



EFFECT OF HUMAN RESOURCES QUALITY ON EMPLOYEES' WORK ETHOS IN ALWAFI ISLAMIC BOARDING SCHOOL

Chotamul Fajri¹, Sairin² and Suworo³

^{1,2,3}Fakultas Ekonomi dan Bisnis, Universitas Pamulang

Jl. Surya Kencana No.1, Pamulang Bar., Kec. Pamulang, Kota Tangerang Selatan, Banten 15417

E-mail: dosen01717@unpam.ac.id¹, dosen01517@unpam.ac.id², dosen01715@unpam.ac.id³

ARTICLE INFO

ABSTRACT

Article history:

Received: Jun 13, 2022

Revised: Jul, 20, 2022

Accepted: Aug 30, 2022

Keywords: Quality of Human Resources; Work Ethic.

The purpose of this study was to determine whether there is an effect of the quality of human resources (X1) on the work ethic of employees at the Alwafi Islamic Boarding School (Y). The method used in this research is descriptive quantitative method. The sampling technique used is probability sampling using a saturated sample with a sample of 40 respondents. Data analysis used regression analysis, correlation coefficient analysis, and hypothesis testing. The results of this study Based on the test results obtained the value of t arithmetic $>$ t table or $3.699 > 2.02439$. Thus H_0 is rejected and H_1 is accepted, this shows that there is a partially significant effect between the Quality of Human Resources (X) and Work Ethic (Y) at the Islamic Boarding School AL Wafi Islamic Boarding School. The level of quality (Education, skill.

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1. Introduction

To improve the quality of a good boarding school, it is necessary for educators or employees in a boarding school to have superior and quality resources, of course with a good work ethic to serve and work well for the success of the boarding school.

Work ethic is a primary component that must be possessed by quality human resources. In general, the work ethic of employees still tends to be low. This can be seen in the number of employees who have multiple jobs, the lack of performance appraisal so that they do the work with full awareness.

Human resource management can be defined as a process consisting of HRM functions, namely, planning, organizing, leading and controlling activities related to job analysis, job evaluation, complaints, development, compensation, promotion and termination of employment in order to achieve goals. which has been set. As a branch of management science, human resource management (HRM) is a scientific field that focuses on human problems that have a primary position in every agency or organization. According to Handoko (2015:6) human resource management is the withdrawal, selection, development, maintenance, and use of human resources to achieve both individual goals and organizational goals.

Human resource management in the utilization, development, assessment, remuneration, and management of individual members of the organization or work group (Simamora in Edy Sutrisno, 2016:5).

While there are also those who say that human resource management is about the importance of the organization's workforce as a very important human resource in contributing to organizational goals, and using several functions and activities to ensure that human resources are used effectively and fairly. for the benefit of individuals, organizations and society (Schuler in Edy Sutrisno 2016:6).

According to Sinamo, work ethic is a positive and high-quality work behavior, which is rooted in a clear awareness and strong belief in a holistic work paradigm. The term paradigm here means the main concept of work itself which includes the underlying idealism, the principles that govern it, the noble values that drive it, the noble attitudes that gave birth to it, and the high standards to be achieved including the main character, the main idea, code of ethics, moral code, and code of behavior of its adherents.



2. Methods

2.1 Research Design

This research is included in the category of ex post facto research. According to Sugiyono (2011: 7) ex post facto research is a study conducted to examine events that have occurred and then trace back to find out the factors that caused these events. Meanwhile, according to the method this research is a type of descriptive research, which is a study that aims to provide or describe a situation or phenomenon that is currently happening by using scientific procedures to answer actual problems.

Data analysis in this study used cross tabulation analysis (crosstab). To obtain data, it is done by distributing questionnaires, interviews and documentation. Questionnaires were distributed to employees using incidental sampling technique with an error rate of 5%.

2.2 Research Place

Employees of the General section of the Al Wafi Islamic Boarding School Islamic Boarding School Jl Raya Arco No. 1, Hargamukti Village, Citayam Village, Tajurhalang District, Bogor Regency, West Java.

2.3 Population and Sample

The population in this study is the number of general employees as many as 40 employees. In this study, the sample used was all employees of the general section of the Al Wafi Islamic Boarding School Islamic Boarding School (Sugiyono, 2011: 67).

2.4 Research Variable

In accordance with the title "The Influence of the Quality of Human Resources on the Work Ethic of Al Wafi Islamic Boarding School employees, the research variable is the Quality of Human Resources which includes Education, Skills and Attitudes towards Work Ethic which includes performance and work motivation.

2.5 Definition of Variable Operational

a. Work ethic

Work ethic is related to activity and is also safe, namely doing a good job so that it will bring blessings, security and of course positive values and there is an achievement orientation, namely the work ethic has a goal to be achieved. So with the work ethic, it motivates someone to work. In collecting data on the work ethic variable, the tools used were closed questionnaires and interviews. Indicators of work ethic are work motivation and work performance.

b. Quality of Human Resources

Education

In collecting data on education variables, the tools used were closed questionnaires and interviews. Indicators of education variables are academic ability in accordance with the work, disciplines that support the work.

