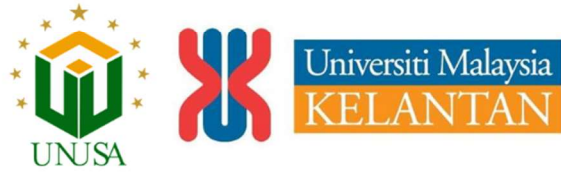


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## **The Impact of Islamic Work Ethic on Workplace Relationships at Nahdlatul Ulama University of Surabaya**

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### **Abstract**

Despite the importance of Islamic work ethic (IWE) to individual relation and organizational as well, the review of the literature and past studies indicate that there are not many studies that have explored the linkage between IWE and workplace relationships. The purpose of this study is to investigate the impact of Islamic work ethic (IWE) on workplace relationships at university. By using deep interview, the data for the study was gathered from the university staff at Nahdlatul Ulama University of Surabaya.

**Keywords:** Islamic Work Ethic, Workplace Relationships, University Staff

### **Introduction**

We know that Indonesia is the country with the largest number of Muslims in the world, because it is only right that in everyday life both at home and at work apply their values. In this decade we have seen that Muslim countries, including Indonesia, are considered to be backward countries, which cannot compete with developed countries, and this is sometimes linked to what the country adheres to, this is as said by Wilson 2006 Islam is often seen as a barrier to business, with the economies of most of the underdeveloped Muslim countries and only five of the FT Global 500 leading companies by market capitalization based in the Islamic world. We cannot blame this

situation because it is like that. All that has to be done is to prove that what is being thought really is.

In this case we understand that the Islamic Work Ethic, is an Islamic value that is brought into a job. Where should it be for the better. Because we understand Islamic values in the Islamic Work Ethic, there is nothing bad. And when talking about values, it is closely related to organizational culture. The culture and values of the company, the organizational and managerial atmosphere that come from these cultures will have a big influence on the best results of achievement (Fathoni, 2006). And we know that if the values carried in the Islamic Work Ethic can be applied properly, the company will likely be maximized because if a company applies Islamic Work Ethics. We know that for Muslims working is part of Worship. Working as a motivation for worship should always give the best (Layaman and Jumalia. M: 2016)

Work ethic can generate enthusiasm with full confidence and a sense of responsibility for the duties and mandates that have been delegated to him. In Islam, we can imitate the work ethic of Rosulullah SAW because he is a worker and trader who is an integral part of independence and entrepreneurial spirit. Honesty, trustworthiness, intelligence and skills, good communication and service and others are important factors for him in achieving his success (Mokh. Syaiful Bakhri, M.S and Abdussalam: 2012).

Having the environment and values as described above can cause people to be more comfortable and less bored when they are at work, so that the relationship between employees can be well established. Unlike companies that do not have an Islamic Work Ethic, the atmosphere is likely to make people more uncomfortable, where they will feel suspicious of one another, and may feel uncomfortable when there are new members or if there are people who are more proficient than them. The object of this research is Nahdlatul Ulama University Surabaya, which is an Islamic-based institution, apart from being in a predominantly Muslim country. Why this is interesting is because there are many assumptions stating that Islamic-based institutions or organizations find it difficult to compete with public institutions or organizations.

According to Hawi. A, 2017. Until now we realize that in general the condition of Islamic education institutions in Indonesia is still marked by various ideologies, namely:

1. Weaknesses in Human Resources (HR), management and funds.
2. Until now, the Islamic Education Institution has not been able to make an optimal effort to realize Islam in accordance with its ideal ideals. While the community still positions the Islamic Education Institution as the main pillar that supports the continuity of Islam in realizing its ideals, namely giving grace to all of nature.



3. We still see that Islamic Education Institutions have not been able to realize Islam in a transformative manner. We still see that the Islamic community in practicing its religious teachings has stopped at the level of symbols and formality, while the spiritual and philosophical messages of Islamic teachings themselves are often forgotten.
4. Islamic Higher Education Institutions have not been able to create civil society, namely a society that upholds human values, such as the values of justice, togetherness, equality, commitment, honesty and so on.
5. Until now, the output produced by the Islamic Education Institution was not in accordance with the wishes of the community which led to a gap between the Islamic Education Institution and the community.

## **Islamic Values**

Before we enter into the Islamic Work Ethic, we need to understand Islamic values first, because this is what is used in the Islamic Work Ethic to create an environment based on Islam. And we know that these values come from the Qur'an which is used as a guide to stay on the right path, this is in accordance with what was said by (Forster, G and Fenwick, J: 2014) For any Muslim the Qur'an is the authoritative source about how s / he is to lead his / her life, and the rewards for following the right path. Correspondingly nonetheless maintains that values are readily inferred because the Qur'an contains "rules and from these you know what values are." Cook (2000, p.6). The goals of Islam are not primarily materialist. They are based on Islamic concepts of human well being and good life which stress brotherhood / sisterhood and socioeconomic justice and require a balanced satisfaction of both the material and spiritual needs of all humans (Chapra, 1992).

## **Islamic Work Ethic**

In Islamic Work Ethics, not only what you want to get is a salary, but there are other things, namely dedication and people who work intend to do worship, besides other values such as honesty, trustworthiness and others, this is in accordance with Chapra, 1992. As Muslims are accountable to God for all their actions, business success should not simply be viewed in material terms, but rather judged by the degree to which the believer has been able to realize the goals of Islam, maqasid al shariah.

## **Workplace Relationship**

Working relationships with other employees in the workplace certainly affect the employee's longevity in that place, or it can also improve the employee's performance. Why this

happens because if employees can work without any interference and their hearts are happy to do the job, the level of wanting to leave will be low, and performance can increase. It can be said here that when we talk about Workplace Relationships, what we pay attention to is the emotions of the employees, workplace relationships function as decision making, influence-sharing, and instrumental and emotional support systems (Kram & Isabella, 1985; Rawlins, 1994). From there it can be seen that what is being played is the emotions, this is in accordance with what was said by Sias, P. M: 2005, Workplace relationships are unique interpersonal relationships with important implications for the individuals in those relationships and the organizations in which the relationships exist and develop.

It is more profound that the workplace relationship is more about building co-workers where there is no dropping each other or something negative. As a result, higher quality relationships function more as "partnerships" where "members move beyond their own self-interests to focus on larger mutual interests" (Graen & Uhl-Bien, 1995).

## **Methodology**

This research was conducted qualitatively in which we conducted interviews with several employees, first we prepared questions first, then interviewed sources, after conducting interviews we tried coding to group things that could be put together in one theory. After that, we can conclude about what makes this Islamic Work Ethic good to be applied in a company or organization.

## **Conclusion**

From this research, it can be concluded that, at Nahdlatul Ulama University Surabaya really carries out Islamic Work Ethics which has an impact on Workplace Relations. So that there is an attachment to each other between employees and leaders, and these values are included in the life of the organization, but what must be considered is education that is in accordance with the existing circumstances, because this can lead to a conflict that can ultimately ignore the Islamic Work Ethic. just now.



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