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The effect of organizational commitment towards employees' Islamic performance

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Abstract

Working is not only to fulfill the necessity of life, but it should be carried out in a proportional, progressive, procedural, and prompt manner. The research results suggested that organizational commitment has a positive and significant affected the employees' Islamic performance. According to the results of the F test and t-test, the F statistics reached 8.059, and the t statistics amounted to 2.917, with a significant level of 0.005 for each test. It suggested that both had significant values of less than 0.05. This finding suggested that the organizational commitment significantly affected employee's Islamic performance, both simultaneously and partially.

Keywords: Commitment, Organizational commitment, Performance, Islamic performance.

El efecto del compromiso organizacional hacia el desempeño islámico de los empleados

Resumen

Trabajar no solo es satisfacer la necesidad de la vida, sino que debe llevarse a cabo de manera proporcional, progresiva, procesal y rápida. Los resultados de la investigación sugirieron que el compromiso organizacional ha afectado de manera positiva y significativa el desempeño islámico de los empleados. Según los resultados de la prueba F y la prueba t, las estadísticas F alcanzaron 8.059 y las estadísticas t ascendieron a 2.917, con un nivel significativo de 0.005 para cada prueba. Sugirió que ambos tenían valores significativos de menos de 0.05. Este hallazgo sugirió que el compromiso organizacional afectó significativamente el desempeño islámico de los empleados, tanto simultánea como parcialmente.

Palabras clave: Compromiso, Compromiso organizacional, Desempeño, Desempeño islámico.

1. INTRODUCTION

The form of contribution is given by an employee to achieve the goals of an organization or company. On the other hand, the employees' performance is a combination of ability, effort, and opportunity, which can be assessed from the work result. The implementation of the previously determined plans is referred to as performance (WIBOWO, 2011). Performance implementation is carried out by human resources who have the ability, competence, motivation, and interests. Employees are classified as productive if they have a high level of performance while those whose levels below the standard are classified as unproductive.

One of the factors that can affect an employee's level of performance is commitment. The circumstance where an individual is in favor of an organization and its purpose, as well as the individual's willingness to maintain its membership in the organization, is referred to as a commitment (ROBBINS, 2016). The commitment in an organization is defined as a psychological construction from a relationship characteristic between the organization members and the organization itself. It also has implications for individual decisions to continue their membership in an organization. Commitment has a significant role, especially in the employees' performance because it is a reference in achieving the company's vision and mission. Commitment makes the employees more responsible for their duties. Therefore, organizational commitment is the basis for all employees. The stronger the employees' commitment, the higher the level of performance.

Islam suggests that every Moslem have Islamic performance such as quality, goodness, correctness, and regularity under Islamic sharia rules. A performance obtained by an employee in working by following the religion rules and Islamic economic principles is referred to as religious performance (WIBISONO, 2002). Commitment is a belief that binds so firmly that it shackles all conscience and moves one's behavior towards a certain direction (i'tiqad).

Islamic work commitment is the willingness to carry out the job by fulfilling all conditions determined in the Islamic rules. Therefore, having an Islamic work commitment in ourselves will make us, Muslim employees, believe that every work we do is a form of worship.

The research conducted MEMARI, NEGIN, and MAHDIEH (2013) states that there is a positive correlation between organizational commitment and employee performance. In a comparative analysis, viewed from the three dimensions of organizational commitment, it is suggested that normative organizations have a positive and significant correlation towards employees' work performance. The implementation of Islamic values in the practice of human resources not only provides a positive and significant influence on the performance of an organization but also realizes the performance of Islamic organization.

Based on the previous study results, as well as several explanations related to organizational commitment, and Islamic performance, the authors would like to investigate these two variables (MEMARI, NEGIN, MAHDIEH, 2013; NYDIA, TRI, 2012). In this study, an organizational commitment was determined as the independent variable, whereas Islamic

performance was set as the dependent variable. Therefore, in conducting the research, the researchers tried to test and analyze the influence of organizational commitment towards the Islamic performance of the employees at PT Terafulk Megantara Design, Surabaya.

2. METHODOLOGY

The research approach employed in this study was quantitative research through three stages of components, i.e. making a hypothesis, measuring data, and drawing conclusions (MUSLICH, 2010). The data employed in this study was primary data obtained from questionnaires distributed to the employees of PT Terafulk Megantara Design, Surabaya as the respondents. The independent variable was the employees' organizational commitment to PT Terafulk Megantara Design Surabaya (X). The variable referred to the output variable as it was assessed to find out how much the influence of independent and independent variables. In this study, the dependent variable was the employees' Islamic performance at PT Terafulk Megantara Design, Surabaya (Y).

