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THE INFLUENCE OF RELIGIOSITY AND COMMITMENT ON THE PERFORMANCE OF EDUCATION PERSONNEL AT THE DAAR EL-QOLAM 1 GINTUNG JAYANTI TANGERANG ISLAMIC BOARDING SCHOOL

Indah Lestari* Fitri Aini Azhari** Furniawan***

*,**,*** Universitas La Tansa Mashiro, Rangkasbitung, Indonesia

Article Info

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*Religiosity, commitment,
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Abstract

The aim of this research is to determine the influence of religiosity on the performance of educational staff at the Daar El-Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School, and to determine the effect of commitment on the performance of educational staff at the Daar El-Qolam 1 Gintung Jayanti Islamic Boarding School, Tangerang, both partially and simultaneously. This research method is a quantitative descriptive approach. The research population was all educational staff at Daar El Qolam Islamic Boarding School 1 Gitung, Jayanti, Tangerang, totaling 42 educational staff. Using a saturated sample by taking all the educational staff at the Daar El-Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School. And the analysis technique used in this research is multiple regression testing. The results of the study concluded that H1 was accepted, which means that the religiosity variable (X1) has a positive and significant influence on the performance of educational staff (Y) in educational staff at the Daar el-Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School. In the commitment variable (X2) there is a positive and significant influence on the performance of educational staff (Y) in educational staff at the Daar el-Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School. In the variables religiosity (X1) and commitment (X2) there is a positive and significant influence on the performance of educational staff (Y) at the Daar El-Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School.

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INTRODUCTION

In this modern era, companies are faced with increasingly tight business competition. Companies are required to provide the best performance to be able to compete with other companies. Thus, companies are required to create factors that support the success of their company. Quality human resources (HR) are an important component in the running of a company (Mamik in Imam Hariyadi & Luthfi Noor Mahmudi, 2020). Thus, attention must be paid to the quality of human resources (HR), so that they can provide output in the form of optimal performance.

The large number of established companies also means that each company must have its own strategy to fight existing competitors. And requires every company to provide the best service for its consumers. The most important service lies in the human resources or workforce who work for the company. Therefore, organizational management needs to pay attention to achieving job satisfaction from its employees, so that they can make a good contribution to achieving organizational performance. To be able to achieve satisfaction at work is influenced by various factors, both originating from within themselves and from the organizational environment of the company where they work (Nurul Huda, : 2020 : 2).

According to Irham Fahmi in Rosyid Ridla (2017:3), performance is the result obtained by an organization, whether profit oriented or non-profit oriented, which is produced during a certain period. According to Bastian in Sofyan Tsauri (2014: 1), performance is a description of the level of achievement of carrying out tasks in an organization, in an effort to realize the goals, objectives, mission and vision of the organization. According to Mangkunegara in Sofyan Tsauri (2014:2), performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

The leaders of an agency are very aware of differences in performance between one employee and other employees under their supervision. According to Gibson (Ilyas in Sofyan Tsauri: 2014:21) there are three sets of variables that influence behavior and performance, namely: Individual variables,

organizational variables and psychological variables.

The human resources owned by a company are social creatures who also have a religion. Companies support opening up in order to increase religious values for their employees by holding religious activities. According to Da'i bi al-Lisan in Suhartini (2013:432), religiosity is a process of using what God has given in accordance with God's rules. According to Alfisyah & Anwar in Dini Aprilia, et al (2021), with religiosity, a religious person should always try to do their best and not violate the rules in behaving and behaving in all their activities, namely in accordance with the norms and rules that have been regulated in his religion. Therefore, a good religiosity factor is one way to improve employee performance, and it is hoped that these employees can continue to be optimal.

According to Ronald Abeles in Ahmad Rusydi (2012:28), the conceptual definition of religiosity is: "religiousness has specific behavioral, social, doctrinal, and denominational characteristics because it involves a system of worship and doctrine that is shared within a group". From this opinion it can be understood that religiosity is a system of worship and doctrine that exists in a group, which is behavioral, social and doctrinal in nature and the internalization of certain traits. According to Argyle and Beit-Hallahmi in Ahmad Rusydi (2012:28), defining religion is a belief system in divine or superhuman powers and is a practice and experience that is known as a functional mechanism commonly used to deal with fundamental existential issues, such as faith, death, torture, exile, and fate. According to Clark in Ahmad Rusydi (2012:29), religiosity is an individual's experience (inner experience) when he feels the outside world (beyond). Specifically, the fact is that this experience has an impact on his behavior in harmonizing his life with other nature.

