

THE INFLUENCE OF ISLAMIC WORK ETHICS, SKILLS AND DISCIPLINE ON THE PERFORMANCE OF THE ACADEMIC COMMUNITY AT IAIDA BLOKAGUNG BANYUWANGI

Nawal Ika Susanti*, Imam Khusnudin, and Nurul Hidayah Abdullah

IAI Darussalam Blokagung, Banyuwangi, Indonesia

*email Corresponding author: nawalika@iaida.ac.id

ABSTRACT

This study aims to determine the effect of Islamic work ethics, skills, and discipline on the performance of the academic community. The objects used in this study were employees and lecturers of the academic community at IAIDA Blokagung Banyuwangi with a population of 120 people with samples taken were 43. This study aims to determine the extent to which the influence of Islamic work ethics, skills, and discipline on the performance of the academic community at IAIDA Blokagung Banyuwangi and the contribution of the three variables. This study uses quantitative analysis methods with multiple linear regression tests with hypothesis testing with the help of SPSS 23.0. The results of the hypothesis test (t test) found that Islamic Work Ethics has a positive and significant effect on the performance of the Academic Community at IAIDA Blokagung Banyuwangi. It has a calculated t value of 2.920 which is greater than t table of 2.019 with a significance probability level of 0.006 which is smaller than 0.05 with a coefficient value of 0.292. Skills have a positive and significant effect on the performance of the Academic Community at IAIDA Blokagung Banyuwangi. It has a calculated t value of 2.790 which is greater than t table 2.019 with a significant probability level of 0.008 which is less than 0.05 with a coefficient value of 0.279. Discipline has no positive and insignificant effect on the performance of the Academic Community at IAIDA Blokagung Banyuwangi. It has a t count value of 1.623 which is smaller than t table 2.019 with a probability level of 0.113 which is greater than 0.05 with a coefficient value of 0.162. Taken together, Islamic Work Ethics, Skills, and Discipline contribute 67.3% to the performance of the Academic Community at IAIDA Blokagung Banyuwangi, while the remaining 32.7% can be explained by other variables outside the research.

Keywords:

Islamic Work Ethics; Skills; Discipline; Academic Community Performance

INTRODUCTION

Along with the swift global challenges, the challenges in the world of education are getting bigger. The world of education is an institution that has an important role in improving the quality of human resources. This role is related to efforts to make the next generation of the nation who have quality human resources that can be relied upon. Becoming a developed nation is certainly an ideal that every country in the world wants to achieve. It is common knowledge that the progress or failure of a country is influenced by educational factors. Good education will produce human resources (HR) to produce the next generation of the nation who are of good quality in terms of emotional, spiritual, intelligence

and skills. If the output of this educational process fails, it is difficult to imagine how progress can be made.

Higher education is an institution or organization that is a place for the teaching and learning process and for receiving and giving educational activities by having a group of people who make relationships or collaborate to create a learning strategy plan. Higher education is a very complex and unique institution, complex is interpreted because higher education as an organization has various dimensions that are related to each other and determine each other, it is interpreted as unique because higher education has certain characteristics that other organizations do not have. Government regulations Law on National Education System No. 20 of 2003 Article 3 states that the function of national education is to develop capabilities and form dignified national character and civilization in order to educate the nation's life, aiming at developing the potential of students to become human beings who believe and fear God Almighty, have noble character, healthy, knowledgeable, capable, creative, independent, and become democratic and responsible citizens.

The Darussalam Islamic Religious Institute (IAIDA) is a private tertiary institution under the auspices of the Darussalam Blokagung Islamic Boarding School Foundation, which is located on the eastern tip of Java Island, namely in the southern Banyuwangi district. The university is a development from the Darussalam Islamic College (STAIDA) to IAIDA which now has 3 Faculties, namely the Tarbiyah and Teacher Training Faculty with 4 study programs namely Islamic Education Management (MPI), Arabic Language Education (PBA), Indonesian Tadris (TBIN) and English Tadris (TBIG), Faculty of Islamic Economics and Business with 2 study programs, namely Sharia Economics (ESY) and Islamic Banking (PSY), then the Faculty of Da'wah and Islamic Communication with 2 study programs namely Islamic Broadcasting Communication (KPI) and Islamic Counseling Guidance (BKI).

