Islamic Work Ethics affect the employee Performance; case study of several universities in Indonesia

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Abstract

Islamic Work Ethics (IWE) play a central role in shaping organizational culture, particularly within Islamic-based higher education institutions. The integration of Islamic ethical principles such as honesty, fairness, healthy competition, and mutual assistance is expected to enhance employee performance and contribute to the achievement of institutional goals. While studies on work ethics have been widely conducted, research specifically focusing on IWE within the context of Islamic universities in Indonesia remains limited. This study aims to examine the effect of IWE on employee performance in several Islamic universities in East Java, namely Universitas Islam Malang (UNISMA), Universitas Islam Negeri (UIN), and Universitas Muhammadiyah Malang (UMM). The research employed a quantitative approach supported by qualitative insights. Data were collected through questionnaires and semi-structured interviews with permanent staff members of the three universities. The analysis revealed that IWE has a significant positive effect on employee performance. Employees who embraced values of Islamic ethics, particularly those emphasizing healthy competition and mutual help, demonstrated higher levels of productivity, discipline, and collaborative behavior. Interviews further supported these findings, with respondents acknowledging that Islamic values foster a sense of responsibility, solidarity, and motivation to contribute positively to the organization. The results confirm that IWE is an important determinant of employee performance in Islamic universities. By embedding ethical principles into workplace practices, institutions can strengthen human resource quality and align organizational goals with Islamic values. This study contributes to the growing body of literature on Islamic ethics in management and highlights the need for future research that explores broader cultural and institutional contexts. Expanding the scope of research to include different regions and employing longitudinal approaches would provide deeper insights into the long-term impact of IWE on organizational sustainability.

Keywords: *Islamic Work Ethics; Employee Performance; Islamic Universities*

Introduction

Universities with various elements that exist within it, just as the existing members of the college have high work ethics in performing its role and function optimally as a form of responsibility of the education personnel as well as the most important thing is a form of human responsibility towards Allah SWT who have run the mandate well And optimal. The low work ethics will have an impact on the institution and the quality of graduates which is currently the central issue

of higher education (quality assurance). Universities have a very strategic role in order to produce quality human resources. This strategic role is in line with the purpose of higher education that is preparing learners to become members of the community who have academic and / or professional skills that can apply, develop and / or enrich the treasury of science, technology and / or art. Several studies were conducted in analyzing the work ethic which was mostly done in America and Europe, using Max Weber's views expressed in his research on Work Ethical Protestant ethics that there is a causal relationship between Protestant work ethic and the development of capitalism in Western society [1].

The findings are very contrary to the concept of Islamic Work Ethical (Islamic Work Ethical) derived from Al-Qur'an and the words and actions of the Prophet Muhammad (Al-hadith). Rasulullah SAW said that work done with hard work causes the sins to be forgiven and that no one eats better food than the food produced from his work. In the Qur'an Allah says: "Work, then the Lord and those who believe will see your work, and you will be returned to (God) who knows the invisible and the real, and then tell you what you have done Surah At-Taubah: 105).

In this case, it becomes a foundation for us about the importance of work and the necessity to do so. However, looking at the phenomenon described above, where there is a shift in one's orientation when working is more to orientation to find meaning for his work. So it takes a tool to achieve it. Previous studies conducted by [2] provide evidence that the work ethic of Islam has a significant effect on the performance of hospital employees owned by the government and national banks in Pakistan. The findings are similar to the research conducted by [3] that the value of the work ethic of Islami significantly influences the company's ability to innovate and the company's performance.

