

The Effect of Religiosity on Employees Performance

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ABSTRACT

Bad employee performance can have a negative impact on the sustainability of the organization. Employees are the most important element for an organization. The performance of employees has a very important role in determining whether or not the goals of the company are achieved. Employee performance is influenced by several things, one of which is the level of religiosity of each individual. In previous studies, there were those who showed that there was a significant positive effect of religiosity on employee performance. Then, there is also research which shows that religiosity does not have a significant effect on employee performance. This study was conducted with the aim of testing whether religiosity affects employee performance. This study measures religiosity as an independent variable and employee performance as the dependent variable, and uses a questionnaire as a data collection method. This study involved 200 respondents of Muslim employees who are still actively working in DKI Jakarta and Bekasi, both those who work as civil servants or private employees. The sampling technique used was non-probability sampling with incidental sampling design. The data processing of this research used SPSS version 26. Based on the regression test in this study, it was found that the r-square value was 0.103 with a significant level of 0.000 (P 0.001). That is, religiosity has a significant positive effect on employee performance. The higher the level of religiosity of an employee, the higher the performance.

Keywords: Religiosity, Employee Performance

1. INTRODUCTION

The role of employees in an organization, of course the performance of employees becomes important for the company because it can increase effectiveness and efficiency in various kinds of activities within the company which can ultimately improve the quality of the company [1]. According to [2] performance is the result obtained by employees in carrying out the duties and responsibilities that have been given by the organization.

Good performance in employees is being able to carry out their duties as well as possible, then being productive, always wanting to achieve the targets set, having high work motivation, being patient and being able to always work hard at work, paying attention to every detail of work, having good thoughts and actions. positive, and can maintain the relationship between fellow employees in the company [3].

The poor performance of employees is such as frequent complaining at work, always looking for excuses when doing a bad job, looking unenthusiastic at work, reluctant to help coworkers who are having difficulties, gossiping a lot about others, lying a lot at work, feeling smarter from coworkers, then feel that they do not need the help of others, and often come late to work [4].

By looking at the phenomenon of poor performance from employees, it will certainly have an impact on the organization. Indeed, good performance from employees is an important aspect in the sustainability of an organization [5]. Employee performance can be seen from the results that have been achieved by employees within a predetermined period of time related to duties and responsibilities which of course have an orientation towards achieving the goals of the organization [6]. Employee performance is influenced by several factors, namely the reward system for employees, then the satisfaction felt by employees, the leadership style applied in the company, and the behavior of employees [7].

Behavior is a factor that drives the performance of employees [8]. Good behavior shown by employees will form a work environment that can have a positive effect on other employees, such as a sense of security and comfort at work, so that it can improve the performance of employees [8]. The behavior of employees in the company is certainly closely related to their religiosity [9]. The reason is because any religion teaches various kinds of goodness that can be done in life [9]. Thus religion certainly has an important role as a norm or limit that is owned by a person in carrying out various kinds of daily activities, and this includes activities while working [9].

Religiosity is a person's manifestation of the religion he adheres to, both in worship rituals or in any activities carried out by individuals [10]. Activities carried out by a person in his daily life can come from the encouragement of supernatural or non-physical elements that he feels [10]. Religiosity is something that binds a person's life related to his closeness to God [11].

Religiosity is a form of appreciation, cultivation and application of religious norms that are adhered to a person so that they can be attached to a person and become his personality [12]. This makes a person in speaking, thinking, and acting in accordance with the teachings of his religion and someone will not do behavior outside the goodness taught by his religion [12].

[9] argue that religiosity can affect employee performance. The existence of a high level of religiosity from an employee, then he will not take negative actions that can harm the company such as cheating, cheating at work, and indiscipline at work or other negative actions. This is because religion forbids doing negative things and which have a bad impact on survival [9]. With the prohibition of religion, employees will try to take good actions at work. because employees will try to hope to get God's blessing in everything they do [9].

In previous research that has been done by [9] related to the influence of religiosity on the performance of muslim employees at the head office of PT. Perkebunan Nusantara XI with 72 respondents, shows a result that the employee's religiosity has a significant influence on employee performance in the company. There is a significant influence because in the company where the research is conducted there are various religious agendas carried out by employees such as collective prayers and regular lectures that can bring religious aspects into the psychological condition of each employee so that it has an impact on good performance [9].

Furthermore, research conducted by [13]. related to the influence of human resource development and religiosity on employee performance with job satisfaction as an intervening variable. The study was conducted at Islamic business unit banks in the city of Palembang, with the number of respondents as many as 100 people spread over 7 sharia unit banks in Palembang. Collecting data in this study using purposive sampling method. Based on the research that has been done, the results of the study conclude that religiosity has a significant influence on employee performance at the Islamic unit bank in the city of Palembang.

