while religion is only a moderation between the two relations [5]. Spirituality at work can be used as an individual factor in the organization to influence organizational performance [24]. The value of spirituality was also stated to have an influence on Islamic work ethics. This is evidenced by Giacalone and Jurkiewicz who found evidence that spirituality will correlate with higher ethical violations perceptions in cases when the legality of an issue is not clear [18]. While ethics has a great influence on the high performance of an employee [1].

From some of the results of empirical research above, the following framework and hypotheses are proposed:

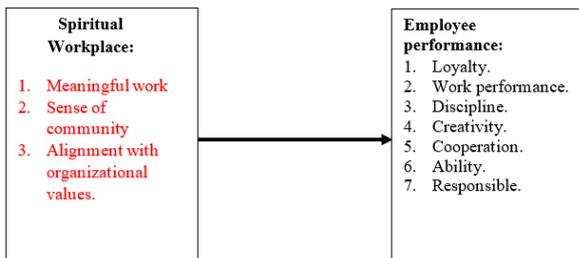


Fig. 1. The research framework.

So based on the research framework, the hypothesis in this study; It is suspected that there is a significant influence of workplace spirituality on employee performance.

III. RESEARCH METHODS

A. Research Approach

This research was conducted to determine whether there is an influence between the Spiritual Workplace on employee performance with a quantitative approach, by taking the location of the study, namely the Kupang-NTT BTPN Syariah Bank branch. Methods of data collection using a questionnaire, with respondents from the Kupang-NTT branch of BTPN Syariah Bank employees.

B. Population and Sample

The population in this study were all employees of the Kupang-NTT branch bank BTPN Syariah totaling 65 employees. Which consists of 14 business employees and 51 operational employees. Determination of the total sample size in this study was carried out using the Slovin formula:

$$n = \frac{N}{1 + Ne^2} \tag{1}$$

Information:
 n = the number of samples
 N = the total population of employees
 e = error tolerance (10%)

Thus obtained sample calculation as follows:

$$\begin{aligned} n &= \frac{65}{1 + 65(10\%)} n = \frac{65}{1 + 65(0,01)} n \\ &= \frac{65}{1 + 0,65} n = \frac{565}{1,65} n = 39,3 \end{aligned} \tag{2}$$

The sampling technique used in this study is simple random sampling, which is a random sample of 39 employees.

C. Data Analysis Technique

After the data is collected entirely then the next writer will analyze with descriptive methods in a qualitative way, namely the analysis method that describes all the events or research objects studied so as to provide a real picture or fact that is approaching the actual situation, by linking the data obtained based on existing theories and use the help of the IBM SPSS STATISTIC Version 24 application.

In this study using simple linear regression analysis techniques, because the variables involved in this study are twofold, namely the ability of mathematical communication as an independent variable and is symbolized by X and student learning outcomes in mathematics as the dependent variable and is denoted by Y and rank of one.

The correlation coefficient in simple linear regression uses the formula:

$$r = \frac{n \sum XY - (\sum X)(\sum Y)}{\sqrt{[n \sum X^2 - (\sum X)^2][n \sum Y^2 - (\sum Y)^2]}} \quad (3)$$

Information:

r = Pearson correlation coefficient

X= Independent variable

Y= Dependent variable

IV. RESEARCH RESULTS

A. Simple Linear Regression Testing Results

TABLE I. SIMPLE LINEAR REGRESSION TESTING RESULTS

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.665	3.826		5.662	.000
	Total Spirituality Workplace	.516	.063	.776	8.148	.000

^a Dependent Variable: Total Employee Performance

Based on the test results above (Table 1), it is known that the constant value (a) is 21,665 while the value of the Spirituality Workplace variable (b) is 0.516. So in a simple linear regression equation can be stated as follows:

$$Y = a + bX + e$$

$$Y = 21.665 + 0,516X +$$

From the above equation, it can be seen that a constant of 21,665 implies that the consistent value of the Employee Performance variable is equal to 21,665. This means that the Employee Performance variable is 21,665 if the Spirituality Workplace variable is zero. Thus, the coefficient of the Spirituality Workplace variable of 0.516 states that for each addition of 1 unit of the Spirituality Workplace variable value, the value of the Employee Performance variable will increase by 0.516. The coefficient of the Spirituality Workplace variable is positive, so it can be said that the influence of the Spirituality Workplace (X) variable on Employee Performance (Y) is positive.