Metohds

This research is explanatory research design which is done based on primary data that is collected from questionnaire. Population in this research is employees of Islamic college who status as permanent employee at Islamic university in Malang city that is Unisma, UIN, UMM has been working for a year. Sampling by using Purposive random sampling technique, [24]. Data analysis method used in this research is Multiple linear regression analysis SPSS 23.0 (Statistical Product and Service Solutions).
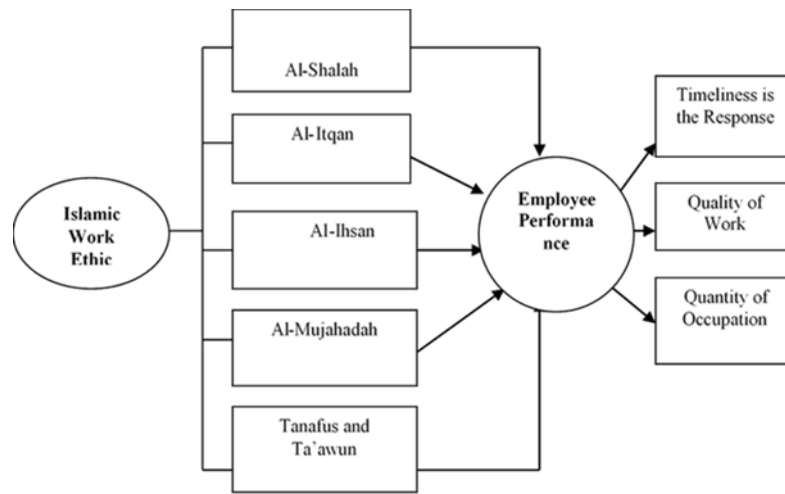
Figure 1 Conseptual Hypothesis

Result and Discussion

In this sub-chapter will be explained in a row will describe the variable variable of Islamic Work Ethic (X) with some sub-variables of Al-Shalah, Al-Itqan, Al-Ihsan, Al-Mujahadah, Tanafus and Ta'awun, and Employee Performance variables (Y) consisting of Timeliness, Performance Quality, Performance Quality, and Quality of work.

Islamic Work Ethic (IWE) effect on employee performance

The number of questionnaires to extract data on the Islamic Work Ethic consists of 10 items of questions covering Al-Shalah (Q1 and Q2), Al-Itqan (Q3 and Q4), Al-Ihsan (Q5 and Q6), Al-Mujahadah (Q7 and Q8), Tanafus and Ta'awun (Q9 and Q10). While the number of respondents as many as 15 respondents for each research object, so the total respondents are 45 respondents with a maximum value of 5 and at least 1. Based on the data used, the value for the lowest islamic work ethic is 10 and the highest is 50. Thus, the range is obtained from the difference between the highest and lowest Islamic work ethic value, which is 50 - 10 = 40. Based on the range, Interval class is determined is 5, it can be seen that the length of the interval class is 40: 5 = 8. The following is the presentation of the frequency distribution data of each indicator of the Islamic work ethic :

Al-Shalah effect on employee performance

The first indicator is Al - Shalah or Good and Beneficial. The number of question items is two questions that include 1) good work will benefit yourself and others, 2) good relationships between colleagues and superiors is a top priority in work. The results of frequency distribution analysis of this indicator is presented in table 1 as follows.

Table 1 Frequency Distribution of Work Ethics (Al – Shalah)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	11.1	11.1	11.1
	4.00	22	48.9	48.9	60.0
	5.00	18	40.0	40.0	100.0
	Total	45	100.0	100.0	

Based on table 1, it can be seen that the respondents who stated strongly agree as many as 18 respondents (40%), agreed as many as 22 respondents (48.9%), and declared neutral as much as 5 respondents (11.1%), while respondents who disagree And strongly disagree as much as 0 respondents. Respondents who are employees at the university of Islam (Unisma, UIN, UMM) responded strongly agree that the indicator of Al-Shalah (Good and Beneficial) describes the work ethic of Islam. This can be interpreted that in general employees at Islamic universities located in the city of Malang considers that establishing good and beneficial relationships to each colleague or superior is the work ethic. Previous studies conducted by Haroon et al. (2012) provide evidence that the work ethic of Islam has a significant effect on the performance of hospital employees owned by the government and national banks in Pakistan. The findings are similar to the research conducted by [21] that the value of the work ethic of Islami significantly influences the company's ability to innovate and the company's performance.

Al-Itqan effect on employee performance

The second indicator is Al - Itqan or quality work. The number of question items are two questions that include 1) The quality of work is your principle in the work, 2) The quality of work achievement is done with maximum effort. The results of frequency distribution analysis of this indicator is presented in table 2 as follows:

Table 2 Frequency Distribution of Islamic Work Ethics (Al – Itqan)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	8.9	8.9	8.9
	4.00	14	31.1	31.1	40.0
	5.00	27	60.0	60.0	100.0
	Total	45	100.0	100.0	

Based on table 2, it can be seen that the respondents stated strongly agree as many as 27 respondents (60%), agreed as many as 14 respondents (31.1%), and stated neutral as many as 4 respondents (8.9%), while respondents who disagree And strongly disagree as much as 0 respondents. Respondents who are employees at the university of Islam (Unisma, UIN, UMM) responded strongly agree that the Al-Itqan indicator (the work of quality) describes the work ethic of Islam. This can be interpreted that in general employees at Islamic universities in the city of Malang assume that a good work ethic is the work of quality. Previous studies conducted by the findings are similar to the research conducted by [17]

that the value of the work ethic of Islami significantly influences the company's ability to innovate and the company's performance.

