

Religiosity and Its Effect on Employee's Performance

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Abstract—This study has two objectives, first identifying the level of religiosity and the level of employee's performance, second, analyzing the effect of religiosity on employee's performance. This research is a quantitative research. For the selection of samples, non-probabilistic sampling technique was used, namely purposive sampling method. Subjects' criteria were Muslim and permanent employees. The population of this research was all employees of a Company located in Central Java. Data obtained through questionnaires distributed to respondents. The questions are adapted from several previous studies and written in 5 Likert scales. Questions are used after passing the validity and reliability test. The data analysis technique for the first purpose was descriptive analysis, while for the second purpose was simple regression analysis. The majority of respondents were 20-30 years old, male, graduate from senior high school, with tenure of less than five years. The results showed that employee's performance can be categorized as high. The highest performance indicator were discipline, work completion, and procedure-based work. The lowest performance indicator was never absence. Religiosity of employees can also be categorized as high. The highest indicator of religiosity is to believe that God exists, to believe in heaven and hell, and to believe that God is watching over. While the lowest indicator of religiosity was always reading the Holy Quran. The results indicate a positive and significant influence of the religiosity on employee's performance. Therefore, to improve employee's performance, it can be achieved by improving their level of religiosity, especially the belief that Allah is supervising.

Keywords—*religiosity, employee's performance, performance management*

I. INTRODUCTION

Qualified human resources (HR) and those who are ready to face changes in the era of globalization is needed by every company. According to Alfisyah and Anwar, these needs are based on the reason that if the company has large capital and sophisticated technology, but the human resources available are not qualified, then it seems to be meaningless [1]. Rochmaniar and Arwiyah also argue that HR is an

element that dominates in achieving company success [2]. But to achieve this success, HR must be equipped with a variety of knowledge. Attitudes, beliefs, and morals in accordance with religious values are the main elements that must be built in order to have knowledge in spiritual matters, as it is known that religion is a life guide for every human being.

Religion is synonymous with the term religiosity (religious), Religiosity means firmness of conviction, depth of knowledge, appreciation of the values of teachings and obedience in worship. As according to Alfisyah and Anwar, religiosity is important for every employee to have, because if employee's religiosity is high, it will motivate employees to produce good performance [1]. So according to Amaliah, Aspiranti, and Purnamasari, religiosity includes the conditions found in someone who encourages him to think, behave and act according to his religious teachings [3].

II. THEORETICAL REVIEW

A. Religiosity

According to Nuroniah and Triyanto, religion (religion) in Islamic terminology is said to be *wad'unilahiyyunyusaqqu li zawil 'uqul li sa'adatihim dun-yanwaukhra*, which means "the rule of God directed to give guidance for intelligent beings (humans) to reach the happiness of life in the world and the hereafter" [4]. Whereas according to Amaliah, Aspiranti, and Purnamasari, religiosity includes a condition that encourages someone to think, behave, and act according to his belief [3]. Rochmaniar and Arwiyah argue that the Glock & Stark formula which divides diversity into five dimensions at a certain level has conformity with Islam [2]. Therefore, they divided the religious dimensions that are aligned with the Islamic religion, namely: a) Dimensions of Islamic Beliefs or Aqidah, b) Dimensions of Religious Practice or worship, c) Dimensions of Knowledge or Science, d) Dimensions of Understanding or Experience, e) Dimensions Practice or Morals.

B. Employee Performance

Tielung states that performance is the result of work that is usually used as a basis for evaluating employees or companies in a period of work [5]. Sapitri states that employee performance is the achievement of a result with the expertise of one's task or group on the basis of the goals set by the company [6]. Akbar, Al Musadieq, and Mukzam mentions five indicators of employee performance measurement, among others: a) number of jobs (quantity of work), which shows the number of jobs that can be produced by each employee. b) The quality of work, that is, every employee must meet the requirements set by the company to produce work that matches the quality expected by the company. c) Timeliness, each job has a deadline for completion. If the work is not completed according to the set time it will hamper other work, for that every employee is required to complete work on time. d) Attendance, several types of work require the presence of each employee in the settlement according to the specified time. e) Cooperation capabilities, employee performance can be started through the ability to work with colleagues, because not all jobs can be completed individually, some require cooperation between employees [7].

III. RESEARCH METHODS

A. Population, Samples, and Sampling Methods

Population is a generalization area consisting of objects or subjects that have certain characteristics determined by researchers to be studied and then conclusions drawn [8].

The total number of employees of the company was 990 employees, while the population used in this study were all permanent employees and Muslims, as many as 435 people.

The sampling technique used was *non-probability sampling with purposive sampling method*. *Non-probability sampling* is a sampling technique that is carried out if it is not possible to obtain a complete list of the research population, so that there is no equal opportunity for members of the population. *Purposive sampling*, which is the determination of samples based on certain criteria or considerations.

Determination of the number of samples in this study using Slovin formula with an error tolerance limit of 10% [1]. So that from a population of 435 employees, a sample of 82 employees was obtained.