However, this is different from the research conducted by [14] related to the influence of religiosity on the performance of Muslim employees at the regional drinking water company (PDAM) of Pamekasan district. This study uses the number of respondents as many as 48 employees at the PDAM Pamekasan district office. The results of the analysis in this study conclude that religiosity does not have a significant effect on employee performance. This can also mean that the higher the religiosity of a person, it is not a guarantee that the higher the performance produced by the employee will be.

With various kinds of exposure related to the phenomena that occur and the existence of a gap from the results of research related to the variable of religiosity with employee performance. So researchers are interested in researching further about "The Effect of Religiosity on Employees Performance"

Based on the problem formulation that has been described and the literature review that has been explained, the hypothesis in this study is proposed as follows:

Ho : There is no effect of religiosity on the employees performance

Ha : There is an effect of religiosity on the employees performance.

2. LITERATURE REVIEW

2.1. Religiosity

Religiosity comes from the word religion which later turned into religiosity, if interpreted in Indonesian, it means religiosity and religiosity [15]. [16] explains that "Religion" or religion also comes from the Latin word religio which means there is a bond formed between humans and a power that exceeds human strength.

The word religion is also rooted in Sanskrit which has the origin of the word "a" which means no and "gama" which means chaotic, which means that religion can be said to be in the absence of chaos [15]. Religion is an object that has a variety of objects, in which there are aspects such as cognitive aspects, then emotional aspects, then motivational aspects, and behavioral aspects [17]. Religiosity is a concept based on theological basis which of course comes from a teaching or doctrine in a religion [18]. [16] explained that religiosity includes personal beliefs or a belief from himself to religion, such as believing in God and all His powers. Then there are institutional beliefs and practices such as membership of a religious community and a commitment to be able to worship and attend places of worship in accordance with the religion adopted.

In an Islamic perspective, the concept of religiosity is the inculcation and application of Islamic values in totality into a Muslim, both in terms of thinking and acting in his daily life, he must always do this with the aim of worshipping Allah, so that all aspects of his life will always be good and good. worship-oriented [10].

2.2. Employee Performance

Performance has the meaning of an achievement or an achievement that has been successfully achieved by someone. Performance can also be interpreted as a work result that can be achieved by an employee in carrying out various tasks and responsibilities given by the company to the employee, which then the results can be measured both in terms of quality and quantity [19].

According to [20] Employee performance is a tangible result resulting from an employee in doing a job that is done within the time set by the company where the employee

works. Performance is a combination of employee motivation and the ability of employees to be able to complete the tasks given by the company which appears in every behavior at work and the results of their work, which are then aimed at achieving the goals of the company [21]. According to [22] the performance of employees has an individual nature because employees certainly have different skills and competencies in carrying out the tasks assigned by the company.

According to [23] Performance is a word that comes from performance, some interpret it as the result of work or you could say work performance, but performance actually has a broader meaning while still seeing how the work process of an employee takes place. Performance is about what employees do and about how employees can complete their work.

3. METHODOLOGY

This study uses quantitative research methods. The quantitative method is a method whose research data is in the form of numbers and for data analysis using statistics [24]. The research will use a data collection technique, namely by distributing questionnaires to the sample. The sampling technique used in this research is non-probability sampling and incidental sampling design.

The population used in this study were 200 employees in an organization, both public and private, located in the Jakarta and Bekasi areas.

The measurement of religiosity developed by [25] is called the Muslim Religiosity Scale. [25] explains that this scale is used to measure the level of religiosity of a Muslim based on Islamic teachings. The Muslim Religiosity Scale is divided into three dimensions, namely the dimension of belief, the dimension of practice, and the dimension of experience. This measuring tool has 13 items, all of which are profitable items. This measuring tool has 4 alternative answer choices. Regarding its reliability, this measuring instrument has a Cronbach's alpha value of 0.797. The belief dimension has an item that reads: I believe in the power of God. The practice dimension has an item that reads: how often do you pray (beg) to God. The experience dimension has an item that reads: I feel the presence of God

Employee performance measurement developed by [26]. This measuring instrument has a total of 15 items with 5 dimensions, namely quality, quantity, timeliness, cost effectiveness, need for supervision, and interpersonal impact. This measuring instrument uses a Likert scale with 6 alternative answers from strongly disagree to strongly agree. This measuring instrument has 9 favorable items and 6 unfavorable items. Regarding its reliability, the measuring instrument developed by [26] has a Cronbach alpha value of 0.771. The quality dimension has an item that reads: I work based on a predetermined job description. The quantity dimension has an item that reads: I can complete several tasks given by my boss. The timeliness dimension has an item that reads: I am able to do the task before the time ends.