The development of the Darussalam Islamic Institute (IAIDA) which is increasingly advanced is expected to be able to carry out a better change process, where the transition from STAIDA to IAIDA can change the organizational culture or IAIDA institutions to become more religious as an effort to respond to the development of IAIDA institutions, which are mostly part of the academic community. consists of students, lecturers, and employees who are Muslim in order to better understand and apply spiritual values that are more inclined to the principles of Islamic teachings. This is in line with the aims and objectives of students who wish to pursue knowledge at the Islamic Institute of Darussalam educational institutions, they have hopes and aspirations to study deeper Islamic religious knowledge. And if you look at the origins of the academic community, not all of them come from Islamic boarding schools, but there are some graduates from public institutions. Likewise, among IAIDA employees, not all of them have graduates from Islamic Religious Education backgrounds, but graduates from public institutions. Thus it is known that the Human Resources/teaching and education staff at IAIDA are very varied in understanding the teachings of the Islamic religion so that a deeper improvement in the quality of Islam is needed in the process of its development.

Based on the explanation above, the researcher wants to conduct research on the performance of the academic community with the aim of research to explain the influence of Islamic Work Ethics (X1), Skills (X2) and Discipline (X3) on the Performance of the Academic Community at IAIDA Blokagung Banyuwangi partially and the magnitude of the effect.

Islamic Work Ethics

According to Cashmere¹ states that in a narrow sense, etiquette is often called ethics, which means procedures for dealing with other human beings. In a broad sense, etiquette is often referred to as an act of regulating human behavior or behavior with society. This behavior needs to be regulated so as not to violate the norms or habits that apply in society.

Islamic work ethics are expressed in the form of shari'ah, which consists of the Qur'an, sunnah (identical to hadith), ijma and qiyas. Ethics is a comprehensive system of law and morality and covers all areas of human life. Based on the nature of justice, shari'ah for Muslims serves as a source of a series of criteria to distinguish what is right (haq) and what is bad (false).

In this Islamic work ethic, there are important things about work ethics that must be considered, one of which is intending and trying in a lawful way in all types of work and people who believe will always ask and depend on Allah and help from Allah. SWT. In accordance with the hadith which reads:

كلكم عار و كلكم عنلمسؤ عيتهر

It means: *"Each of you is a leader, and each leader will be held accountable"*.

According to Mas'ud in Lailaturrohman² Islamic work ethic has the following indicators:

a. Work Value Based on Intention

Namely believing that the value of work is determined more by intention than results.

b. Dedication To Duty

Is the quality of one's commitment in carrying out a particular task or goal to be achieved. Peril³ this dedication is shown as a form of dedication to carry out noble ideals and requires a very firm belief for the individual concerned.

c. Broad Prosperity Contribution

Namely believing wholeheartedly that with enough income to meet needs and provide prosperity for the wider community.

d. Cooperation and Consultation

Collaboration is work carried out by two or more people involving interactions between individuals, working together to achieve dynamic goals. Whereas consultation is a dialogue, in which there are activities of sharing and exchanging information in order to ensure that the parties consulted know more deeply about a theme. Therefore consultation is something that is educative and inclusive.

Skills

According to Wahyudi⁴ Skill is the expertise to do a job that is only obtained in practice. These work skills are grouped into three categories, namely:

- a. Mental skills such as analysis, making decisions, calculating and memorizing.
- b. Physical skills such as skills related to limbs and work.

¹ Paisley. (2005). *Human Resource Management*. Jakarta: Rajawali Press.

² Lailaturrohman Naafile, (2014) "Analysis of the Influence of Islamic Work Ethics on Job Satisfaction, Organizational Commitment and Organizational Citizenship Behavior" (Case Study at Hudatama Islamic Financial Services Cooperative Semarang). Diponegoro University Semarang.

³

⁴ Wahyudi, Bambang. 2002. *Human Resource Management*, First edition. Publisher: Difficulta Bandung

- c. Social skills such as being able to influence other people, giving speeches, offering goods and others.

Skills are an important aspect possessed by employees at work. Skills can be assessed through the following assessment indicators⁵:

- a. Determine how to complete the task / job.
- b. Determine the best procedure in carrying out the task/job.
- c. Complete the task well.
- d. Determine the best size/volume of tasks that can be completed.
- e. Determine the best quality measure of work that can be completed.
- f. Predicting the results of the implementation of tasks / jobs.

In order to improve work skills, besides being carried out through formal education, it can also be done by providing training. The aim of the training is generally to improve work skills, increase mastery of new tools and methods. Job training emphasizes improving professional abilities, so training is a supplement to education. The objective of the training is basically to increase employee work productivity. The values of talent development, creativity, innovation, skills and work motivation are usually grown in an educational environment and developed in the process of job training.

Discipline

Discipline is a management action that encourages employees to meet various standard provisions that must be met by employees. The provisions set by the organization are of course an emphasis on each employee. work discipline can be interpreted as the implementation of management to reinforce organizational guidelines⁶.

