



The Influence of Islamic Work Ethic on the Welfare of Tempeh Business Employees in Kedawung-Cirebon District

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Abstract

This study aims to determine the effect of Islamic work ethic on the welfare of tempeh business employees in Kedawung District. This research uses a quantitative approach. The sampling method used by researchers is total sampling or saturated sample, namely the sampling technique of the entire population used as a sample. The sample in this study were 26 tempeh business employees in Kedawung District. The data were analyzed using validity test, reliability test, simple regression test, determination coefficient test and t test using SPSS Version 22. The results of the study showed that work ethic affects employee welfare. So in general, it shows that work ethic affects the welfare of tempeh business employees in Kedawung District, with an influence of 50.2%. The results of the study state that there is an influence of work ethic on the welfare of tempeh business employees in Kedawung District. This is evidenced by a number of work spirit assessments given by employees (respondents) who work in tempeh businesses in Kedawung District. This study has proven that the work ethic that has been given so far has proven to affect the welfare of employees. This research confirms that a good work ethic affects the welfare of employees

Keywords: *Islamic, work ethic, employee welfare*

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INTRODUCTION

Working means that a person will not beg or expect gifts from others (Ansari and Mutamakin 2020). Islam encourages its followers to work seriously, not to become lazy creatures that trigger poverty (Hakim and Syaputra 2020). Work done optimally in Islam will not only lead a person to obtain material things, but on the other hand it will also bring Allah's approval for what is done (Rahmah 2021). Workers with a high work ethic always improve the quality of themselves and their work. Work ethic tends to make people do everything optimally and perfectly in every aspect of the work they do, and increasingly dare to be better (Team Indeed 2022).

Work ethic is the totality of a person's personality at work, by providing an understanding that work ethic is not only exemplified by people who work in offices and people who have high positions, but that work ethic can be carried out and carried out by anyone in any profession, including perpetrators. MSMEs in the regions, because in the work ethic there is a spirit that is based on the spirit of worship. So work is not only aimed at fulfilling worldly needs in order to increase economic prosperity in the form of fulfilling basic needs, but on the other hand it is also a form of human devotion as a servant to Allah SWT in order to gain His approval for the work done (Kirom 2018). A high work ethic is needed to do a job. Devoting all your energy and thoughts to what you do will produce something good and optimal is a very basic thing and is recommended by the Islamic religion itself (Hadiansyah and Yanwar 2017). Work is a medium of worship as well as a means of getting closer to Allah SWT. This is based on the Word of Allah SWT in Surah At-Taubah (9): (105) whose essence or interpretation is that humans are given the command to do good deeds selflessly, when these deeds are accompanied by the awareness of being supervised by Allah and His Messenger as well as by believers. , so that charity must be fully accountable to oneself, fellow humans, the Messenger and Allah SWT., and awareness will ensure that charity is fully carried out by feeling supervised and continuously evaluated in order to realize that charity is accountable both in this world and in the hereafter.

Work ethic greatly influences the happiness and economic well-being of people's households in general. According to Al-Ghazali (Ghazali and ibn al-Ghazali 1988), welfare is the achievement of benefit. Benefit itself is the maintenance of the goals of syara' (Maqasid al syari'ah). Humans cannot feel happiness and inner peace but have achieved true prosperity through spiritual and material needs. To achieve the goal of sharia' so that benefits can be realized, Al-Ghazali describes the sources of prosperity, namely the maintenance of religion, soul, reason, lineage and property.

Data revealed by the Head of BPS on Monday, January 15 2021 in a virtual press conference, is that Indonesia has 2.56 million people who are unemployed in 2021. (Handayani et al., 2015). Based on initial observations made by researchers with several MSMEs in the tempe business, welfare is still classified as inadequate, this is because the proceeds from sales are only enough to meet their daily needs and do not support their social status (Rafidah, 2020). Welfare can be influenced by several factors, one of which is influenced by work ethic. The work ethic of MSMEs in the tempe business is still relatively low, resulting in insufficient welfare. The low work ethic of MSMEs in the tempe business is that they are less diligent and

diligent in terms of sales which only rely on buyers who are already customers and there is minimal effort to find new buyers or customers. (Khusniati Rofiah, 2021).

METHODOLOGY

The research method used in this research is the descriptive verification method, carried out to determine the existence of independent variables, either only in one variable or more (stand-alone variables or independent variables) without producing comparisons of the variables themselves and looking for correlations using other variables. This research was carried out at a tempe business located in Kedawung District, Cirebon Regency. The data collection technique used in this research is quantitative data, namely statistical data in the form of numbers, either directly extracted from research results or from the results of qualitative data processing.