Apart from the religiosity factor, commitment also influences employee performance. Every employee who works in a company must and is obliged to have a commitment to work so that if a company employee does not have a commitment to work, then the company's goals will experience obstacles and the impact will be that the company's goals will not be achieved. But sometimes companies don't really pay attention to the commitment of their employees, which results

in a decrease in employee performance or reduced employee loyalty.

According to Robins and Thimoty in Imam Mashudi (2021:19), define commitment as a situation where an individual sides with the organization and its goals and desires to maintain its membership. According to Prasetyo and Kompyurini in Imam Mashudi (2021:20), defining commitment as: 1. belief in and acceptance of the goals and values of the organization. 2. Willingness to strive or work to achieve organizational goals and 3. Desire to maintain organizational membership. According to Meyer and Herscovitch in Imam Mashudi (2021:20), organizational commitment is the force that binds an individual to an action that is relevant to one or more targets.

The commitment chosen by each human resource will not be far from their religious beliefs. Religious beliefs are used as a benchmark for how high an employee's level of commitment is to work. These religious beliefs influence how employees make choices so they can remain productive in carrying out work rules. Employee performance is important for a company, including existing agencies or institutions. It is very necessary to have good employee performance, so that it can provide job satisfaction for the employee, including the company. Apart from that, it also encourages motivation to work to improve performance for the better.

Daar El-Qolam Islamic Boarding School 1 is an Islamic educational institution with Islamic boarding school status which makes Daar El-Qolam 1 Islamic Boarding School have a high level of religiosity, which can be seen from the staff at Daar El-Qolam 1 Islamic Boarding School which has a lifestyle and fulfills living needs. which is halal and in accordance with Islamic law. Apart from that, the boarding school leaders also prepared living facilities for staff at the Daar El-Qolam 1 Islamic Boarding School, which ultimately fostered a committed attitude towards the institution and made them motivated, which ultimately resulted in an increase in performance and they were able to satisfy the service and carry out their duties well.

The leadership of the Daar El-Qolam 1 Islamic Boarding School also established regulations for staff at the Daar El-Qolam 1

Islamic Boarding School, in order to improve the discipline and performance factors of staff, not only for that, but also to foster an attitude of religiosity and high commitment to Daar El-Qolam 1 Islamic Boarding School and supports the success and improvement of personnel performance at Daar El-Qolam 1 Islamic Boarding School.

Based on the results of observations carried out at the Daar El-Qolam 1 Islamic Boarding School, there are indications of problems in the performance of educational staff which can be seen in the table below:

Gambar 1
Monthly Report on Physical Realization of
Daar El-Qolam Islamic Boarding School
Education Personnel 2020-2021 Period



In the picture above, the performance of educational administration at the Daar El Qolam 1 Islamic Boarding School in the 2019-2021 period in the implementation of performance achievements and an overview of the physical realization of the performance of educational staff tends to experience instability. There were even years where performance achievements declined sharply. This indicates that the performance management carried out by Islamic Boarding Schools is still not optimal. and there are still educational staff who are irresponsible in carrying out their assigned tasks.

So the author is interested in conducting further and more in-depth research to be included in a thesis with the title: "the influence of religiosity and commitment on the performance of education personnel at the Daar El-Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School."

RESEARCH METHODS

In this research, the researcher chose to use a quantitative method where the research process

is deductive, where to answer the problem formulation, concepts or theories are used so that hypotheses can be formulated. This hypothesis was then tested through field data collection. To collect data, research instruments were used. The data that has been collected is then analyzed quantitatively using descriptive or inferential statistics so that it can be concluded whether the hypothesis formulated is proven or not.

