Influence Of Employee's Spiritual Motivation On Employee Performance (Empirical Study In Santri Works Of Taarid Tauhid Bandung Foundation)
Iman Aryadi & Laili Rahmawati
STEBI Al Jabar Bandung
E-mail: imanaryadi@gmail.com, lailirahmawati8022@gmail.com

Abstract. The development of foundations and businesses led by Abdullah Gymnastiar. the question arises as to why this business that is labeled with the heart of management is such a way of developing (not only becoming one of the business centers, it also becomes a "moral workshop"), whether it is due to its leadership, work system, conducive environment, or motivation of its employees. This study aims to determine the effect of spiritual motivation on the performance of employees of the Daarut Tauhid Foundation in Bandung. The hypothesis proposed in this study is the creed motivation, worship motivation and muamalah motivation partially and together have a significant effect on performance. The subjects (samples) in this study were 33 people. Sampling method is purposive sampling. Data obtained through primary data by distributing questionnaires also added to interviews and observations. Secondary data were obtained through records and profile of Daarut Tauhid Foundation as well as information from various other sources. Data analysis was performed by multiple regression analysis. As a result, partially or together it turns out that spiritual motivation does not affect performance. This can be seen from the t-count value of each variable (creed = 0.857, worship = 0.288 and muamalah = 0.971) compared to t-table (2.0395) or t-count <2 and the F-count of 1.935 is smaller than 4. Or the significance level is greater than 0.05 which is 0.14. The lack of spiritual motivation on performance is very reasonable because spiritual motivation has become the culture and character of students of the DT foundation's work. Another thing that should be suspected and needs serious attention is the work environment and leadership of the Foundation which needs to be changed to be more conducive and decentralized. The highest spiritual need in Maslow's hierarchy has been fulfilled by students of DT. But the need for a sense of security (work contract), physiological (primary needs), social needs (AA Gym leadership) is less fulfilled. This is very humane and human nature because while what distinguishes it from organizations or conventional companies is the intention and approach.

Keywords. Religion, Spiritual Motivation, Performance.

INTRODUCTION
A lot of evidence states that religion influences behavior (Laurence, 1998) and can affect economic performance at the individual, group or nation level. In the book The Wealth of Nations, Adam Smith also argues that religious involvement has the potential to influence its adherents (Anderson, 1988). In fact, according to religion Belzen is one important element of a culture that has influence and must be considered, in the form of values, attitudes and habits in the culture of society (Belzen, 2006).

Ethical and moral issues receive serious attention by various groups, both in developed countries and in developing countries. Ethics and morals, by Western experts, are often referred to as the root of spiritualism, which is believed to be an effective guide and guide for humanity in carrying out life, so as not to fall into ruin. Because ethics and morals prevent humans, dissuade their passion (Danah and Marshal, 2005)

Zohar Marshal in his book Spiritual Capital provides an opening statement "change ourselves for changing the world", that is the first step that must be done by humans if even business life can be successful in the long term. Their opinion was corroborated by several studies including those conducted
by Gay Hendricks And Kate Ludeman who examines the success of a number of large companies that implement ways to seek profits and spread the good in unison. The results of the study mentioned that of 1,435 companies that entered, there were 500 of the world's best companies. Eleven of the 1,435 companies, which were held by 11 great companies, were apparently led by Chief Executive Officers professional and humble(CEOs). 11 company leaders on average have a spiritual approach in controlling their business.

In addition, research by James Collins and Jerry Poras, two business professors from Stanford University, who examined American Express, Boeing, Citicorp, General Electric, Hewlett Packard, Johnson & Johnson, Marriott, Merck, Motorola, Procter & Gamble, Wal-Mart and Walt Disney . According to Sudhamek, the spirituality aspects of the companies above can be seen from the vision, mission and basic values that are applied.

Besides the facts above, there are quite interesting things in the development of social problems in the West. First, there are now many courses in clinical or alcohol management based on spiritual or spiritual and religious aspects(Tonigan, 2000), not only that schools are implementing or opening "centers" of spirituality and religion (Astin, 2004). What is quite strange is for example the prevention of alcohol which is clearly dangerous but in the West it is still allowed even though it is very detrimental to the social and social life of the community. There are counterproductive, on the other hand they allow alcoholic drinks on the other hand there is alcohol therapy with spirituality and religion to cure alcohol dependence. This is one proof of spirituality that is not guided by Divine Nur.