RESULTS AND DISCUSSION

Islamic Work Ethic

Islamic work ethic is a human character or habit of working that is based on Islamic beliefs or creeds that are in accordance with the Al-Qur'an and Hadith. From the Al-Quran perspective, work ethic is an ethos or ethic that always prioritizes the values contained in the Al-Qur'an. Every job does not only look at worldly activities, but work and worship are also a means of getting closer to Allah SWT. (Ramadhan & Ryandono, 2015). The word of Allah SWT in Surah At-Taubah (9): (105), which means:

"And say: "Work, then Allah and His Messenger and the believers will see your work, and you will be returned to (Allah) who knows the unseen and the real, then He will report to you what he has you do it." Meanwhile, from the hadith perspective, work ethic is seen as a "spirit" or enthusiasm that turns something into something more meaningful. A person who has a high work ethic is unlikely to allow himself to engage in deviant behavior and disrupt his work.

Employee welfare

Prosperous, as stated in the Big Indonesian Dictionary, is safe, secure, peaceful, prosperous and safe (apart from) all kinds of disturbances, difficulties and so on. Well-being also means a feeling of life that has a higher degree of happiness. People feel that their life is happy when they feel happy, fulfilled, their life is calm, and they are free from the tormenting and threatening poverty. The definition of welfare in a more modern concept is a condition where a person is able to fulfill his basic needs, including clothing, food, shelter, and is able to continue his education and have an adequate job that can support his quality of life (Paramitha, 2017). Apart from that, the word prosperous contains the meaning of the Sanskrit word "Catera" which means umbrella. In this context, prosperity contained in the meaning of "catera" (umbrella) is a prosperous person, namely a person whose life is free from poverty, ignorance, fear and worry so that their life is safe and peaceful, both physically and mentally (Siregar, 2018).

a. Employee Welfare Indicators

Regarding the indicators that serve as benchmarks for employee welfare, namely (Hasibuan 2019, 188):

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1. Economic welfare includes: pensions, bonuses, holiday allowances, official clothing, and death mourning money².
2. Welfare in the form of facilities, including: spiritual facilities/places of worship, leave, and permits³.
3. Service-based Welfare, including: health insurance and home credit. (Prasetya, 2017)
4. Factors supporting employee welfare are as follows:
 - a) Old Age Security.
 - b) allowance.
 - c) Health Insurance.
 - d) Housing or Access to Owning a Home.
 - e) Accident Insurance and Work Safety Guarantee.
 - f) Financial Advisors, Cooperatives and Financial Protection.
 - g) Vacation, Sports, or Other Entertainment.

b. Elements of Welfare

According to the Indonesian Central Statistics Agency (BPS) (2017), indicators for determining a person's level of well-being can be through eight elements of family well-being, namely:

1. Income
2. Consumption or expenditure
3. Condition of residence
4. Residential facilities
5. Health Ease of obtaining health services
6. Education
7. Transportation

Meanwhile, according to the National Population and Family Planning Agency (BKKBN, 2017), evaluation of family welfare can be done through five categories, namely:

- 1) Pre-Prosperous Family.
 - a. Families that do not meet the requirements for a prosperous family.
- 2) Prosperous Family
 - a. Eat at least 2 times a day.
 - b. Have appropriate clothing for different purposes
 - c. The occupied residence has a good roof, walls and floor.
 - d. If someone in the family is sick, take them to a facility or health worker.
 - e. If a couple of childbearing age wants to go to a health facility for birth control.
 - f. All children in the family aged 7-15 years attend school

To find out the response from respondents, data analysis uses the average of the overall scores that have been created using the Likert scale method. Data analysis regarding the influence of work ethic on the welfare of tempe business employees in Kedawung sub-district includes simple regression analysis, coefficient of determination, and significance test (t test). Simple regression analysis, coefficient of determination, and significance test (t test) were carried out using the SPSS (Statistical Product and Service Solutions) version 22 program.