Skills

Skills are the ability of employees to provide services as promised accurately and reliably. Skills variable indicators, namely the provision of services according to the promise (on time), accurate service (carefully), skill, innovation, and responsibility.

Attitude

Attitude is a willingness to help and provide fast (responsive) and appropriate service to superiors and colleagues, with clear information delivery. In collecting data on attitude variables, the tools used were closed questionnaires and interviews. Attitude variable indicators are Responsibility and Honesty.

2.6 Data Collection Technique

a. Questionnaire (Questionnaire)

In this study, using a closed questionnaire, namely a questionnaire with the answers provided by the researcher so that the respondents just have to choose. The questionnaire used in this study was given to students as research respondents.

b. Documentation

In this study, documentation is used to obtain complete data regarding the number of employees, existing infrastructure.

c. Interview

In this study using unstructured interviews. Unstructured interviews are free interviews where researchers do not use interview guidelines that are arranged systematically and completely for data collection. The interview guide used is only an outline of the problems to be asked (Sugiyono, 2011: 197).

2.7 Research Instruments

The instrument in this research is a questionnaire. The researcher made a list of questions to obtain data on tangible, reliability, responsiveness, assurance, empathy, gender, student satisfaction in public services and learning.

2.8 Data Analysis Method

The data analysis methods used in conducting this research are: validity test; reliability test; correlation coefficient analysis; simple linear regression test; hypothesis test (t test).

3. Results and Discussion

3.1 Human Resources Quality Validity Test (X1) and Work Ethic (Y)

If the value of $r_{count} > r_{table}$, then the instrument is valid, $r_{table} = 0.312$ from the PRODUCT MOMENT table, where $r_{count} = 0.565 > 0.312$, then the quality of Human Resources is Valid, $r_{table} = 0.312$, where $r_{count} = 0.565 > 0.312$, then work ethic Valid.

Table 1. Test the Validity of HR Quality and Work Ethic

		Correlations	
		x	y
x	Pearson Correlation	1	.515**
	Sig. (2-tailed)		.001
	N	40	40
y	Pearson Correlation	.515**	1
	Sig. (2-tailed)	.001	
	N	40	40

** . Correlation is significant at the 0.01 level (2-tailed).

3.2 Human Resources Quality Reliability Test (X) and Work Ethic (Y)

If the Cronbach Alpha value > 0.6 , then the instrument is Reliable

$X = 0.642 > 0.6$, Human Resources Quality is reliable

$Y = 0.679 > 0.6$, reliable work ethic

Table 2. Human Resources Quality Reliability Test (X) and Work Ethic

Cronbach's Alpha Based on		
Cronbach's Alpha	Standardized Items	N of Items
.642	.679	2

3.3 Simple Regression Analysis of Human Resources Variables (X) and Work Ethic (Y)

Variable X has a moderate relationship to Y, because it is 0.515.

Table 3. Simple Regression Analysis of Human Resources Variables (X) and Work Ethic (Y)

		Correlations	
		x	y
x	Pearson Correlation	1	.515**
	Sig. (2-tailed)		.001
	N	40	40
y	Pearson Correlation	.515**	1
	Sig. (2-tailed)	.001	
	N	40	40

** . Correlation is significant at the 0.01 level (2-tailed).

3.4 Simple Regression Test Results Human Resources (X) and Work Ethic (Y)

Table 4. ANOVA Test
Coefficientsa

Unstandardized Coefficients		Standardized Coefficients	t	Sig.
B	Std. Error	Beta		
4.102	1,429		2.871	.007
.782	.211	.515	3,699	.001

a. Dependent Variable: y

The regression equation $Y = 4.102 + 0.782 X$ is obtained, where:

- The constant value of 4.102 means that if the Human Resources Quality variable (X) does not exist, then there is a Work Ethic (Y) of 0.782 points.
- Every 1 unit change in the Human Resources Quality variable (X) will result in a change in the Employee Work Ethic (Y) of 0.782 points.

3.5 The Influence of the Quality of Human Resources (X) and Work Ethic (Y) with the t test

Based on the test results obtained the value of t arithmetic > t table or $3.699 > 2.02439$. Thus H_0 is rejected and H_1 is accepted, this shows that there is a partially significant effect between the Quality of Human Resources (X) on the Work Ethic (Y) of Employees at Al Wafi Islamic Boarding School.

4. Conclusion

Based on the test results obtained the value of t arithmetic > t table or $3.699 > 2.02439$. Thus H_0 is rejected and H_1 is accepted, this shows that there is a partially significant effect between the Quality of Human Resources (X) and Work Ethic (Y) at the AL Wafi Islamic Boarding School Islamic Boarding School. The level of quality (Education, skills, attitudes) has meet employee work ethic such as motivation and work performance.

Because the quality of human resources on the work ethic of employees at the Al Wafi Islamic Boarding School is very influential, it is hoped that linear skills, attitudes and education will be improved, so that employees at the Al Wafi Islamic Boarding School can contribute and feel comfortable at work.

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