B. Data Analysis Method

The research data were analyzed using descriptive analysis and simple linear regression analysis. Descriptive analysis used in this study to identify the

level of religiosity and the level of employee's performance. The rule of thumb was the mean of each question item. While simple regression analysis on this research is used to analyze the effect of religiosity on employee's performance. Simple regression analysis is an approach method for modeling relationships between one dependent variable and one independent variable. In this study, the effect of the variable religiosity (X_1) on employee performance (Y).

Validity test is a statistical test to determine the validity of a question item in measuring variables. The validity test criteria is that if the r test $>$ r table can be recognized as valid. In this study, r table is 0.2172 from (n-2) at the 0.05 significance level. The results of the validity test in this research are as follows:

TABLE 1. VALIDITY TEST RELIGIOSITY

Item Religiosity	R Test	R Table	Information
Believe in God	0,517	0,2172	Valid
Believe in heaven and hell	0,517	0,2172	Valid
Believe God is watching	0,517	0,2172	Valid
Always pray 5 times	0,506	0,2172	Valid
Always giving charity	0,671	0,2172	Valid
Always read the Koran	0,547	0,2172	Valid
Prayer is obligatory	0,541	0,2172	Valid
Ramadan fasting	0,601	0,2172	Valid
Giving alms	0,56	0,2172	Valid
Restless if you don't pray	0,337	0,2172	Valid
Helpful	0,695	0,2172	Valid
Be nice to people	0,649	0,2172	Valid
Forgiveness	0,64	0,2172	Valid

Table 1 shows that all items in the variable religiosity question have a value of r test $>$ r table. This shows that the statement of each religiosity variable is valid.

TABLE 2. VALIDITY TEST EMPLOYEE PERFORMANCE

Item Employee Performance	R Test	R Table	Information
Work to completion	0,798	0,2172	Valid
According to procedure	0,811	0,2172	Valid
As targeted	0,865	0,2172	Valid
According to purpose	0,774	0,2172	Valid
Fast right	0,857	0,2172	Valid
High accuracy	0,781	0,2172	Valid
On time	0,827	0,2172	Valid
Do not delay work	0,87	0,2172	Valid
Discipline	0,773	0,2172	Valid
According to working hours	0,811	0,2172	Valid
Never absent	0,455	0,2172	Valid
Aware of presence	0,713	0,2172	Valid
Want to work in groups	0,742	0,2172	Valid
Able to work in groups	0,811	0,2172	Valid
Help those who are in trouble	0,782	0,2172	Valid

Table 2 shows that all items in the variable employee performance question have a value of r test $>$ r table. This shows that the statement of each employee performance variable is valid.

Reliability test in this study was carried out by calculating the Cronbach alpha value, with the criteria said to be reliable if Cronbach alpha > 0.60. The results of the reliability test in this study are as follows:

TABLE 3. RELIABILITY TEST

Variable	Cronbach Alpha	Criteria	Information
Religiosity	0,814	0,60	Reliable
Employee Performance	0,949	0,60	Reliable

Table 3 shows that all variables have a Cronbach alpha value greater than 0.60. So, it can be concluded that all variables used in this study are reliable or reliable.

IV. RESULTS AND DISCUSSION

A. Employee performance and Religiosity

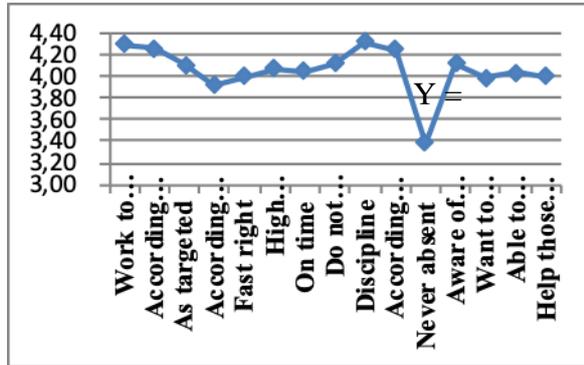


Fig. 1. Results of Mean Employee Performance Variables

The highest performance indicator as shown in figure 1 are "work according to procedure", "work to completion", and "discipline", while the lowest are "never absent", "work according to purpose", and "want to work in groups". The mean is 4.05. This average of the five Likert scales can be classified as high.

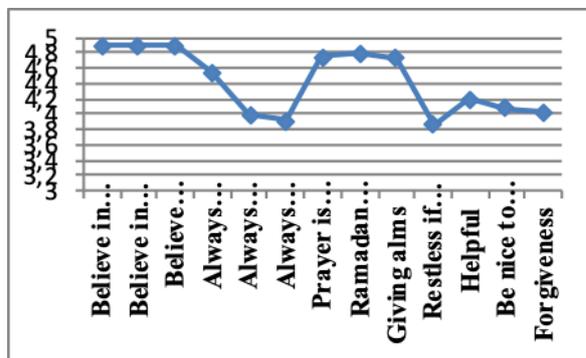


Fig. 2. Results of Mean Religiosity Variables

Figure 2 shows the level of religiosity. The average value was 4.43, which can be categorized

as high based on mean. The highest dimension in the variable religiosity are the "belief in God", "believe in heaven and hell", and "believe that God is always watching". The lowest indicator of religiosity are "restless if you don't pray", "always read the Al-Qur'an", and "giving charity".

