



THE INFLUENCE OF ISLAMIC WORK MOTIVATION ON EMPLOYEE PERFORMANCE

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Abstract

Human resources have an important role in every company activity. Even though it is surrounded by facilities and infrastructure as well as more financial sources. But without strong human resource support, company activities will not run well. This shows that human resources are the main key whose needs must be taken into account. As the main key, human resources will determine the success of implementing company activities. Good human resources can also be seen from good work quality. One important aspect that needs to be considered in the success of a company is employee performance. This research approach is quantitative research. Sugiyono said, quantitative research methods are research methods used to examine certain populations and samples with statistical analysis and in the form of numbers with the aim of testing predetermined hypotheses (Nizami, 2017). This research aims to determine whether there is an influence of Islamic work motivation on the performance of BT Batik Trusmi Cirebon employees. Result is 1. There is a positive and significant influence between Islamic Work Motivation and BT Batik Trusmi Cirebon Employee Performance. This means that the higher the role of Islamic work motivation, the greater the employee's performance in carrying out their daily duties, meaning that the level of employee performance in carrying out their duties will be determined by the good or bad work motivation felt by the employee in carrying out their duties.

Keywords: *Influence, Islamic Work, Motivation*



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INTRODUCTION

Human resources have an important role in every company activity. Even though it is surrounded by facilities and infrastructure as well as more financial sources. But without strong human resource support, company activities will not run well. This shows that human resources are the main key whose needs must be taken into account. As the main key, human resources will determine the success of implementing company activities. Good human resources can also be seen from good work quality. One important aspect that needs to be considered in the success of a company is employee performance.

One of the factors that influences whether employee performance is good or bad is work motivation. This means that individuals who have high work motivation will gradually develop optimal work habits, and vice versa, individuals who have low work motivation will gradually develop less than ideal work habits. Leaders who have passion and a strong work ethic will have a positive impact on the direction of the company and bring greater success and growth. Work motivation is a desire or encouragement that arises from outside or within a person to carry out a task. (Sinollah et al., 2020). Meanwhile, according to Darti (2022) motivation is the only factor that effectively influences human (employee) behavior to work hard and enthusiastically so as to achieve excellent results. The results of previous research conducted by Heny Laraswati (2020) with the title Analysis of the Influence of Islamic Work Motivation on Employee Performance (Case Study of CV Elsy Konveksi Pekanbaru) said that there is a significant influence between Islamic work motivation on employee performance.

Employee performance is the result of a person completing the tasks assigned to him to achieve his professional goals. Employees can work effectively if they have high performance so they can produce optimal work. Employee performance is one of the determining factors for the success of an agency or organization in achieving its goals. For this reason, employee performance can influence the overall performance of the agency (Rahayu & Rushadiyati, 2021). Employee performance is a matter of nature personal, because each employee has varying skills that they use in carrying out their duties. Every initiative taken to increase company growth is a manifestation of the existence of employee performance. In this case, the company must be able to see the performance of each employee, whether the employee is capable or not. This performance assessment plays a very important role in determining cooperation with employees.

Islam emphasizes on its followers to work. As in the words of the Prophet Muhammad SAW, "Work for your world as if you live forever and worship for

your afterlife as if you were to die tomorrow." The meaning of this hadith is that we must work hard in pursuing success and prosperity in this world, but do not forget about the afterlife. This means that we must try to obtain halal sustenance and try to achieve the goals of life in this world as best as possible.

METHOD

This research approach is quantitative research. Sugiyono said, quantitative research methods are research methods used to examine certain populations and samples with statistical analysis and in the form of numbers with the aim of testing predetermined hypotheses (Nizami, 2017). This research aims to determine whether there is an influence of Islamic work motivation on the performance of BT Batik Trusmi Cirebon employees.

Meanwhile, this type of research uses associative research. Associative research is research that aims to determine the relationship between two or more variables (Egziabher & Edwards, 2013). In the title of this research, the research explains whether there is an influence of Islamic Work Motivation on BT Batik Trusmi Cirebon Employee Performance.

This research design uses explanatory research. According to Singarimbun & Effendi, explanatory research is research that explains the causal relationship between research variables through hypothesis testing, because the main reason for explanatory research is to test the proposed hypothesis, it is hoped that through this research the relationship and influence of the variables can be explained (Patel, 2019).

RESULTS AND DISCUSSION

The Influence of Islamic Work Motivation on the Performance of BT Batik Trusmi Cirebon Employees

Through regression analysis, it can be seen that Islamic Work Motivation has a positive influence on employee performance with a coefficient of 0.698, which means that the higher the role of work motivation, the higher the employee's performance in carrying out their daily duties, meaning the higher and lower the performance.

employees in carrying out their duties will be determined by the good and bad work motivation felt by employees in carrying out their duties. The results of the t test hypothesis test produce a significance value for the Islamic Work Motivation variable (X) of 0.000, because the sig value is <0.005, it can be concluded that H_a is accepted, which means there is The influence of Islamic Work Motivation on Employee Performance.

This happens because if someone is motivated at work, they will try as hard as they can to realize and complete their tasks and work in order to support the realization of the company's goals. The results of this research are supported by research from Anam (2017), namely that there is a positive influence between Islamic Work Motivation on Employee Performance.

How big is the influence of Islamic work motivation on the performance of BT Batik Trusmi Cirebon employees

When an employee feels that all his needs are met at his workplace, his productivity is likely to be at its best. Workers with strong work motivation are more likely to experience the negative impact of increasing worker productivity. This is very beneficial for the company because it will help achieve its goals with optimal employee work.

The results of the R² test showed that the magnitude of the influence between the Islamic Work Motivation variable (X) on the Employee Performance variable (Y) was 53.2%, while the remainder was $100 - 53.2\% = 46.8\%$, meaning that 46.8% was influenced by other variables outside the regression equation in this research or variables not examined in this research.

The results of this research are supported by research by Laraswaty (2020), which states that the influential contribution of Islamic Work Motivation is 79.4% of employee performance and the remaining 21.6% is influenced by other factors.

CONCLUSION

There is a positive and significant influence between Islamic Work Motivation and BT Batik Trusmi Cirebon Employee Performance. This means that the higher the role of Islamic work motivation, the greater the employee's performance in carrying out their daily duties, meaning that the level of employee performance in carrying out their duties will be determined by the good or bad work motivation felt by the employee in carrying out their duties.

The magnitude of the contribution of the Islamic Work Motivation variable (X) to the Employee Performance variable (Y) obtained from the coefficient of determination test is 53.2%, while the remainder is $100 - 53.2\% = 46.8\%$, meaning 46.8% influenced by other variables outside of the regression equation in this research or variables not examined in this research..

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