B. Partial Test Results (t Test)

Basically the statistical test is used to see how far the influence of the independent variables individually explains the variation of the dependent variable. With the condition that if the value of t arithmetic is greater than the value of t table and the significance value is less than 0.05, it can be concluded that the independent variable partially influences the dependent variable. The following Table 2 are the results of the t test processing:

TABLE II. THE RESULTS OF THE T TEST

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.665	3.826		5.662	.000
	Total Spirituality Workplace	.516	.063	.776	8.148	.000

^a Dependent Variable: Total Employee Performance

Based on the test results above, the influence of the workplace spirituality variable obtained a value of t count 8.148 > t table 0.290 with a significance level of 0.000 > 0.05. These results indicate that the workplace spirituality variable positively and significantly influences employee performance.

C. Coefficient of Determination

The determinant coefficient can be analyzed through the determinant coefficient test by calculating adjusted R². The determinant coefficient measures how far the model's ability to explain variations in the dependent variable. Here (Table 3) are the results of the determinant coefficient test (R²):

TABLE III. THE RESULTS OF THE DETERMINANT COEFFICIENT TEST

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.776 ^a	.601	.592	2.510

^a Predictors: (Constant), Total Spirituality Workplace

^b Dependent Variable: Total Employee Performance

Based on the test results above, the R² results showed a value of 0.592 or 59.2%. These results indicate that 59.2% of the Spirituality Workplace variables can be explained by the spirituality workplace variables. While the remaining 40.8% can be explained by other variables not included in this research model. Thus the spirituality of the workplace has a high enough influence on employee performance because it produces an R² of 59.2%.

V. DISCUSSION

The test results show that the workplace spirituality variable positively and significantly influences employee performance. From these results it shows that one factor that empirically can affect employee performance is the value of workplace spirituality. Where through the workplace spirituality creates conditions that support the development in achieving the highest potential of employees, which in turn can lead to greater employee organization creativity, motivation, and commitment. According to Long and Mills, the argument that spirituality in the workplace is important for organizations and individuals to be prosperous [25].

This is in line with Milliman et al. who claims that the value of spirituality has a positive effect, both on personal well-being and performance [2]. This is consistent with the statement of Osman-Gani et al., where spirituality has a significant influence on employee performance, due to good spiritual conditions that will improve one's performance at work, while religion is only a moderation between the two

relations [5]. So historically, spirituality originated from religion, but the Spirituality workplace is not related to any religion [26]. Spirituality at work reflects employee experiences such as a sense of meaning, purpose, community, and transcendence at work. Whereas by Harrington et al. add that the more values and spiritual aspirations are congruent with the organization, the more likely it is that employees will find true meaning at work [27]. Spirituality itself is the search for individuals to fulfill the potential of employees in the meaning and purpose of life in their work.

The results of this study if it is contextualized on research objects that promote Islamic work ethics, then spirituality will correlate with higher ethical violations perceptions in cases when the legality of an issue is unclear [18]. According to McGhee and Grant explain the relationship between individual spirituality and ethical behavior in the workplace [28]. Aristotelian virtue is an intermediate factor between spirituality and morals in business. Spirituality forms general regulative ideas that are internalized based on four general aspects of spirituality: self-transcendence, the interrelationship of meaning, and the primary concern for someone who governs what individuals see and appreciate and how they act. Spiritually good individuals contribute significantly to the organization.

VI. CONCLUSION

Spirituality at work can be described as a reflection of values and inner experiences of members of an organization that are combined with their professional life. For this reason, employees are always trying to find value and meaning in their work and try to achieve the desired results. There is a relationship between Spirituality at work and employee performance, where employees with positive spirituality show higher performance. Spirituality is related to performance through the awareness of values, the meaning of the truth of life, the meaning of life, the gift of love in the lives of employees and the sense of transcendence that helps someone at work.

The application of spirituality in the work environment will improve employee performance, where employees who have a high spiritual environment and are supported by positive work will be more creative, have high job satisfaction, so they can work well in teams, and have a high commitment to the company. Work spirituality can also bring benefits in creativity, process improvement, customer service, honesty, trustworthiness, personal fulfillment, and commitment, which will ultimately lead to increased performance, profitability and for individuals to improve factors to improve work performance.

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