Work discipline is one's awareness and willingness to comply with all applicable company regulations and social norms. With good work discipline in employees, the higher work performance will be achieved. Discipline is very important for organizational growth, used primarily to motivate employees to be able to discipline themselves in carrying out work both individually and in groups. Besides that, discipline is useful in educating employees to obey and like existing rules, procedures and policies, so that they can produce good performance.

Discipline is formed from the awareness and willingness of a person to obey all the rules and norms that have been set. This means that discipline is formed not from compulsion but must be from one's awareness so that the implementation of discipline is not only because there is a punishment for the offender but is formed from a sense of responsibility that that person has. By forming a sense of discipline in everyone, this can increase work enthusiasm and organizational and individual goals will be carried out properly.

Basically, there are many indicators that affect the level of employee discipline in an organization, among others⁷:

- a. Goals and abilities

Goals and abilities can affect employee discipline. The goals to be achieved must be clear and ideally defined and challenging enough for the employee's abilities. This means that the goals (work) assigned to the employee must be in accordance with the ability of the employee concerned, so that he works seriously and is disciplined in doing it. However, if

⁵ Mulyadi. (2011). *Management Planning and Control System*. Jakarta: Salemba Empat.

⁶ Mangkunegara, AA. Anwar Prabu. 2013. *Corporate Human Resource Management*. Rosdakarya Youth: Bandung.

⁷ Hasibuan, Malayu S.P. (2010), p. 10. *Human Resource Management*. Jakarta: Earth Script.

the work is beyond their capabilities or far below their abilities, the sincerity and discipline of employees is low.

b. A role model of a leader

Exemplary leaders play a very important role in determining employee discipline because leaders are made role models and role models by their subordinates.

c. remuneration

Remuneration (salary and welfare) also influences employee discipline because it will give employees satisfaction and love for the company/work. If the employee's love for work is getting better, their discipline will be getting better too.

d. Justice

Justice also encourages the realization of employee discipline, because ego and human nature always feel important and ask to be treated the same as other humans. Justice which is used as the basis of wisdom in giving remuneration (confession) or punishment will stimulate the creation of good employee discipline.

e. Waskat (Free Market)

The real and most effective action in realizing the discipline of organizational employees. Leaders must actively and directly monitor the behavior, morale, attitudes, work passion, and work performance of their subordinates. Leaders must always be at work so they can monitor and provide instructions to their subordinates who experience difficulties in completing work.

f. Punishment

The severity or lightness of the punishment set influences the good and bad of employee discipline. Penal sanctions must be applied based on logical, reasonable considerations, and clearly informed to all employees. Penal sanctions must be educational in nature and become a motivational tool to maintain work discipline.

g. Assertiveness

A leader must have the courage to act decisively to punish every disciplinary employee according to the established legal sanctions, so that the leader can maintain the discipline of an organization's employees.

h. Human relations

A leader must create an atmosphere of harmonious and binding human relations among all employees, so that a comfortable working environment and atmosphere can be created. This can motivate discipline for employees.

Academic Community Performance

Employee performance (work achievement) is also interpreted as the work results in quality and quantity achieved by an employee in carrying out his duties according to the responsibilities given to him. According to Mangkunegara in Zahra, there are two factors that affect performance⁸, that is:

a. ability factor (*Ability*). In general, it is divided into three, namely the potential ability of Intelligence Quotients (*IQ*), reliability ability (*knowledge*) and skills.

b. Motivation Factor (*Motivation*). Motivation is defined as an attitude (*attitude*) leadership and employees to work situations (*situation*) in the organizational environment.

Factors that can influence and drive performance is behavior. Behavior is about how we act and not about what or who. Behavior is a way in which a person acts or does something because it can determine what will be done in every situation and can determine performance, because high-level performance is the result of doing the right thing at the

⁸ Zahra, Annidiatuz. 2015. *The Effect of Islamic Work Ethics on Employee Performance at CV. Yogyakarta Management Sidiq*. Yogyakarta: Faculty of Da'wah and Communication, UIN Sunan Kalijaga

right time⁹. As for employee performance indicators according to Gomes in Mangkunegara¹⁰ that is:

- a. *Quantity of work*, namely the amount of work obtained in a specified period of time. This can be seen from the results of the work of employees in working with a certain time and speed in completing tasks and responsibilities.
- b. *Quality of work*, a management system approach or an organizational perspective that aims to improve the quality of life of employees in the work environment in a simultaneous and sustainable way.
- c. *Job knowledge*, activities aimed at identifying, creating, *explain*, and distribute knowledge for reuse, knowledge, and learning within the organization.
- d. *Creativeness*, that is *ability* in developing, creating, and being creative to generate ideas and new ways of solving problems and finding opportunities. As for what is meant by a new idea, it does not mean something that is really new, from nothing to being. However, the new meaning is that it can take a new form or be different from the previous one.
- e. *Cooperative*, namely the willingness to cooperate with others or it can also be interpreted as an attitude that shows cooperation, not opposing an individual attitude or a certain group.
- f. *Dependability*, namely awareness and can be trusted in terms of attendance and completion of work.
- g. *initiative*, namely the enthusiasm to carry out new tasks and in enlarging their responsibilities or it can also be interpreted as the ability to decide and *do* something right without having to be told, being able to find what should be done to something that is around, trying to keep moving to do things even though things are getting more difficult.
- h. *Personal Quality*, a skill possessed by a person in managing himself with various aspects owned in order to achieve personal qualities that are beneficial to himself, other people, or his environment.

conceptual framework

The frame of mind describes the relationship of the independent variables, in this case the Islamic work ethic (X_1), skills (X_2), discipline (X_3) on the dependent variable, namely the performance of the academic community (Y).

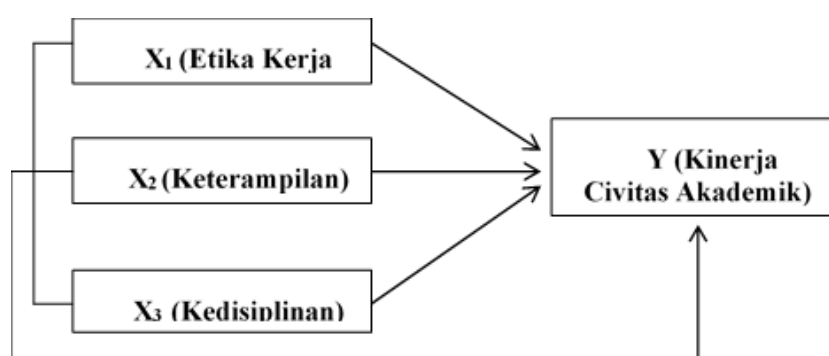


Figure 1. conceptual framework
(Source: Processed by Researchers, 2022)

From the conceptual framework above, it can be explained that there are three independent variables, namely Islamic work ethics (X_1), skills (X_2), discipline (X_3) then there

⁹ Wibowo. 2013. *Organizational Behavior*. Jakarta: PT. King of Grafindo Persada.

¹⁰ Mangkunegara, A.A. Anwar Prabu. 2009. *Human Resource Management*. Rosdakarya youth. Bandung.

is one dependent variable, namely the performance of the academic community (Y). Based on this conceptual framework, this study aims to determine whether the three independent variables have a significant influence on the performance of the academic community. Furthermore, researchers also want to know which independent variables have the most dominant influence on the performance of the academic community.

Based on the formulation of the problem, the hypothesis proposed in this study is:

H₀: There is no effect of each independent variable partially on the performance of the academic community.

H_a: There is an influence of each independent variable simultaneously on the performance of the academic community.

METHOD

The research used in this research is quantitative research, where the quantitative type is research in the form of numbers to test a hypothesis. According to Margono, quantitative research is research that uses more logical hypothesis verification which starts with deductive thinking to derive hypotheses and then conducts field tests and conclusions or hypotheses are drawn based on empirical data. Hence the emphasis on empirical indices and measurements. the population in this study were lecturers and staff of the academic community at the Darussalam Islamic Institute.

The sample is a part or number of certain samples taken from a population and examined in detail. In this study, to determine the number of samples using calculations according to Roscoe cited by Sekaran¹¹ which provides a general reference for determining sample size. If the research is multivariate (including multiple regression analysis) the sample size should be 10 times larger than the number of variables in the study, so that the researcher determines the sample size is 43 respondents, which is the result of 10×4 variables. Researchers use *probability sampling* with type *simple random sampling*. *Simple random sampling* is a random sampling technique without regard to strata in the population. Or samples taken in such a way that each research unit or elementary unit from the population has the same opportunity to be selected as a sample.

RESULT AND DISCUSSION

Research Instrument Validity Test Results

The results of the research instrument validity test are presented in Table 1 which is the result of the r-value instrument validity test_{count} as well as significance with the SPSS program.