Talking about business spirituality in the context in Indonesia, which constitutes the majority of Muslims, Islamic religious spirituality values should have colored the business world for a long time. But only after the reformation can it just "work" and experience quite rapid dynamics. Among those that became the center of attention was the phenomenon of the Darut Tauhid boarding school which developed and penetrated into various business segments. BAPENAS (National Planning Agency) also made the Darut Tauhid pesantren a national pilot pesantren not only because of the nuances of spirituality (religion in the strict sense), as well as its social and economic contribution to the surrounding community (Daarut Tauhid, 2004).

The business development led by Abdullah Gymnastiar is also attracting attention, various questions arise as to why the business that is "labeled" the heart of management is such that it develops, not only becoming one of the business centers, it also becomes a "moral workshop", is it really because of his leadership , work systems, a conducive environment, or the motivation of its employees.

Many factors make why a business entity or organization can succeed. But clearly, organizational or business behavior as much as fifty percent (50%) is influenced by psychology and social psychology (Munandar, 2002) including motivation. Therefore, the author wants to clarify the field by focusing research on the variables of spiritual motivation and employee performance of Daarut Tauhid Foundation by taking the title "The Effect of Employee Spiritual Motivation on Employee PerformanceSpiritu (Empirical Study of Employees on PP Daarut Tauhid Foundation)."

LITERATURE REVIEW
THEORETICAL FOUNDATION

Term and religion is actually different, but there are some people who associate it with religion. In the context of Indonesia, quoting Muhammad Lawi Yusuf and Syahmuharnis and Harry Sidharta turned out to be spiritualist in the context of the Muslim Ummah usually and associated with religion. As for references or research related to spirituality or religion with quite a lot of performance or economy (Yusuf, 2007).

Some previous studies related to spiritual motivation and performance include a dissertation by Wibisono (2002). The variables used are aqidah, worship and muamalah variables. Research conducted in industry in Batamindo manufacturing industry employees concluded that there is an influence of spiritual motivation: aqeedah, worship and muamalah on religious performance, although in this study

The motivational variable of worship has a negative influence on religious performance (Muafi, 2003). Another study conducted in Surabaya (with the same variables) in the Muslim industrial area of Rungkut, produced a conclusion that strengthens Wibisono's research that muamalah motivation has a
dominant influence on religious performance. But what distinguishes it is for the worship variable turned out to have a positive influence. This Muafi study was conducted on different employees namely operational employees and non-operational employees and the results turned out to be no difference between the two types of employees. This provides evidence that even non-operational employees feel the importance of spiritual motivation in improving their religious performance.

Other research related to spiritual motivation and performance is research conducted by Abdussalam DZ regarding religious attitudes and productivity of small entrepreneurs in Cirebon, his research concludes that religious attitudes (partially or simultaneously) have a strong relationship with entrepreneur productivity in small industries in Cirebon district (Salam, 2004).

Overseas research is in the form of off-field research, companies, even national levels, including Marcus Noland, Religion, Culture and Economic Performance with variables as follows: total factor productivity, per capita growth, religiosity, culture, need to achieve, power distance index, uncertainty avoidance index, individualism-collectivism index, masculine-feminine index long-term orientation index, raised religiously, attends religious services at least once a week, and does not believe in God. This research was conducted in several countries. His research concludes that there are correlations between religious affiliation, the intensity of religious beliefs, and indicators of cultural tendencies (Nolan, 2007).

PREVIOUS RESEARCH

Below is a summary of research regarding religion and spirituality summarized by the author:

<table>
<thead>
<tr>
<th>Researcher</th>
<th>Research Theme</th>
<th>Information</th>
<th>Methods, Variables etc.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Wibisono, Chablullah</td>
<td>The Effect of Spiritual Motivation on Employee Performance in Manufacturing Manufacturing Sub Sector in Batamindo Batam 2005</td>
<td>Questionnaire Interview (Independent Variable) Motivation Aqeedah, Motivation of Worship, Motivation of Mu'amalat (Dependent Variable) Religious Performance Structural Equation Modeling (SEM) Second Order Confirmatory</td>
<td>motivation of aqidah has a direct positive effect on religious performance, Worship has a negative direct effect on religious performance, Mu'amallat has a positive direct effect on religious performance, the influence of aqidah, worship, mu'amallat on employee performance obtained work and productive results are dominant</td>
</tr>
<tr>
<td>2 Abdussalam D</td>
<td>Religious Attitudes and Productivity of Small Entrepreneurs in Cirebon 2004</td>
<td>Questionnaire (Independent Variable) Knowledge, Understanding, Practicing (D) ependent Variables) Productivity -Profitability Regression</td>
<td>There is a relationship between religious attitudes (partial / simultaneous) with productivity</td>
</tr>
<tr>
<td>3 Marcus Noland</td>
<td>Religion, Culture and Economic Performance</td>
<td>Data Cross Section</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total Factor Productivity, Per Capita GDP Growth Religiosity, Culture, Need to Achieve, Power Distance Index, Avoidance Index, Individualism-Collectivism Index, Masculine-Feminine Index Long-term Orientation Index, Raised Religiously, Attends Religious Services at Least Once a Week, Does Not Believe in God, Regulations there are correlations between religious affiliations, the intensity of religious affiliations beliefs, and indicators of cultural tendencies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Bali Endangered Paradise? Tri Hita Karana and the Conservation of the Island's Biocultural Diversity Anak Agung Gede Agung Multivariate Regression Analysis of the Canonical Correlation of Bali Culture Has Headed to Erosion. Hub. Humans with Nature 60%, With Humans 40-45%, Humans with 90-95%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Spiritual Leadership and Organizational Performance: An Exploratory Study Louis W Fry and Laura L. Matherly Tarleton State University Questionnaire 3 Dimensions Spiritual Leadership and 2 dimensions: spiritual survival / wellbeing Vision, Altruistic Love, Hope / Faith, Meaning / Calling, Membership, Organizational Commitment, Productivity, % Sales Growth, Distributor Profit The Amos 4.0 SEM (Structural Equation Modeling)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Spiritual Leadership and Strategic Scorecard Model of Performance Excellence: The Case of Tomasso Corporation Laura L. Matherly, Ph.D. Tarleton State University <a href="mailto:matherly@tarleton.edu">matherly@tarleton.edu</a> Louis W. Fry, Ph.D. Tarleton State University - Central Texas 1901 South Clear Creek Road Killeen, TX 76549 <a href="mailto:lwf@tarleton.edu">lwf@tarleton.edu</a> J-Robert Ouimet, Ph.D. OCB Inc. Holding Chairman and CEO and Ouimet-Tomasso Inc. <a href="mailto:Jourimet-ocb@qc.aira.com">Jourimet-ocb@qc.aira.com</a> Questionnaire Spiritual Leadership Vision Hope / Faith Altruistic Love Spiritual Survival / Well Being Meaning / Calling Membership Organizational Outcomes Organizational Commitment Productivity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Page</td>
<td>Title</td>
<td>Authors/Institutions</td>
<td>Methodology</td>
</tr>
<tr>
<td>------</td>
<td>-----------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>8</td>
<td>Spirituality at Work: An Exploratory Sociological Investigation of The Ford Motor Company</td>
<td>Timothy James Bowman, The London School of Economics and Political Science, 2004</td>
<td>Grounded theory approach One on One Structured Qualitative Interviews Extensive one-on-one unplanned discussion Extensive participant observation and ethnography The Inclusion of the Result of selective independent corporate studies Spiritual family help to understand the reality of industrial organization as a practice at Ford</td>
</tr>
<tr>
<td>9</td>
<td>Spirituality at Work: A Conceptualization and Measure of</td>
<td>Donde P. Ashmos &amp; Dennis Duchon, University of Texas at San Antonio, 2004</td>
<td>Questionnaire three-dimensional conceptualization of spirituality the inner life, meaningful work, and community the Maximum Likelihood extraction method with a varimax rotation</td>
</tr>
<tr>
<td>10</td>
<td>Spiritual leadership (Fry, 2003)</td>
<td></td>
<td>Vision Hope / Faith Altruistic Love: Trust / Loyalty Forgiveness / Acceptance / Gratitude Integrity Honesty Courage Kindness Empathy / Compassion Patience / Meekness / Endurance / Excellence Fun</td>
</tr>
<tr>
<td>11</td>
<td>Workplace spirituality (Giacalone &amp; Jurkiewicz, 2003)</td>
<td></td>
<td>Honesty Forgiveness Hope Gratitude Humility Compassion Integrity</td>
</tr>
<tr>
<td>12</td>
<td>Religion (Smith, 1991; Kriger &amp; Hanson, 1999)</td>
<td></td>
<td>Vision of Service / Letting Go of Self Honesty Veracity / Truthfulness Charity Humility Forgiveness Compassion Thankfulness / Gratitude</td>
</tr>
<tr>
<td>13</td>
<td>Character ethics &amp; education (Josephson, 2002)</td>
<td></td>
<td>Trustworthiness Honesty, Integrity, Reliability (Promise Keeping) Loyalty, Respect, Civility, Courtesy, Decency, Dignity, Autonomy, Tolerance, Acceptance (Responsibility) (Responsibility) Accountability Excellence Diligence (Perseverance) Continuous, Improvement (Fairness) Equity impartiality Caring Citizenship Process</td>
</tr>
<tr>
<td>15</td>
<td>The Effect of Work Motivation on Employee Performance with Spiritual Work Ethic Moderator Variables: Empirical Studies in PT Semen Gresik (Persero) Tbk</td>
<td></td>
<td>Maslow's motivation theory namely the theory of human needs which includes: Physiological needs (physiological needs), Security and safety needs (security needs and work safety), Social needs (social needs), Esteem needs (needs of appreciation), and Self actualization needs (self-actualization needs). While the concept of performance is based on quantity of work, quality of work, job knowledge, creativity, cooperation, dependability, initiative, and personnel qualities. The spiritual work ethic that researchers make as a</td>
</tr>
</tbody>
</table>