Al-Ihsan

The third indicator is Al - Ihsan or the best work. The number of question items are two questions that include 1) Difficulties in life can be overcome by creating the best work, 2) All the abilities have been devoted to create the best work. The results of frequency distribution analysis of this indicator is presented in table 3 as follows.

Table 3 Frequency Distribution of Work Ethics (Al – Ihsan)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	4.4	4.4	4.4
	4.00	14	31.1	31.1	35.6
	5.00	29	64.4	64.4	100.0
	Total	45	100.0	100.0	

Based on table 3, it can be seen that the respondents stated strongly agree as many as 29 respondents (64.4%), agreed as many as 14 respondents (31.1%), and stated neutral as much as 2 respondents (4.4%), while respondents who disagree And strongly disagree as much as 0 respondents. Respondents who are employees at the university of Islam (Unisma, UIN, UMM) responded strongly agree that the indicators of Al-Ihsan (best work) able to describe the Islam Work Ethic. This can be interpreted that in general employees at Islamic universities in the city of Malang consider good work is a measure in measuring work ethic. Previous research conducted by [12] The impact of Islamic work ethics on employee performance: testing two models of personality x and personality y. This study discusses the relationship of work ethic of Islam with employee performance and tested the two models of work personality X and personality Y

Al-Mujahadah

The fourth indicator is Al - Mujahadah or working hard. The number of question items are two questions that include 1) Hard work to ensure success in work, 2) Hard work done on the basis of responsibility. The results of frequency distribution analysis of this indicator is presented in table 4 as follows.

Table 4 Frequency Distribution of Islamic Work Ethics (Al – Mujahadah)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	2.2	2.2	2.2
	4.00	25	55.6	55.6	57.8
	5.00	19	42.2	42.2	100.0
	Total	45	100.0	100.0	

Based on table 4, it can be seen that the respondents stated strongly agree as many as 19 respondents (42.2%), agreed as many as 25 respondents (55.6%), and stated neutral as much as 1 respondent (2.2%), while respondents

who disagree And strongly disagree as much as 0 respondents. Respondents who are employees at the university of Islam (Unisma, UIN, UMM) gave a strongly agreed response to the Al-Mujahadah indicator (working hard) able to describe the work ethic of Islam. This can be interpreted that in general employees at Islamic universities in the city of Malang consider the work ethic assessment can be seen from the attitude to always work hard. Previous studies conducted by the findings are similar to the research conducted by [7] that the value of the work ethic of Islami significantly influences the company's ability to innovate and the company's performance.

Tanafus dan Ta'awun

The fifth indicator is Tanafus and Ta'awun or compete and help each other. The number of question items are two questions that include 1) Cooperation provides benefits and satisfaction in work, 2) Give appreciation to the competition among colleagues to improve the quality of work. The results of frequency distribution analysis of this indicator is presented in table 5 as follows.

Table 5 Frequency Distribution of Work Ethics (Tanafus dan Ta'awun)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	2.2	2.2	2.2
	4.00	16	35.6	35.6	37.8
	5.00	28	62.2	62.2	100.0
	Total	45	100.0	100.0	

Based on table 5, it can be seen that the respondents stated strongly agree as many as 28 respondents (62.2%), agreed as many as 16 respondents (35.6%), and stated neutral as much as 1 respondent (2.2%), while respondents who disagree And strongly disagree as much as 0 respondents. Respondents who are employees at the university of Islam (Unisma, UIN, UMM) responded strongly agree to indicator Tanafus and Ta'awun (competing and helping each other) in describing the work ethic islami . This can be interpreted that in general employees at Islamic universities in the city of Malang assume that the work ethic of Islam can be seen from indicator Tanafus and Ta'awun. Previous studies conducted by [3] provide evidence that the work ethic of Islam has a significant effect on the performance of hospital employees owned by the government and national banks in Pakistan.