B. Effect of Religiosity on Employee Performance

TABLE 4. RESULTS OF SIMPLE REGRESSION ANALYSIS

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	29.545	9.175		3.220	.002
Religiosity	.492	.144	.357	3.419	.00

Based on Table 4 above, simple regression equations can be obtained as follows:

$$Y = \beta_0 + \beta_1 X_1 + e$$

$$Y = 29,545 + 0,492 \text{ Religiosity} + e$$

Where:

Y = Employee Performance

X₁ = Religiosity

Meaning:

- The constant value (β_0) is 29,545, meaning that the variable religiosity is considered constant (there is no change), the variable employee performance is 29,545.
- Religiosity value (X_1) is 0.492, meaning that every increase in religiosity variables, then employee performance will increase.

B. Hypothesis Testing

TABLE 5. HYPOTHESIS TEST RESULT

Model	t _{test}	t _{table}	Sig.	Information
Constant	3.220	1.989	0.002	Significant
Religiosity	3.419	1.989	0.001	Significant
F count = 11.691 Sig. = 0.001				
R square = 0.128				

Source: primary data processed, 2018

The results of testing t test statistics for religiosity variables obtained t_{test} of 3.419 > t_{table} of 1.989 with a value of significance level 0.001 < α 0.05, then Ha is accepted. Thus the variable religiosity has a significant effect on employee performance.

The results of simultaneous hypothesis testing based on Table 4, obtained F_{test} value of 11.691 > F_{table} of 3.11 with a significance value of 0.001 < α 0.05. So that it can be concluded that all independent variables (religiosity) together affect the dependent variable (employee performance).

Results of testing the coefficient of determination (R^2) obtained the R^2 of 0.128. This means that 12.8% of employee performance is explained by the variable religiosity and the remainder is explained by other variables outside the model.

C. Discussion

Based on the descriptive analysis on the indicators of religiosity variables, it shows that the level of religiosity of employees is categorized as high. Because the average of the religiosity variables above 3 is equal to 4.4268. The highest dimension in the level of religiosity of employees is shown in the dimensions of belief, namely on indicators that believe that Allah exists, and believe in the existence of heaven and hell. It can be said that the employees have a high level of religiosity (diversity).

Based on descriptive analysis on employee performance variables, it shows that the performance aspects of the employees are categorized as high, with an average of 4.0496. The highest aspect in the performance employees is on the aspect of quantity of work and timeliness. The quantity of work is shown that employees always work thoroughly, while the aspect of timeliness can be seen from employees who are aware that time discipline is an obligation of employees. This means that the level of quantity of work and the timeliness is brilliantly high.

The results of the analysis of this study indicate that religiosity has a positive and significant effect on employee performance. It is said to be positive because the value of the beta coefficient results of multiple regression analysis shows a positive number. Whereas said significant is indicated by the results of the t test where the significance value is $0.001 < \alpha 0.05$ and the value of t_{test} is $3.419 > t_{table}$ of 1.989. Thus, H_0 is rejected and H_a is accepted which states that "religiosity has a positive and significant effect on employee performance".

This result is the same as the research conducted by Dewi Alfisyah and Anwar which states that employees who have spirit of religiosity in themselves, should have good performance compared to those who do not. The results of the study that showed a significant influence between religiosity on employee performance were also supported by the results of previous studies conducted by Rochmaniar and Arwiyah (2018) where the results that have been made suggest a significant influence between the values of religiosity on improving employee performance of the Personnel Agency Regional Province (BKD) of Banten Province.

Religiosity can be realized in various aspects of human life. Religion (religiosity) will shape someone in behaving especially in his performance. Therefore, to improve employee performance can be pursued through increasing religiosity. Efforts to increase it can be done through 5 dimensions of religiosity, including dimensions of belief, practice, knowledge,

appreciation, and practice. Then the observable behaviors, for example, from obedience to Allah SWT in worship, namely praying 5 times, fasting Ramadan, zakat, giving charity, helping people who need help, forgiving others' mistakes, etc. Someone who has a high level of religiosity will have implications for work activities and will foster an optimistic attitude to working.

V. CONCLUSION

Based on research that has been done on employees regarding religiosity and its influence on employee performance, then conclusions can be taken as follows:

1. The level of religiosity of employees is categorized as high. The highest dimension of religiosity is the dimension of belief or creed. This is shown on the results of descriptive analysis calculating the average variable religiosity.
2. The performance level of employees is categorized as high. The highest aspect or indicator in employee performance variables is the quantity of work and timeliness. This is shown in the results of descriptive analysis calculating the average variable employee performance.
3. There is a significant effect of the variable religiosity on the performance of employees, this is indicated by the value of t_{test} of 3.419 $>$ t_{table} of 1.989 with a significance of $0.001 < \alpha 0.05$. So that it can be concluded that H_1 is accepted, the existence of religious as a positive and significant effect on the performance of employees.

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