

## **Islamic Organizational Culture and Workplace Spirituality Aspects in Increasing Employee Productivity**

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### **ABSTRACT**

*The success or failure of a company can be seen from the aspect of human resources within the scope of the company. Good productivity can only be created from reliable human resources. This research aims to know and analyse the influence of Islamic Organizational Culture and Workplace Spirituality on the productivity of employees at Bank Syariah Indonesia Setia Budi Sub-branch Office. With the Simple Random Sampling technique and using the Slovin formula with 5% percentage of looseness (e), then obtained samples in this study a number of 42 employees. Data is collected through questionnaire, interviews and documentation studies. The poll is calculated by the measurement unit of Likert scale, and processed using SPSS (statistical product and service solution) program. The results showed that both partial and simultaneously, islamic organizational culture and workplace spirituality were positively and significantly impacted the work productivity of Bank Syariah Indonesia Setia Budi Sub-Branch Office employee.*

**Keywords :** *Productivity, Islamic Organizational Culture, Workplace Spirituality*

### **INTRODUCTION**

The increasing industrial competition in today's modern era is the reason why human resources are very important in the development of a company. The success or failure of a company can be seen from the aspect of human resources within the scope of the company. Good productivity can only be created from reliable human resources. Employee productivity is an important aspect for companies to support organizations in achieving goals (Robbin, 2008). So, human resources are expected through skills, behaviors and attitudes to achieve the productivity needed in the organization. In the industrial world, especially the banking business, human resources have a very important role where to manage, organize, and utilize employees so that they can function productively. Hasibuan (2013), argues that humans have an active and dominant role in every Islamic banking in Medan City is currently showing significant development, seen from the number of customers that continue to increase and the products offered are different from conventional banking increasingly known by the public.

Bank Syariah Indonesia is one of the Islamic banks in the city of Medan that has been operating and is known by the public, especially the young people of Medan. The increasing recognition of Bank Syariah Indonesia in Medan certainly affects the level of the number of employees to serve customers. Based on the results of initial observations made by researchers with one of the employees of Bank Syariah Indonesia, it is known that the employees of the Islamic bank have a good level of work productivity in terms of service, also on salary suitability and there is an increase in the number of employees every year at the bank. The work that employees do earnestly will make high productivity and that will provide feedback from the community as users of the services of the company. The feedback received by the employee will correspond to the results of the work he performed. So, if employees work well, the feedback they receive will be good so that institutional performance will

increase. Meanwhile, if employees work poorly, the feedback they receive will also be bad because the level of community satisfaction will decrease.

Allah SWT said in Q.S. Ar-Ra'd verse 11:

لَهُ مُعَقِّبَاتٌ مِّنْ بَيْنِ يَدَيْهِ وَمِنْ خَلْفِهِ يَحْفَظُونَهُ مِنْ أَمْرِ اللَّهِ إِنَّ اللَّهَ لَا يُغَيِّرُ مَا بِقَوْمٍ حَتَّىٰ يُغَيِّرُوا مَا بِأَنفُسِهِمْ وَإِذَا أَرَادَ اللَّهُ بِقَوْمٍ سُوءًا فَلَا مَرَدَّ لَهُ وَمَا لَهُمْ مِّنْ دُونِهِ مِن وَّالٍ

*Translation:*

*For each one there are successive angels before and behind, protecting them by Allah's command. Indeed, Allah would never change a people's state of favour until they change their own state 'of faith'. And if it is Allah's Will to torment a people, it can never be averted, nor can they find a protector other than Him.*

From the verse above associated with work productivity, it can be interpreted that everyone or employees can change their own destiny or can feel comfortable in their work if they try to be serious at work, meaning what employees receive during work in accordance with what they do in carrying out each task and responsibility they do. Based on preliminary observations, Islamic organizational culture is one of the main factors affecting the level of work productivity of employees of Bank Syariah Indonesia Setia Budi Branch. Islamic organizational culture that is applied can form character, trust and help in the development of employee work methods and operations so that it is related to the high level of employee work achievement. Islamic organizational culture is a philosophy based on the Islamic view of life as values that become nature, habits, and also drivers that are cultivated in a group and reflected in attitudes into behaviors, ideals, opinions, views and actions that manifest in work activities or in work operations within the company.