Employee Performance (EP)

The number of questionnaires to dig data about the performance of employees as much as 6 items consisting of 3 indicators of Time Accuracy, Quality of Work and Quantity Work. The number of respondents is 45 respondents consisting of 15 respondents from UIN, 15 respondents from Unisma and 15 respondents from UMM. The highest score of the employee performance questionnaire is 5 and the lowest 1. Thus, the range can be obtained from the difference between the highest and lowest values of 30 - 6 = 24. Based on the range, with the number of interval classes determined is 5, it can be seen that the length of the class The interval is 24: 5 = 4.8. Based on the lowest and highest values and the length of the interval class, it can be arranged frequency

distribution. The following is the frequency distribution table 1) Timeliness, 2) Work Quality, and 3) Quantity Work.

- **Time Accuracy**

The first indicator of employee performance is timeliness. The number of question items are two questions that include 1) The task given to me, I can finish on time, 2) Every job I have to finish in time. The results of frequency distribution analysis of this indicator is presented in table 6 as follows.

Table 6 Frequency Frequency Distribution Time

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	6.7	6.7	6.7
	4.00	16	35.6	35.6	42.2
	5.00	26	57.8	57.8	100.0
	Total	45	100.0	100.0	

Based on table 6, it can be seen that respondents who stated strongly agree as many as 26 respondents (57.8%), agreed as many as 16 respondents (35.6%), and stated neutral as much as 3 respondents (6.7%), while respondents who disagree and strongly Not agree as much as 0 respondents. Therefore it can be concluded that the respondents who are employees at the university of Islam (Unisma, UIN, UMM) responded strongly agree that the indicators of timeliness is a benchmark of employee performance. This can be interpreted that in general employees in Islamic universities located in the city of Malang considers that a good performance is a performance that can be completed on time.

- **Work Quality**

The second indicator of employee performance is the quality of work. The number of question items are two questions that include 1) The process of completion of work that I do in accordance with the standards of the bank, 2) The results of my work really qualified. The results of frequency distribution analysis of this indicator is presented in table 7 as follows.

Table 7 Frequency Distribution of Work Quality

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	6.7	6.7	6.7
	4.00	20	44.4	44.4	51.1
	5.00	22	48.9	48.9	100.0
	Total	45	100.0	100.0	

Based on table 7, it can be seen that respondents who stated strongly agree as many as 22 respondents (48.9%), agreed as many as 20 respondents (44.4%), and stated neutral as much as 3 respondents (6.7%), while respondents who disagree and very Not agree as much as 0 respondents. Based on the frequency data obtained it can be concluded that the respondents who are employees at the university of Islam (Unisma, UIN, UMM) responded strongly agree that the indicators of timeliness is a benchmark of employee performance. This can be interpreted that in general employees in Islamic universities in the city of Malang assume that good performance refers to the quality of work good.

- **Quantity of Work**

The third indicator of employee performance is the quantity of work. The number of question items are two questions that include 1) I have mastered my job as a whole, 2) I have the working speed as expected where I work. The results of frequency distribution analysis of this indicator is presented in Table 8 as follows.

Table 8 Frequency Distribution of Work Quantities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	11.1	11.1	11.1
	4.00	12	26.7	26.7	37.8
	5.00	28	62.2	62.2	100.0
	Total	45	100.0	100.0	

Based on table 8, it can be seen that the respondents stated strongly agree as many as 28 respondents (62.2%), agreed as many as 12 respondents (26.7%), and stated neutral as many as 5 respondents (11.1%), while respondents who disagree and strongly Not agree as much as 0 respondents. Based on the frequency data obtained it can be concluded that the respondents who are employees at the university of Islam (Unisma, UIN, UMM) strongly agree that the quantity of good work will describe the good performance. This can be interpreted that in general employees in Islamic universities in the city of Malang assume that good performance refers to the quantity of good work.

- **Test Validity and Data Reliability**

Validity and reliability test is done to know the extent to which the questionnaire made precise and reliable for a study. A data is said to be valid if the value is rcount> rtabel. Large rtabel can be seen in table correlation coefficient, where in this study the number of respondents as much as 45 then the value of rtabel = 0.287 with the significance level of 0.05. Meanwhile, to determine the reliability can be done by comparing the cronbach alpha > 0.6. The following is a presentation of the validity of the questionnaire items from Questionnaire 1 through 15 presented in Table 9 as follows.