Table 1. Results r_{count} Islamic Work Ethics (X1), Skills (X2), Discipline (X3), and Academic Community Performance (Y) and Significance of the SPSS Research Instrument Validity Test

Variable	Item	R calculate SPSS	R table	Say	Decision Criteria	Is.
Islamic Work Ethics (X1)	1	0,621	0,3008	0,000	1. $P_{\text{sig}} < 0.05$ then the instrument	Valid
	2	0,594	0,3008	0,000		Valid
	3	0,530	0,3008	0,000		Valid
	4	0,555	0,3008	0,000		Valid
	5	0,565	0,3008	0,000	2. $t_{\text{count}} > t_{\text{table}}$	Valid
	6	0,714	0,3008	0,000		Valid
	7	0,648	0,3008	0,000		Valid
	8	0,634	0,3008	0,000		Valid

¹¹ Sekaran, Uma, (2006), Research Methodology for Business Book 2 Edition 4, Jakarta: Salemba Empat

Variable	Item	R calculate SPSS	R table	Say	Decision Criteria	Is.
Skills (X ₂)	9	0,555	0,3008	0,000	1. Psig < 0.05 then the instrument It is said Valid 2. t _{count} > t _{table} For The instrument is said to be valid	Valid
	10	0,556	0,3008	0,000		Valid
	1	0,656	0,3008	0,000		Valid
	2	0,662	0,3008	0,000		Valid
	3	0,661	0,3008	0,000		Valid
	4	0,667	0,3008	0,000		Valid
	5	0,789	0,3008	0,000		Valid
	6	0,645	0,3008	0,000		Valid
	7	0,655	0,3008	0,000		Valid
	8	0,677	0,3008	0,000		Valid
Discipline (X ₃)	9	0,590	0,3008	0,000	1. Psig < 0.05 then the instrument It is said Valid 2. t _{count} > t _{table} For The instrument is said to be valid	Valid
	10	0,718	0,3008	0,000		Valid
	1	0,834	0,3008	0,000		Valid
	2	0,789	0,3008	0,000		Valid
	3	0,836	0,3008	0,000		Valid
	4	0,558	0,3008	0,000		Valid
	5	0,768	0,3008	0,000		Valid
	6	0,756	0,3008	0,000		Valid
	7	0,560	0,3008	0,000		Valid
	8	0,668	0,3008	0,000		Valid
Academic Community Performance (Y)	9	0,622	0,3008	0,000	1. Psig < 0.05 then the instrument It is said Valid 2. t _{count} > t _{table} For The instrument is said to be valid	Valid
	10	0,711	0,3008	0,000		Valid
	1	0,847	0,3008	0,000		Valid
	2	0,840	0,3008	0,000		Valid
	3	0,797	0,3008	0,000		Valid
	4	0,735	0,3008	0,000		Valid
	5	0,769	0,3008	0,000		Valid
	6	0,810	0,3008	0,000		Valid
	7	0,668	0,3008	0,000		Valid
	8	0,765	0,3008	0,000		Valid
	9	0,747	0,3008	0,000		Valid
	10	0,774	0,3008	0,000		Valid

Source: Primary Data, 2022

In Table 1, the valid instrument criteria are $r_{\text{count}} > r_{\text{table}}$ ($\alpha, n-2$), value $\alpha = 0.05$ with $n-2 = 43-2 = 41$ until r is obtained $r_{\text{table}} 0.3008$. The second condition is significance ≤ 0.05 . These results are obtained from the results of the correlation of each correlation coefficient (r_{count}) is shown *pearson correlation* with the significance of two pikah (2-tailed) and the number of respondents (N) 43.

Research Instrument Reliability Test Results

The results of the research instrument reliability test with the SPSS program are presented in Table 2. below:

Table 2. SPSS Research Instrument Reliability Results

Variable	SPSS alpha value	Decision Criteria	Is
Islamic Work Ethics (X ₁)	0,745	$\geq 0,6$	Reliable
Skills (X ₂)	0,764	$\geq 0,6$	Reliable
Discipline (X ₃)	0,770	$\geq 0,6$	Reliable
Academic Community Performance (Y)	0,778	$\geq 0,6$	Really

Source: SPSS Primary Data, 2022

Based on Table 2, it can be seen that the instrument reliability coefficient in the column *Cronbach's Alpha* the criterion of a reliable instrument is if the reliability coefficient is > 0.6 . Islamic Work Ethics is 0.745, Skills is 0.764, Discipline is 0.770, and Academic Community Performance is 0.778.