The cost effectiveness dimension has an item that reads: I use office facilities according to my needs. The need for supervision dimension has an item that reads: I consider my boss as my co-worker. The interpersonal impact dimension has an item that reads: I value joint decisions in problem solving

In analyzing the data that has been obtained, the researcher uses the Statistical Package for The Social Sciences or SPSS for windows version 26 and the data analysis test of this research uses regression. Data analysis test using regression is intended to be able to see the effect of religiosity on employee performance.

4. RESULT

Table 1 description related to the research subject will be explained based on religion, gender, age, active as an employee or not, how many respondents are public employees or private employees, location of work, and how long the respondent's work experience is.

Table 1 Respondent Demographic Table

Variable	Category	Frequency	Percentage
Religion	Moslem	200	100%
Gender	Male	121	60,5%
	Female	79	39,5%
Age	18 - 40 years	164	82%
	41 - 60 years	36	18%
Employee Status	Civil Servant	42	21%
	Private-Sector	158	79%
	Employee		
Employee Work Location	DKI Jakarta	110	55%
	Bekasi	90	45%
Length of Work	6 Months	29	14,5%
	More than 6 Months	171	85,5%

Table 2 explains the results of the simple linear regression test

Table 2 Simple Linear Regression Test

R	R Square	F	B	Sig.
.320	.103	22.640	.320	.000

Table 2 shows the results of the religiosity regression test on employee performance. R value of 0.320 with R Square of 0.103. This shows that religiosity has a contribution to the formation of employee performance by 10.3% and 89.7% contribution to the formation of employee performance is influenced by other variables that are not known by the author. The F value obtained is 22.640 with a probability value of $P = 0.001$ which means the F coefficient is significant. Furthermore, the value of 0.320 was also obtained with a probability value of $P = 0.001$. Thus, it indicates a significant positive effect in this research variable. Where the higher the religiosity possessed by employees, the higher the performance of employees.

4.1. Hypothesis Test Results

Based on the results of the regression test, it was found that religiosity had a significant effect on employee performance. The higher a person's religiosity, the higher the resulting employee performance. So, the researcher accepts H_a and rejects H_o .

5. DISCUSSION AND CONCLUSION

5.1. Discussion

This research was conducted to see how the influence of religiosity on employees' performance. Statistical tests that have been carried out show that religiosity has a positive influence on the employees' performance. This research is in line with what has been stated by [13] which explains that the religiosity of employees can have an influence on their performance in an organization.

According to [9] religiosity affects employee performance because one of the functions of religion is to be able to provide a rule or norm that is used as a person's life guide. The value of religion will certainly limit a person from being able to do despicable actions. So, with the value of religiosity in a person will be able to affect the performance of employees. This happens because employees at work will not commit acts of fraud, or deception, or other things that are negative and violate company rules. Even in religious teachings, it will teach every adherent to be able to do the best for all things that are done in his life.

Furthermore, the results of this study can also explain that the religiosity of an employee can help him behave well in his daily work at work. So that its performance in an organization can increase and become better. This is in accordance with research conducted by [9] where the level of religiosity of an employee will be able to prevent himself from bad behavior at work that can affect the performance of an employee.

Regarding the research gaps that have been discussed in the background of the research, the results of this study will provide updates related to previous research. The results obtained in this study is that religiosity affects the performance of employees. This research is a novelty because previous studies have stated that religiosity has an influence on employee performance, and there is research which states that religiosity has no effect on employee performance.

The advantage of this research is that it can provide an overview of how religiosity can affect to employees' performance. And this study also provides quantitative data related to what percentage of a person's level of religiosity can affect the performance of employees who work in the DKI Jakarta and Bekasi areas.

The limitation of this research is that the questionnaires are distributed online so that the authors cannot directly meet with employees of an organization. The next limitation is that the results of this study only represent employees who

work in DKI Jakarta and Bekasi. Thus, it is not certain that the results of this study are appropriate if carried out in other areas. The third limitation is that the subject of this research is only Muslim employees. So, the results of this study cannot represent employees with religions other than Moslem.

5.2. Conclusion

Based on the results of statistical tests that have been carried out in chapter 4, the authors conclude that there is a significant positive effect of religiosity on employee performance. The higher the religiosity of an employee, the higher his performance in the organization will be. This indicates that it is important for employees to be able to increase their religiosity in the life they live. So that at work, employees can maximally carry out their duties and responsibilities in an organization. And can always behave well at work which of course can improve the performance of an employee.

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