The second component is spirituality at work. According to Hakim, (2015), spirituality at work is a concept of integrity and solidarity at work and understanding deep values at work. Spirituality is a holistic approach where mind, body, and spirit are integrated in a directed way in accordance with the goal of living a fuller life (Mathis, et al, 2006). Spirituality also refers to a belief that includes mental matters so that it can influence one's behavior and actions (Ghozali, 2020). So that if an employee has a high attitude of spirituality, then naturally the employee will continue to work vigorously and productively in carrying out the tasks he carries.

## LITERATURE REVIEW

### Productivity

Productivity is an integrated interaction of three important factors, namely investment, including the use of knowledge and technology as well as management and labor research (Amalia, 2013). In addition, Productivity is defined as a mental attitude that always has the view that the quality of life today must be better than yesterday, and tomorrow must be better than today (Hanifah, 2018). There are several indicators of work productivity that will arise, including (1) high absenteeism, (2) results obtained, (3) quality produced, (4) error rate, (5)

time needed (Hartatik, 2014).

### **Islamic Organizational Culture**

Islamic organizational culture is a way of looking at giving meaning to Islamic work activities. Thus, Islamic organizational culture is an organizational perspective on the values pursued and moral principles that are applied Islamically, which fosters strong beliefs on the basis of Islamic values that are believed to give high spirits, honest and earnest character to realize the best achievements (Hakim, 2015).

### **Workplace spirituality**

Spirituality at work includes the concepts of integrity and solidarity at work and understanding deep values at work (Hakim, 2015). Workplace spirituality is a new concept in management models and organizational behavior, particularly organizational culture. This concept has actually been described in organizational behavior concepts such as values, ethics, and so on. This is explained by Robbins (2008) as follows: The concept of workplace spirituality draws on topics such as values, ethics, motivation, leadership, and work/life balance.

## **METHODS**

The approach in this study uses an associative approach, according to Sugiyono (2011), associative research is a study that aims to find out the relationship between two or more variables. In this study, researchers wanted to determine the effect of Islamic organizational culture and workplace spirituality on the employee productivity. The type of data used is quantitative, i.e. in the form of numbers using formal instruments, standard, and measuring. by simple random sampling technique and using Slovin formula with a percentage of leeway (e) of 5%, a sample was obtained in this study of 42 employees of Bank Syariah Indonesia Setia Budi Sub-Branch Office.

## **RESULTS AND DISCUSSION**

### **Result**

#### **Partial test (t test)**

Statistical tests are performed to test whether a free variable (X) individually has a significant relationship or not to a bound variable (Y).

**Table 1. Partial Hypothesis Test results (t)**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.314	4.721		5.724	.000
IOC	.267	.089	.200	2.242	.002
Workplace Spirituality	.166	.053	.164	3.156	.000

a. Dependent Variable : Productivity

Based on the results of the data analysis it appears that:

- Constant value of 15,314 means that if the variable islamic organizational culture and workplace spirituality is worth 0 then productivity is worth 15,314.
- The beta coefficient value for the Islamic organizational culture variable of 0.200 means that each increase in the islamic organizational culture variable then productivity will increase by 0.200 assuming other variables are considered constant.
- Beta coefficient value for workplace spirituality variables of 0.164 means that any increase in workplace spirituality variables will increase by 0.164 assuming other variables are considered constant.

### **Effect of Islamic Organizational Culture on Productivity**

Based on table 1 test results on the effect of islamic organizational culture on productivity obtained significance value 0.002 (Sig.<0.05) then Ha accepted and H0 rejected. This means that islamic organizational culture positively and significantly affects employee productivity at Bank Syariah Indonesia Setia Budi Sub-Branch Office.