Normality test

The Normality Test was conducted to test whether the independent variables and dependent variables in the regression model have a normal distribution or not¹². A good regression model is one that has a normal or close to normal distribution. In this test the researchers used a non-parametric test *Kolmogorov-Smirnov* a normality test using the cumulative distribution function. Normality detection can be performed on the output of SPSS 23.0 by looking at Table 3 below:

Table 3. Normality test			
			Unstandardized Residual
N			43
Normal	Mean		0,0000000
Parameters	Std. Deviation		2,47630770
a,b			
Most	Absolute		0,121
Extreme	Positive		0,055
Differences	Negative		-0,121
Test Statistic			0,121
Asymp. Sig. (2-tailed)			0,124 ^{a)}

a) Lilliefors Significance Correction.

b) This is a lower bound of the true significance

Source: Primary Data, 2022

Based on Table 3, it is known that the significance value of Asymp. Sig (2-tailed) of 0.124 is greater than 0.05. Then according to the basis of decision making in the normality test *Kolmogorov-Smirnov* above it can be concluded that the data is normally distributed. to reduce doubts on the chart analysis above and the criteria are:

- It is declared normal if the significance probability value is $> \alpha$ (0.05).
- It is declared abnormal if the significance probability $< \alpha$ (0.05).

T Test (Partial)

T-test was conducted to determine the effect of each independent variable on the dependent variable. T test results can be seen in Table 4.

Table 4. Partial Test Results (T)					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	-3,556	4,189		-0,849	0,401
X1	0,429	0,147	0,353	2,920	0,006
x2	0,457	0,164	0,383	2,790	0,008
X3	0,204	0,126	0,207	1,623	0,113

a. Dependent Variable: Y

Source: Processed SPSS 23.0

¹² Hello, Anton. 2006. *Multivariate Analysis dengan SPSS*. Salatiga: STAIN Salatiga Press.

- a. The Effect of Islamic Work Ethics on Academic Community Performance
The Beta coefficients value of 0.429 is positive with Sig. $0.006 \leq 0.05$, then H_0 is rejected and H_a is accepted, meaning that Islamic Work Ethics has a significant effect on Academic Community Performance.
- b. The Influence of Skills on the Performance of the Academic Community
The Beta coefficients value of 0.457 is positive with Sig. $0.008 \leq 0.05$, then H_0 is rejected and H_a is accepted, meaning that skills have a significant effect on the performance of the academic community.
- c. The Effect of Discipline on the Performance of the Academic Community
The Beta coefficients value of 0.204 is positive with Sig. $0.113 \geq 0.05$, then H_0 is accepted and H_a is rejected, meaning that discipline has no significant effect on the performance of the academic community.

From Table 4 it is known that a constant of -3.556 means that the three variables of Islamic Work Ethics (X_1), Skills (X_2) and Discipline (X_3) has a significant influence on the Academic Community Performance variable (Y) at IAIDA Blokagung Banyuwangi of -3.556 the regression coefficient of the Islamic Work Ethics variable (X_1) of 2,920, Skills (X_2) of 2,790 and Discipline (X_3) of 1.673. Thus the multiple regression equation model is obtained as follows:

a. The Effect of Islamic Work Ethics on Academic Community Performance

The results showed that the Islamic Work Ethics had a positive and significant effect on the performance of the Academic Community at the Darussalam Islamic Institute. The results of statistical tests that have been carried out show the value of t_{count} the Islamic Work Ethics variable is 2.920 which is greater than t_{table} 2.019 with a significance probability level of 0.006 which is smaller than 0.05 with a coefficient value of 0.292. This test proves that there is an influence on the performance of the academic community. This variable is measured from 6 indicators, namely the value of work based on intention, dedication to tasks, contribution to broad prosperity, cooperation and consultation, work as a livelihood, the ability to distinguish goals.

Table 5. presentation of indicators of Islamic work ethics

No.	Indicator	Presentation
1	Value work based on intention	77,3%
2	Dedication to duty	93,3%
3	Contribution to widespread prosperity	81,4%
4	Cooperation and consulting	87,2%
5	Work for a living	80,8%
6	The ability to distinguish goals	88,4%

Source: 2022 primary data

Based on Table 5, it can be seen that the indicator of dedication to the task makes a dominant contribution to the Islamic work ethics variable for the IAI Darussalam Blokagung Banyuwangi community. This positive influence means that the higher the value of Islamic work ethics, the higher the performance of the academic community. Likewise with employees of the Darussalam Blokagung Islamic Religious Institute academic community, the results of interviews with several respondents stated that they agreed with the Islamic work ethic that was applied in their work, with this ethic they could improve performance in accordance with their respective performance targets. However, respondents also argued that everyone is different, some agree and disagree, depending on how a person's perception is.