Table 1: The Results of Kolmogorov Smirnov Test (Data processed (Appendix)

Regression Model	Test Residual	Unstandardized
Simple Linear Regression	Kolmogorov-Smirnov Z	0.963
Simple Linear Regression	Asymp. Sig. (2-tailed)	0.312

Based on the result of the Kolmogorov Smirnov Test in Table 1, the simple linear regression reached the Kolmogorov Smirnov value of 0.963 with a significance level of 0.312. The significant value in the regression above is greater than the α value of 0.05. These results suggested that simple linear regression was distributed normally.

Table 2: Simple Linear Regression Coefficient (Data processed (Appendix))

Variable	Regression Coefficient	t	Sig.
Constants	12.075	4.498	0.000
Organizational Commitment	0.415	2.917	0.005
R	0.388		
R2	0.151		
F test	8.509		
Significance	8.509		

Based on Table 2 and the results of the previous simple linear regression calculations, a simple linear regression equation can be formulated as follows:

$$\text{Employees' Islamic Performance} = 12.075 + 0.415 \text{ Organizational Commitment} + e$$

The simple linear regression coefficient suggested a positive sign. It means that there was a direct change between the two variables. If the independent variable increased, the dependent variable would increase as well. The following was the interpretation of the simple linear regression coefficient.

1. The coefficient of organizational commitment variable reached 0.415. It means that if the organizational commitment increased by one percent, the employees' Islamic performance would increase by 0.415 and vice versa.
2. The constant value reached 12.075. This finding means that if there were no other variables, the employees' Islamic performance value would reach 12.075.

The hypothesis testing in this study was carried out by using the F test and t-test. The F test was performed to test the effect of X variable towards the Y variable simultaneously by comparing the calculated F and F Tables. The following is the research hypothesis:

Hypothesis: Organizational commitment has a significant effect on employees' Islamic performance at PT Terafulk Megantara Design, Surabaya.

The results of the F test obtained F statistics of 8.059 with a significant level of 0.005, suggesting a significance value of less than 0.05. On the t-test results, the t statistics reached 2.917 with a significance level of 0.005. It suggested a significance value of less than 0.05. Based on the results of these two tests, the organizational commitment was proven to significantly affect the employees' Islamic performance simultaneously and partially at PT Terafulk Megantara Design. Therefore, the research hypothesis was accepted.

3. RESULTS AND DISCUSSION

The results of simple linear regression calculations in this study suggested that the coefficient of organizational commitment was marked as positive. There were unidirectional changes between the two variables, i.e., the employees' Islamic performance would increase if the organizational commitment increased, and the Islamic performance of the employees would decline if the organizational commitment dwindled.

The regression results suggested that the organizational coefficient commitment variable reached 0.415. It means that if the organizational commitment increased by one percent, the Islamic performance of employees will increase by 0.415, and vice versa.

According to the F test and t-test results, the F statistics value reached 8.059, and the t statistics reached 2.917 with a significance level of 0.005 for each test. This fact suggested that both of the tests had significance values of less than 0.05. It proved that organizational commitment significantly affected the employees' Islamic performance simultaneously and partially at PT Terafulk Megantara Design. Therefore, the research hypothesis was accepted.

In this study, the employees' Islamic performance variable (Y) was set as the dependent variable. This statement means that this variable was affected by the organizational commitment variable (X). The results of the simultaneous determination coefficient (R²) suggested a value of 0.151. It means that the organizational commitment variable (X) was only capable

of explaining the employees' Islamic performance variable (Y) of 15.1%, and the remaining 0.849 or 84.9% was affected by other factors that were not included in this study. The simultaneous correlation coefficient (R) result reached 0.388. According to the guideline table for correlation coefficient interpretation, these results suggested that the correlation between organizational commitment variables and the employees' Islamic performance were considered to have a low level of correlation. If the highest value scale on the correlation between the organizational commitment and the employees' Islamic performance were 100%, both coefficients at PT Terafulk Megantara Design Surabaya would reach 38.8%.