### **The Effect of Workplace Spirituality on Productivity**

Based on table 1 test results of the influence of workplace spirituality on productivity obtained a value of significance 0.000 (Sig.<0.05) then Ha accepted and H0 rejected. This means that workplace spirituality has a positive and significant effect on employee productivity at Bank Syariah Indonesia Setia Budi Sub-Branch Office.

### **Simultaneous Test (Test F)**

Statistic F tests are performed to test whether a free variable (X) simultaneously has a significant relationship or not to a bound variable (Y).

**Table 2. Simultaneous Hypothesis Test results (F)**

ANOVA <sup>b</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	12.366	2	26.882	3.814	.000 <sup>a</sup>
	Residual	24.966	101	1.099		
	Total	37.322	103			

a. Predictors: (Constant), IOC, Workplace Spirituality

b. Dependent Variable: Productivity

Based on a table of 2 simultaneous test results of islamic organizational culture and workplace spirituality to productivity obtained a significance value of 0.000 (Sig.<0.05) then Ha was accepted and H0 was rejected. This means that simultaneously islamic organizational culture and workplace spirituality positively and significantly affect employee productivity at Bank Syariah Indonesia Setia Budi Sub-Branch Office.

### **Determination Coefficient**

Statistical Test coefficient determination in this study the goal is to find out how far the model is in explaining variations in dependent variables. Statistical tests of the determination coefficient can be seen in the following table:

**Table 3. Determination Coefficient Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.222 <sup>a</sup>	.721	.618	5.82188

a. Predictors: (Constant), IOC, Workplace Spirituality

b. Dependent Variable: Productivity

Table 3 shows that the R Square value of 0.721 means that the percentage of the influence of independent variables (islamic organizational culture and workplace spirituality) on dependent variables (productivity) is the value of the determination coefficient or 72.1%. While the remaining 27.9% were affected or described by other variables not included in this study model.

## Discussion

### Effect of Organizational Islamic Culture on Productivity

The test results provide empirical evidence that islamic organizational culture positively and significantly affect productivity, which a positive relationship indicating that the higher value of islamic organizational culture implemented, better productivity will be retrieved by the institution. Islamic based organizational culture in the company environment there are basic pillars of Islamic culture including the Thaharah Movement or creating a clean and smoke-free work environment, the congregational prayer movement, and the Islamic dress movement for female employees. Organizational culture is one of the factors that is thought to create a good performance of wan work. Organizational culture tends to be created by all members in the organization itself, when the culture can develop well, it creates a pleasant work environment (Hanifah, 2017).

### Effect of Workplace Spirituality on Productivity

The test results provide empirical evidence that workplace spirituality has a positive and significant effect on productivity where it proves an accepted hypothesis. This means that the better the spirituality level at work, the more productive employees becomes. Spirituality in the workplace relates to individuals and organizations seeking employment with a spiritual path, or an opportunity to advance and contribute to where they are going in a meaningful way (Hakim 2015). Employee performance can be improved through employee spirituality, namely the ability to find meaning in work life which can be done through building communication and working together with others in the workplace. In other words, the factors of spirituality in the workplace consist of, Meaningful work, sense of community, and alignment of values.

## CONCLUSION

Based on the results of research and discussion stipulated earlier, conclusions can be drawn from research on the islamic organizational culture and workplace spirituality on employee productivity at Bank Syariah Indonesia Setia Budi Sub-Branch Office:

1. Partially islamic organizational culture positively and significantly to employee productivity at Bank Syariah Indonesia Setia Budi Sub-Branch Office.
2. Partially the workplace spirituality has a positive and significant affect on employee productivity at Bank Syariah Indonesia Setia Budi Sub-Branch Office.
3. Simultaneously that islamic organizational culture and workplace spirituality have a positive and significant effect on employee productivity at Bank Syariah Indonesia Setia Budi Sub-Branch Office.

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