b. The Influence of Skills on the Performance of the Academic Community

The results of the study show that skills have a positive and significant effect on the performance of the academic community at the Darussalam Blokagung Islamic Institute. The results of statistical tests that have been carried out show the value of t_{count} of 2.790 which is greater than t_{table} 2.019 with a significant probability level of 0.008 which is smaller than 0.05 with a coefficient value of 0.279. This variable is measured using 6 indicators, namely the ability to determine how to complete a task/job, the ability to determine the best procedure for carrying out a task/job, the ability to complete a task properly, the ability to determine the size/volume of the best task that can be completed, the ability to determine the best quality measure of work can be completed, and the ability to predict the results of the implementation of tasks / jobs. Most of the six indicators gave agreed responses, meaning that most of the academic community had an influence on the Skills variable. This can be seen in the following table presentation:

Table 6. Skills Indicator Presentation

No	Indicator	Presentati on
1	the ability to determine how to complete the task / job	88,4%
2	Ability to determine the best procedure in carrying out the task/job	85,2%
3	Ability to complete tasks well	82,3%
4	Ability to determine the best size/volume of tasks that can be completed	86,3%
5	The ability to determine the best quality measure of work that can be completed	85,5%
6	The ability to predict the results of the implementation of tasks / jobs	83,7%

Source: Primary Data, 2022

Based on Table 6, it can be seen that the Skills variable on the ability indicator determines how to complete tasks/work that contributes greatly to the Performance of the Academic Community at the Darussalam Blokagung Islamic Institute of Religion. The results of interviews from several respondents stated that they agreed that at work there must be positive thoughts supported by high intelligence and creative ideas and also not delaying work, so that work can be carried out at the right time and as expected.

c. The Effect of Discipline on the Performance of the Academic Community

The results of the study show that Discipline has no positive and insignificant effect on the performance of the academic community. The results of statistical tests that have been carried out show the value of t_{count} Discipline variable 1.623 which is smaller than t_{table} 2.019 with a significance probability level of 0.113 which is greater than 0.05 with a coefficient value of 0.162. This test proves that there is no effect on the performance of the Academic Community. Based on the results of interviews with several respondents, it was stated that the disciplinary factor at IAIDA was not given much attention, for example in terms of attendance, it was often not on time for both employees and lecturers.

Uji R² (Coefficient of Determination)

The value of the coefficient of determination is made to find out how much the percentage value of the contribution of the independent variables influences the dependent variable through the SPSS 23.0 program as follows:

Table 7. Determination Coefficient Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,821 ^a	0,673	0,648	2,56979

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Source: Processed SPSS 23.0

Table 7 shows that the coefficient of determination is 0.673 or in other words the information contained in the data is 67.3% which can be explained by this model, so it can be said that Islamic Work Ethics, Skills and Discipline simultaneously affect the performance of the Academic Community. While the remaining 32.7% is explained by other variables not explained in this study. Based on the results of the overall indicator presentation, this can be seen from the following table:

Table 8. Simultaneous Indicator Presentation

No	Indicator	Presentation
1	Islamic Work Ethics	85,8%
2	Skills	85,1%
3	Discipline	80,3%

Source: Primary Data, 2020

The test results in Table 8 above show that the overall Islamic Work Ethics variable indicator has a presentation value of 85.8%, the Skills indicator as a whole has a presentation value of 85.1% and the Discipline variable indicator as a whole has a presentation value of 80.3%. . The results of simultaneous testing can also be seen from the resulting regression equation, namely the regression test and the hypothesis in the regression equation model with the independent variables being Islamic Work Ethics, Skills and Discipline and the dependent variable being Academic Community Performance.

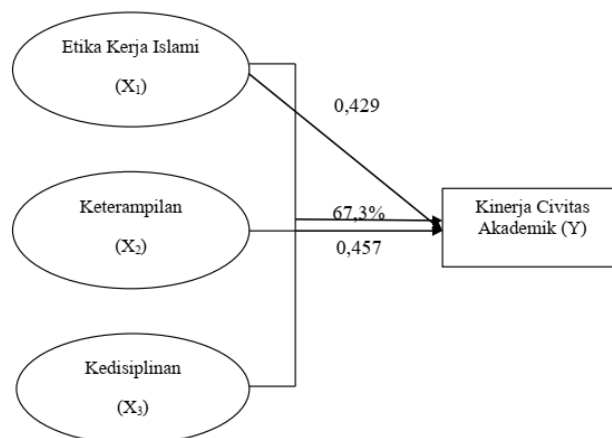


Figure 1. Regression Equation Model
(Source: Processed by Researchers 2022)

Based on Figure 1, the regression equation model can be made as follows:

$$Y = 0.429 X_1 + 0.457 X_2 + e$$

Where: X_1 = Islamic Work Ethics, X_2 = Skills and Y = Academic Community Performance

Uji F

The F test is used to test whether the regression model that has been created is a significant model or not. The following results of the F test can be seen in Table 5.