1) Simple Regression Analysis

Analysis of research results regarding the influence of work ethic on the welfare of tempe business employees in Kedawung sub-district, analyzed using quantitative methods to prove the hypothesis proposed using a simple regression analysis model

Table 2
Koefisien Regresi Coefficients
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.728	3.541		4.441	.000
Total_Y	.480	.098	.709	4.919	.000

The table above shows the results obtained from the questionnaire data into SPSS version 22 and these results are entered into the following equation:

$$y = a + bx \quad y = 15.728 + 0.480x$$

The results of the linear regression analysis from the table above show that Work Ethic has a relationship with Employee Welfare with the regression value of the Work Ethic variable being 0.000. As for the conditions for accepting or rejecting the hypothesis, if there is significance = 0.05 then H1 is accepted and H0 is rejected. Based on its significance, namely Work Ethic (X) with a significance of 0.000, work ethic has a significant effect on Employee Well-being (Y). It can be interpreted that work ethic has a significant effect on employee performance.

2) Coefficient of Determination

To find out how big the contribution of work ethic (X) is to employee welfare (Y), statistical calculations are carried out using the coefficient of determination (KD).

Table 2
Koefisien Determinasi Model Summary
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.709 ^a	.502	.481	2.997

a. Predictors: (Constant), Total_X

From the determination coefficient table using SPSS version 22 above, it can be seen that the R square value is 0.502. So it can be concluded that in this research, Work Ethic has an effect on Employee Welfare by 0.502.

3) Significance Test (t Test)

The t value is used to test whether the independent variable has a significant effect on the dependent variable or not.

Table 3
Uji t
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.506	7.045		.214	.833
Etos Kerja Islam	1.045	.212	.709	4.919	.000

Dependent Variable: Kesejahteraan karyawan

From the t test results above, it can be seen that the calculated t value is 4.919 as in the table above. Test steps as follows:

1. Determine the hypothesis

H0: There is no influence of work ethic on the welfare of Tempe Business employees in Kedawung District.

H1: There is an influence of work ethic on the welfare of Tempe Business employees in Kedawung District

2. Determine the level of significance

The significance level uses $\alpha = 5\%$ (5% significance or 0.05 is a standard measure often used in research).

3. Determine tcount Based on table 4.20. obtained tcount of 4.919

4. Determine ttable

The t distribution table is looked for at $\alpha = 0.025$ with degrees of freedom (df) = $n - k = 26 - 2 = 24$. So the t table is 2.064.

5. Testing Criteria

H0 is accepted if t count < t table

H0 is rejected if t count > t table

6. Compare tcount with ttable

The value of tcount > ttable (4,919 > 2.064) means H0 is rejected

7. Conclusion

The calculated t value > t table (4,919 > 2.064), then H0 is rejected, meaning that there is a significant influence between work ethic and employee welfare. So in this case it can be concluded that Work Ethic influences the welfare of Tempe Business Employees in Kedawung District. So the initial hypothesis states that there is a significant influence between Work Ethic on the Welfare of Tempe Business Employees in Kedawung District The Influence of Work Ethic on the Welfare of Tempe Business Employees in Kedawung-Cirebon District Based on the results of research that has been carried out, it is known that there is a significant influence between work ethic on the welfare of Tempe Business employees in Kedawung District. Where the results of the influence test carried out using the regression test method show that the tcount value is > ttable. And there are several factors that influence the influence of work ethic on the welfare of Tempe Business employees in Kedawung District, because based on data obtained in the field it is known that the work ethic provided by employees is very good so that it can improve employee welfare. Percentage of the Influence of Work Ethic on the Welfare of Tempe Business Employees in Kedawung-Cirebon District. Based on a questionnaire that has been distributed to Tempe Business employees in Kedawung District and has been tested using SPSS

version 22, the magnitude of the influence of work ethic on employee welfare in Tempe Businesses in Kedawung-Cirebon District is 50.2%. This is proven by the fact that the R Square value in table 4.21 is 0.502, which shows that variable Y is influenced by variable X by 50.2% and the remaining 49.8% is influenced by other factors not examined.

CONCLUSION

The influence of Work Ethic on the Welfare of Tempe Business Employees in Kedawung-Cirebon District. This is proven by a number of assessments of work morale given by employees (respondents) who work at the Tempe Business in Kedawung District. Apart from that, this is also proven by the regression results that have been tested showing that the value of $t_{count} > t_{table}$, where the value of t_{count} is $t_{count}(X) > t_{table}$ ($4,919 > 2.064$) and this shows that H_0 is rejected and H_1 is accepted, meaning that there is an influence. There is a significant relationship between work ethic and employee welfare. The R Square coefficient shows the magnitude of the influence of Work Ethic on the Welfare of Tempe Business Employees in Kedawung-Cirebon District. The R Square value obtained is 0.502. This means that the influence of Work Ethic on the Welfare of Tempe Business Employees in Kedawung-Cirebon District is 50.2%.

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