Table 9 Item Validity

Item	r_{hitung}	r_{tabel}	Keterangan
Q1	0.367	0.287	Valid
Q2	0.433	0.287	Valid
Q3	0.569	0.287	Valid
Q4	0.504	0.287	Valid
Q5	0.357	0.287	Valid
Q6	0.317	0.287	Valid
Q7	0.333	0.287	Valid
Q8	0.603	0.287	Valid
Q9	0.451	0.287	Valid
Q10	0.419	0.287	Valid
Q11	0.576	0.287	Valid
Q12	0.362	0.287	Valid
Q13	0.715	0.287	Valid
Q14	0.613	0.287	Valid
Q15	0.683	0.287	Valid
Q16	0.695	0.287	Valid

The next analysis is reliability analysis. The following is presented SPSS output reliability test results in table 10 as follows.

Table 10 Reliability Test

Cronbach's Alpha	N of Items
.683	16

Reliability test results presented in table 10 can be seen that the value of cronbach's alpha of 0.683> 0.60. This means the question items on the questionnaire are reliable to do in this study.

- **Classic Assumption Test Results**

The classical assumption test is a prerequisite test to see data normality, data heterokedastisitas, multicoloniarity of data and autokolerasi. Test this classical assumption as a prerequisite to conduct further analysis of regression analysis. Here is an analysis of each classic assumption test using SPSS 2.3 for windows software.

- **Data Normality Test**

Normality test conducted aims to test whether the research data conducted has a normal distribution or not. In this study the normality test was performed by conducting a one-sample analysis of kolmogorov-smirnov test in which the data was first modified in the form of unstandardized residual. The basic decision in the normality test is if the significance value is greater than 0.05 then the data is normally distributed, otherwise if the significance value is less than 0.05 then the data has No. normal distribution. The following results presented normality test analysis presented in table 11 as follows

Table 11. Data Normality Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		45
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	.63226885
Most Extreme Differences	Absolute	.256
	Positive	.256
	Negative	-.221
Test Statistic		.626
Asymp. Sig. (2-tailed)		.833[c]

Based on table 11 it can be seen that the value of significance can be seen in the Asymp section. Sig. (2-tailed) of 0.833 greater than 0.05. This means that the data has a normal distribution. Thus, it can be explained that the regression model is feasible to be used to predict the related variables ie independent variable (work ethic of islami) and dependent variable (employee performance).

- **Test Data Heteroskedastisitas**

This test aims to test whether in the regression model there is vanrian inequality from one observation residual to another. A good regression model is a model that does not occur heteroscedasticity. The basis of the decision is if the significance value greater than 0.05 then the conclusion is no heteroskedastisitas,

otherwise if the value of significance below 0.05 then heteroscedasticity occurs. Here are the results of heteroscedasticity test analysis presented in table 12 as follows.

Table 12. Test Data Heteroskedastisitas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.002	.000		3.823	.000
	Etos Kerja	-58.215	47.271	-.185	-1.232	.225

Based on the output spss 23 presented in table 12 it can be concluded that the data to be done regression test does not occur heteroskedastisitas in this case work ethic variable. It can be seen from the significance value of work ethic variable of 0.225 is greater than 0.05.

- **Data Multicolinearity Test**

Multicolonierity test is done to test the regression model whether there is correlation between independent variables (independent), where good regersion model should not occur multicolonieritas or no correlation between independent variables. The basis for decision making can be seen in two ways: 1) looking at the tolerance and 2) looking at the VIF value. If seen from the tolerance value then the tolerance value greater than 0.10 then it means no multicolonierity to the tested data, vice versa if the tolerance value is smaller than 0.10 then it means multicolonierity. The regression model is considered to be better if the tolerance value is closer to or equal to 1 (Santoso, 2002). In addition, when viewed from the value of Variance Inflation Factor (VIF) then the VIF value must be smaller than 10 which means no multicolonierity, otherwise if the VIF value is greater than 10 then there is multicolonierity. Here are the results of multicollonearity test analysis presented in table 13 as follows.

Table 13 Multicolinearity Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.003	.001		5.195	.000		
	Etos Kerja	-5.368	60.240	-.014	-.089	.929	1.000	1.000

Based on the results of SPSS 23 output presented in table 13 it can be concluded that the regression model to be tested does not occur multicolonierity. It can be seen from the tolerance value of 1> 0.10. So also when viewed from the VIF value of 1 <10. Therefore it can be concluded that the regression model can be continued for analysis.