Page | 85
moderating variable is based on the value of honesty (shiddiq), trust (amanah), intelligence (fathonah), delivery of truth (tabligh).

Research regarding employee and company performance has been carried out, assessments and indicators are built based on the theory and character of the research object. For example, the thesis, "the influence of work motivation and organizational culture on the performance of social workers in the social service technical unit of the East Java province." Performance measurement is based on indicators of quality of work, quantity, knowledge, reliability, attendance and cooperation. Then Ahmad Rajaful Masrur in his thesis entitled "Dimensions Analysis of Employee Performance Evaluation of Bank Syariah Mandiri Employees in the East Java Region" has performance indicators in accordance with characters such as loss, namely daily transactions, customer service, culture of nature, work quality, reliability, problem solving, initiatives, cooperation, communication and discipline.

This research is a replication of Wibisono and Muafi's research and is a recommendation from previous research that is looking for a work atmosphere that is sufficient or considered very thick with religious nuances so that it can be observed more realistically. DT is one that approaches these criteria, the indications can be seen from the vision, mission, programs and culture. Judging from the previous research site, it turned out to be done at a public company or not based on religion. Based on the variables, there are differences The dependent variable is changed to employee performance because religious performance is multi-dimensional and very broad. Another difference from the data collection methods from this study is the existence of interviews and observations that are useful in deepening the observation of phenomena in the field.

HYPOTHESIS

Based on the theory which states that spiritual motivation is the highest requirement. Similarly, previous research which states that the motivation of faith, worship and muamalah has a positive effect on both partial and joint performance, then the hypothesis proposed as follows:

1. There is a positive and significant effect between faith motivation on the performance of employees of Daarut Tauhid foundation.
2. Positive and significant influence between religious motivation on the performance of employees of Daarut Tauhid foundation.
3. Positive and significant influence between muamalah motivation on the performance of employees of Daarut Tauhid foundation.
4. Based on the positive and significant influence between the motivation of aqidah, worship and muamalah on the performance of employees of the Daarut Tauhid foundation.

RESEARCH METHODOLOGY

There are three independent variables and one dependent variable, among the three independent variables namely aqeedah, muamalah and Ibadan, while one independent variable is employee performance.
Remarks:

X1 = Aqidah
X2 = Worship
X3 = Muamalah
Y = Employee Performance

This study is a recommendation from previous research that is looking for an adequate work atmosphere or considered very thick with the nuances of his religion so that more can be observed more realistically. The employee (Santri Karya Foundation) Darut Tauhid (DT) is one that approaches these criteria. DT Foundation is located in Gegerkalong Girang Bandung 4015.

The model used in analyzing data is in the form of Multiple Linear Regression. The purpose of this analysis is to determine the effect of independent variables on the dependent variable. From the results of data processing hypothesis testing with statistical tests are carried out, namely: Simultaneous test (F test) and partial test (t test).

DISCUSSION

Multiple Linear Regression

Tests Testing of research hypotheses is carried out to prove whether the data obtained supports or does not support the provisional allegations submitted.

<table>
<thead>
<tr>
<th>Model</th>
<th>B</th>
<th>t-count</th>
<th>t-table</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>17.180</td>
<td>0.683</td>
<td></td>
<td>0.501</td>
</tr>
<tr>
<td>Aqidah</td>
<td>0.539</td>
<td>0.857</td>
<td>Sig. 5% = 2.0395</td>
<td>0.399</td>
</tr>
<tr>
<td>Worship</td>
<td>0.164</td>
<td>0.288</td>
<td>Sig 5% = 2.0395</td>
<td>0.776</td>
</tr>
<tr>
<td>Muamalah</td>
<td>0.370</td>
<td>0.971</td>
<td>Sig 5% = 2.0395</td>
<td>0.340</td>
</tr>
</tbody>
</table>

Source: Data processed (Appendix)

From the results of the data processing above, then the equation can be made as follows:

\[ Y = a + 0.539 \times X_1 + 0.164 \times X_2 + 0.370 \times X_3 \]

1. Testing the First Hypothesis
   From the results of the analysis data of multiple linear regression models can be seen from the t-value of the creed variable of 0.857 compared to t-table (2.0395) or t-count <2 , partially the variable is not significant.