Table 9. Simultaneous Test Results (F)

Model	Sum of Squares	Df	Mean Square	F	Say.
1 Regression	530,638	3	176,879	26,784	0,000 ^b
Residual	257,548	39	6,604		
Total	788,186	42			

- a. Dependent Variable: Y
 - b. Predictors: (Constant), X3, X1, X2
- Source: Processed SPSS 23.0

From the data in Table 9 the results of the F-table test analysis are 2.019 with degrees of freedom df for the numerator/variable (k) = 4 and df for the denominator (n-k) = 43-4 is 39, with a significance level of 5%. So the results of the study show that the calculated F value is 26.784, with Sig. $0.000 \leq 0.05$, so it can be said that the model formed is a significant model and in accordance with the conditions in the field.

CONCLUSION

From the results of research on the influence of Islamic Work Ethics, Skills and Discipline on the Performance of the Academic Community, the following conclusions can be drawn:

1. Based on the results of the research that has been discussed, it is concluded that the Islamic Work Ethics variable has a positive and significant effect on the performance of the academic community, this is evidenced by the $t_{\text{value}_{\text{count}}} > t_{\text{table}}$ namely $2.920 > 2.019$ with a significant value of $0.006 < 0.05$.
2. The skill variable has a positive and significant effect on the performance of the academic community, this is evidenced by the $t_{\text{value}_{\text{count}}} 2,790 > t_{\text{table}} 2.019$ with a significant value of $0.008 < 0.05$.
3. The Discipline variable has no positive and significant effect on the performance of the academic community, this is evidenced by the $t_{\text{value}_{\text{count}}} < t_{\text{table}}$ namely $1.623 < 2.019$ with a significant value of $0.113 > 0.05$.
4. The model formed is a significant model and in accordance with the conditions in the field. This is proven from the statistical coefficient test $f_{\text{count}} > f_{\text{table}}$ namely $26.784 > 2.019$ and a significant value of $0.000 < 0.05$. And the results of the study of the coefficient of determination (R^2) shows that the two independent variables, namely Islamic work ethics (X_1), skills (X_2) and discipline (X_3) has an effect on the dependent variable, namely the performance of the academic community at IAIDA Blokagung of 0.673 or 67.3% which indicates that there is an influence of Islamic work ethics, skills and discipline variables. while the remaining 32.7% is influenced by other variables not explained in other studies.

REFERENCES

- Bawono, Anton. (2006). *Multivariate Analysis dengan SPSS*. Salatiga: STAIN Salatiga Press.
- Hasibuan, Malayu S.P. (2010), hal 10. *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Kasmir. (2005). *Manajemen Sumber Daya Manusia*. Jakarta: Rajawali Press.
- Lailaturrohmah Naafila, (2014) "Analisis Pengaruh Tentang Etika Kerja Islam Terhadap Kepuasan Kerja, Komitmen Organisasional dan Organizational Citizenship Behavior" (Studi Kasus di Koperasi Jasa Keuangan Syariah Hudatama Semarang). Universitas Diponegoro Semarang.
- Mangkunegara, A.A. Anwar Prabu. (2009). *Manajemen sumber daya manusia*. Remaja Rosdakarya. Bandung.
- Mangkunegara, AA. Anwar Prabu. (2013). *Manajemen Sumber Daya Manusia Perusahaan*. Remaja Rosdakarya: Bandung.
- Mulyadi. (2011). *Sistem Perencanaan dan Pengendalian Manajemen*. Jakarta: Salemba Empat.

- Sekaran, Uma, (2006), Metodologi Penelitian Untuk Bisnis Buku 2 Edisi 4, Jakarta : Salemba Empat
- Wahyudi, Bambang. (2002). *Manajemen Sumber Daya Manusia*, Edisi pertama. Penerbit: Sulita Bandung.
- Wibowo. (2013). *Perilaku Dalam Organisasi*. Jakarta: PT. Raja Grafindo Persada.
- Zahra, Annidjatuz. (2015). Pengaruh Etos Kerja Islami terhadap Kinerja Karyawan di CV. Sidiq Manajemen Yogyakarta. Yogyakarta: Fakultas Dakwah dan Komunikasi, UIN Sunan Kalijaga