The research carried out in this study was in line with other previous research (MEMARI, NEGIN., MAHDIEH, 2013; HAMIDI, 2011; ZAMEER, HASHIM., ALI, SHEHZAD., NISAR, 2014; and NYDIA & TRI, 2012) as the reference journals in this research. These three studies proved that simultaneous organizational commitment had a positive and significant effect on employees' performance. However, the approach employed in this study was an Islamic basis.

The research carried out in this study was not in line with the research entitled Satisfaction with Job Security as A Predictor of Organizational Commitment and Job Performance in A Multicultural Environment (YOUSEF, 1997) which focused on satisfaction with job security. The research claimed that the more satisfied the employees were towards the work security, the more committed they would be to their organization. Thus, their performance level would be higher. On the other

hand, the research carried out in this study focused more on how employees' organizational commitment, assessed through affective, normative, and sustainable approaches, would affect their Islamic performances within the company.

Based on the field fact related to the effect of organizational commitment, it was suggested by the respondents' answer descriptions that the indicators of organizational commitment included affective, sustainable, and normative approaches. The affective and normative approaches had the highest mean value of approximately ≥ 3.00 . It means that the employees felt happy working at PT Terafulk Megantara Design and would continue working harder and always contribute to achieving the company's success. Meanwhile, the commitment assessed through sustainable components had the lowest mean value among the other components. It means that the employees had choices to work in another company so that they would not experience difficulties in fulfilling their life necessity if they had to leave PT Terafulk Megantara Design.

The results of respondents' answers related to the employees' Islamic performance indicators were assessed by time consistency, target achievement in accordance with Islamic provisions, good quality according to sharia and company standards, the companies capability to pay *zakat*, *infaq*, and *sadaqa* (charity and alms), and the employees' creativity. All of those indicators suggested an average value of approximately ≥ 3.00 and was classified as very high value. It means that the company's employees always tried to complete their work based on Islamic provisions, which are carried out promptly, under the objectives, achieved the expected target, were carried out as well as possible, and under the standards set up the company.

In assessing the work results of its employees, PT Terafulk Megantara Design, Surabaya measured the design, drawing (production), and completion time. The standard of design obliges that employees not to violate the rules of the Class Society (third party) who approved the arranged design and assessed the vessel design. The work drawings (production) was adjusted to shipyard conditions, in the form of material size, type, pattern, and so forth. The work completion time by each employee was observed through the Daily Work Report program implemented in the company. The employees must report the results of their work every day. The Daily Work Report program was created by a project planning and control team to distribute and control the work of each employee (SUKMANA, 2010).

When the company receives orders from clients in the form of designs, drawings or calculation of cargo, vessel stability, and other works, the project planning and control team will immediately distribute the duty according to their respective fields through the Daily Work Report program. PT Terafulk Megantara Design Surabaya applies the man-hour standard for each duty list. If a duty requires to be completed in 40 man-hours, an employee is given the time to complete the duty for approximately 40 hours. If the duty requires two employees, each employee gets approximately 20 hours. The man-hours for each job depends on the difficulty of shipbuilding. The more complicated and sophisticated a vessel is, the longer the man-hour of the manufacturing process will be.

The employees could accomplish the duties under the design standards, work drawings (production), time, and man-hour standard set up by the company. The standards applied for employees in production drawing section, hull construction design section, basic design section,

and the system & outfitting section. The employees were allowed to complete their work beyond the specified target. The employees could complete their work faster than the allocated time, especially those in the system & outfitting section. Therefore, the results could contribute to a high influence on the company's income.

Based on the research results, it can be concluded that even though the organizational commitment had a positive and significant effect on the employees' Islamic performance, the correlation between the employees' organizational commitment to their Islamic performance in the company was low level. Therefore, Islamic commitment is necessary to be embedded within the employees' characters to realize Islamic performance within the company.

4. CONCLUSION

The simple linear regression results suggested that the coefficient of the organizational commitment variable was positive with a value of 0.415. It means that there was a unidirectional change between the two variables. If the organizational commitment increased by one percent, the Islamic performance of employees would increase by 0.415, and vice versa. Based on the F test and t-test results, the F statistics result reached 8.059, and the t statistics result reached 2.917, with a significance level of 0.005 for both of them. It suggests that both of them had significant values less than 0.05 and proved that the organizational commitment significantly affected the employees' Islamic performance simultaneously

and partially at PT Terafulk Megantara Design. Therefore, the research hypothesis was accepted.

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