2. Second Hypothesis Testing
   From the results of data analysis of multiple linear regression models can be seen from the t-value of the worship variable of 0.288 compared to t-table (2.0395) or in other words t-count <2 , partially the variable is not significant.

3. Testing the Third Hypothesis
   From the results of data analysis of multiple linear regression models can be seen from the t-value of each variable muamalah of 0.971 compared to t-table (2.0395) or in other words t-count <2 then the variable is not significant.

4. Testing the Fourth Hypothesis
   The fourth hypothesis states that the motivation of aqeedah, muamalah, and worship together influence the performance of employees of the Daarut Tauhid Foundation. From the
data analysis of multiple linear regression models it is known that the F-count of 1.935 is smaller than 4 or the significance level is greater than 0.05 which is 1.935 so the fourth hypothesis is not proven.

CLOSING

Conclusion

Based on the results of data analysis and hypothesis testing, the compiler can draw the following conclusions; The results of multiple linear regression analysis proved that spiritual motivation had no effect on employee performance. This is indicated by an F-count of 1.935 less than 4 or a significance level greater than 0.05 which is 0.147. The spiritual motivational factors possessed by students of the DT Foundation's work include the faith motivation which is the motivation of faith in God, faith in the book of God, faith in the Rasul of Allah. Muamalah motivation covers primary needs, secondary needs and work and produce. Motivation of worship includes the level of practice of prayer, prayer and fasting.

Partially or together it turns out that spiritual motivation does not affect performance. This can be seen from the t-count value of each variable (creed = 0.857, worship = 0.288 and muamalah = 0.971) compared to t-table (2.0395) or t-count <2 and the F-count of 1.935 is smaller than 4. Or the significance level is greater than 0.05 which is 1.935.

It is strongly suspected that spiritual motivation does not affect performance because environmental factors are not conducive at that time. The environment that is not conducive is the accumulation of employee rationalization, the fall of turnover, unclear work contracts as well as the condition of the foundation in the transition period so that all these things psychologically affect the motivation and performance of an employee in the management of 2002-2007.

Other strong allegations that need attention academically serious is a spiritual that has become a DT foundation culture. The formula for spirituality if applied to other institutions with different backgrounds will have different results. It is different from previous research in companies with general and plural background, so that usually religious matters are highly responsive. It can be concluded that the highest spiritual need in the Maslow hierarchy has been fulfilled by students of DT.

In the case of research at DT that needs serious attention is looking for factors of work environment and leadership of the Foundation which needs to be changed to be more conducive and decentralized. Physiological (primary needs) and social needs (AA Gym leadership) are all factors that affect performance. The motives or intentions of the three needs are very human and are human nature but what distinguishes between conventional theories with Islam is the way of approach and intention

Suggestion

1. For the management of the Darut Tauhiid Foundation
   Even though Darut Tauhiid is a foundation, the management must clarify the contractual agreement with the students of the work because the student is a core part of the ongoing business process and is a human resource that is very influential on the organization's efforts in achieving organizational goals, also the continuity of da'wah and the contribution of DT to the people and religion. Therefore there is a need for communication and transparency between leaders and students of works.

2. For Daarut Tauhiid Foundation
   AA Gym is very influential on the foundation. The very centralistic foundation model must immediately be slowly changed into an interesting propaganda concepts but not to someone anymore. Technically all the attributes related to AA Gym must be immediately reduced and replaced by other figures who have achievements. The concept of preaching, training and education DT is a more value that can contribute more to the wider community.

3. For further researchers
   For researchers who will conduct research related to spiritual motivation and performance it is necessary to include other factors, and also further expand the object of research by using companies that have a for researchers who will conduct research related to spiritual motivation and performance it
is necessary to include other factors, and also further expand the object of research by using companies that have a greater number of employees. It is also important to consider technical research that is conducive to researchers and especially the momentum being investigated.

REFERENCE

Al-Qur’an / Tafsir


Helmi, Avin Fadilla, Beberapa Teori Psikologi Lingkungan, Buletin Psikologi Tahun VII, No, 2 (Desember 1999)


Thahir Ibnu Shalih Jazairi, Jawahiru al-kalamiyah, Surabaya: Muhamad Ibnu Ahmad bin Nabhan.