- **Linear Regression Analysis**

The results of the analysis of classical assumption test is the test of Normality, Heteroskedastisitas, Multikolonieritas and Autokolerasi showed that all data is feasible to be tested regression analysis. This section discusses about 1) Partial influence between independent variable (X) to dependent variable (Y), 2) The

effect simultaneously between independent variables (X) on the dependent variable (Y).

- **Influence Partially Between Independent Variable (X) to Dependent Variable (Y)**

There are five hypotheses to be verified in this research. Based on the results of statistical analysis using the program SPSS 23, then the results obtained from the analysis of data as follows.

Table 14. Result of Regression Analysis Influence X on Y

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	10.118	3.694		2.739	.000		
Al - Shalah	.108	.462	.039	.694	.000	.865	1.156
Al - Itqan	.109	.367	.049	.962	.000	.860	1.163
Al - Ihsan	.371	.465	.133	.799	.000	.860	1.163
AlMujahadah	.482	.497	.151	.969	.000	.979	1.022
Tanafus dan Ta'awun	.354	.445	.132	.796	.000	.871	1.148

Based on the results of regression analysis presented in table 14 then the next stage of analysis is to identify the influence of work ethic on employee performance. The model of regression equation as follows.

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + e_i$$

To know the effect of X1, X2, X3, X4 and X5 to Y partially used t test and regression coefficient value which have been presented in table 14 Based on the results of regression analysis above can be presented regression equation, as follows.

$$Y = 10{,}118 + 0{,}108_{X1} + 0{,}109_{X2} + 0{,}371_{X3} + 0{,}482_{X4} + 0{,}354_{X5} + 0{,}132$$

The equation shows that.

a. The constant (a) = 10.118, states that if the Islamic Work Ethic (X) consisting of Al-Shalah, Al-Itqan, Al-Ihsan, Al-Mujahadah, Tanafus or Ta'awun is constant, then employee performance is 10.118%

b. The regression coefficient X1 of 0.108 indicates if the Al - Shalah variable has increased by one unit while the other variables ie Al - Itqan (X2), Al - Ihsan (X3), Al - Mujahadah (X4), Tanafus (X5) are constant, then Employee performance (Y) will rise by 10.8%. Whereas if seen from the significance value of 0.000 <from a = 0.05. This means that Al -Shalah has a positive and significant effect on employee performance with a big influence of 10.8%.

c. The regression coefficient X2 of 0.109 indicates if the Al-Itqan variable has increased by one unit while the other variables ie Al - Shalah (X1), Al - Ihsan (X3), Al - Mujahadah (X4), Tanafus (X5) are constant, then Employee performance (Y) will rise by 10.9%. Whereas if seen from the significance value of 0.000 <from a = 0.05. This means Al-Iqqan affects positively and significantly to the performance of employees with a large influence of 10.9%.

d. The regression coefficient of X3 of 0.371 indicates if the Al-Ihsan variable has increased by one unit while the other variables ie Al - Shalah (X1), Al - Itqan (X2), Al - Mujahadah (X4), Tanafus (X5) are constant, then Employee

performance (Y) will rise by 37.1%. Whereas if seen from the significance value of 0.000 < from a = 0.05. This means Al-Iqtan has a positive and significant effect on employee performance with a big influence of 37.1%.

e. The regression coefficient of X3 of 0.371 indicates if the Al-Ihsan variable has increased by one unit while the other variables ie Al - Shalah (X1), Al - Itqan (X2), Al - Mujahadah (X4), Tanafus (X5) are constant, then Employee performance (Y) will rise by 37.1%. Whereas if seen from the significance value of 0.000 < from a = 0.05. This means Al-Iqtan has a positive and significant effect on employee performance with a big influence of 37.1%.

f. The regression coefficient X5 of 0.354 indicates if the variable of Tanafus has increased by one unit while the other variables are Al - Shalah (X1), Al - Itqan (X2), Al - Ihsan (X3), Al - Mujahadah (X4) constant, then Employee performance (Y) will rise by 35.4%. Whereas if seen from the significance value of 0.000 < from a = 0.05. This means Al-Iqtan effect positively and significantly on employee performance with big influence 35,4%.

Based on the analysis of the above regression equation obtained hypothesis testing as follows.

a. H1: Al-Shalah or good and useful have a significant effect on employee performance. It is based on table 5.15 is known t_{hitung} 0.694 > t_{table} 0.679. Thus H0 rejected means Al - Shalah have a positive and significant effect on employee performance

b. H2: Al-Itqan or stability has a significant effect on employee performance. It is based on table 5.15 known t_{hitung} 0.962 > t_{tabel} 0,679. Thus H0 rejected means Al - Itqan has a positive and significant effect on employee performance.

c. H3: Al-Ihsan or doing the best have a significant effect on employee performance. It is based on table 5.15 known t_{hitung} 0.799 > t_{table} 0,679. Thus H0 rejected means Al - Ihsan have a positive and significant effect on employee performance.

d. H4: Al-Mujahadah or hard work has a significant effect on employee performance. It is based on table 5.15 known t_{hitung} 0.969 > t_{table} 0.679. Thus H0 rejected means Al - Mujahadah have a positive and significant effect on employee performance.

e. H5: Tanafus or Ta'awun or compete and help each other to have a significant effect on employee performance It is based on table 5.15 is known t_{hitung} 0.796> t_{table} 0,679. Thus H0 is rejected Tanafus means a positive and significant impact on employee performance.

1) The Effect of Simultaneously Between Independent Variables (X) on the Dependent Variable (Y)

This section explains the simultaneous influence of Islamic work ethic variable (X) on employee performance (Y). This simultaneous test is performed by looking at the SPSS output in the anova table part (F-test). The purpose of this analysis is to see whether together independent variables affect the dependent variable. The following is a table of simultaneous effect analysis results presented in table 15 as follows.

Table 15. Results of Simultaneous Effect Analysis

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1856.500	5	.877	129.065	0
	Residual	91.400	39	1.501		
	Total	1947.900	44			

Based on table 15, it can be seen that the value of Sig. F of 0.000 < PValue = 0.05. This can be interpreted that the independent variables of Islami Work ethic consisting of Al-Shalah, Al - Itqan, Al - Ihsan, Al - Mujahalah and Tanafus simultaneously affect Employee Performance variables. While for big influence simultaneously presented in table 16 as follows.

Table 16. Simultaneous Influence
Model Summary^b

Model	R	R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
				R Square Change	F Change	df1	df2	Sig. F Change	
1	.953^a	.946	2.22499	.952	129.065	5	39	.000	2.173

Based on table 16, it can be seen that the influence of the independent variables is Islamic Work Ethic consisting of Al-Shalah, Al - Itqan, Al - Ihsan, Al - Mujahalah and Tanafus simultaneously affect Employee Performance variable of 0.953 or 95.3% Is 0.946 or 94.6%. This means simultaneously the Islamic Work Ethic consisting of Al-Shalah, Al - Itqan, Al - Ihsan, Al - Mujahalah and Tanafus simultaneously affect Employee Performance variables.

Conclussion and Suggestion

Based on the results of analysis related to the purpose of research and problem formulation in this study, it can be drawn some conclusions as follows:

Al-Shalah (good and beneficial) have a positive and significant impact on employee performance. This means that the better Al - Shalah in this case employees who have good relationships with colleagues and superiors will make better employee performance. Al-Itqan (quality work) has a positive and significant impact on employee performance. This means that quality work will determine better employee performance. Al-Ihsan (the best work) has a positive and significant impact on employee performance. This means that the ability possessed by the employee is used fully to complete the task given and it will affect employee performance. The better the work that can be completed the employee the better the performance of employees. Al-Mujahadah (hard work) has a positive and significant impact on employee performance. This means that employees who have a good work ethic or employees who work hard in completing the task will make better employee performance. Tanafus or Ta'awun (competing and helping each other) have a positive and significant impact on employee performance. This means that attitudes to compete with each other in a healthy manner and have a mutual character or culture help each other will make the employee performance better. For example, when an employee cannot complete the task then the other employees will help to complete the task, so the task can be completed properly.

To the next researcher is recommended to conduct further research with different research methods with this research in order to get in-depth data so as to obtain a more comprehensive picture. In addition, the researcher is expected to be able to control the research sample and suggested to consider several other variables that contribute in affecting employee performance.

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