Based on the population of this study not exceeding 100 respondents, the author took 100% of the population of educational staff at the Daar El-Qolam Islamic Boarding School Educational Institution 1 Pasir Gintung Village, Kec. Jayanti District. Tangerang. Thus, the sample used came from a total of 42 educational staff. The technique used is saturated sampling. According to Elidawaty (2021:135), saturated sampling is a sample that represents the total population. Usually done if the population is considered small or less than 100.

To find out the results of the research, the author formulated three hypotheses which will be explained as follows :

H1: There is an influence of religiosity on the performance of educational staff at the Daar El-Qolam 1 Gintung Jayanti Tangerang Islamic boarding school.

H2: There is an influence of commitment on the performance of educational staff at the Daar El-Qolam 1 Gintung Jayanti Tangerang Islamic boarding school.

H3: There is an influence of religiosity and commitment on the performance of educational staff at the Daar El-Qolam 1 Gintung Jayanti Tangerang Islamic boarding school.

RESULTS AND DISCUSSION

Results

In this study, the multiple linear regression test is explained more briefly from one independent variable, namely (X1) religiosity and (X2) commitment but still shows a linear diagram, using the formula:

$$Y=a + b_1X_1 + b_2X_2 + e$$

Multiple Regression Test

The following are the results of the multiple regression test in this study:

Table 1
Multiple Regression Test

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
	(Constant)	9.697	2.041
1	Religiusitas	.183	.073
	Komitmen	.286	.118

a. Dependent Variable: Kinerja

$$Y = 9.697 + 0.183 (X1) + 0.286 (X2) + e$$

Based on this equation, it can be seen that the religiosity, Commitment variables are positive. This equation can be explained:

1. Constant value of 9,697. It can be interpreted that if the religiosity and commitment variables are equal to zero, then the performance value of educational staff will remain at 9,697.
2. The regression coefficient value on the religiosity variable is 0.183, meaning that every change in the religiosity variable of 0.183 will increase the performance of educational staff assuming the other variables are constant.
3. The regression coefficient value on the commitment variable is 0.286, meaning that every change in the commitment variable of 0.286 will increase the performance of educational staff assuming the other variables are constant.

Correlation Test Results

Table 2
Correlation Test Results
Correlations

	Religiusitas	Komitmen	Kinerja
Religiusitas	Pearson Correlation	1	.737**
	Sig. (2-tailed)		.000
	N	42	42
Komitmen	Pearson Correlation	.737**	1
	Sig. (2-tailed)	.000	
	N	42	42
Kinerja	Pearson Correlation	.687**	.684**
	Sig. (2-tailed)	.000	.000
	N	42	42

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

From the table above, the correlation coefficient between religiosity and performance is 0.687. This means that the level of strength of the relationship (correlation) between the religiosity variable and performance is 0.687, based on the Pearson correlation value, namely 0.61-0.80 = strong. So it can be concluded that the strength of the relationship is strong

And the correlation coefficient of commitment to performance was obtained at 0.684. This means that the level of strength of the relationship (correlation) between the commitment variable and performance is 0.684, based on the Pearson correlation value, namely $0.61-0.80 = \text{strong}$. So it can be concluded that the strength of the relationship is strong.

Partial Test (t Test)

Table 3
Partial Test (t Test)

Model		t	Sig.
1	(Constant)	4.75	0
	Religiusitas	2.504	0.017
	Komitmen	2.419	0.02

In the table above it is known that in the research the significant level $\alpha=5\%$ or $\alpha=0.05$ was taken with a t table of 2.02269. It can be seen that:

H1 = It is known that the significant value for the religiosity variable on the performance of educational staff is $0.017 < 0.05$ and the calculated t value is $2.504 > t$ table 2.022. So it can be concluded that H1 is accepted, which means that religiosity influences the performance of educational staff.

H2 = It is known that the significant value for the variable commitment to the performance of educational staff is $0.020 < 0.05$ and the calculated t value is $2.419 > t$ table 2.022. So it can be concluded that H2 is accepted, which means that commitment influences the performance of educational staff.

Simultaneous Test f (Test f)

Table 4
Simultaneous Test f (Test f)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	313.498	2	156.749	29.546	.000 ^b
	Residual	206.907	39	5.305		
	Total	520.405	41			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Religiusitas, Komitmen

H3 : It is known that the significant value for the simultaneous influence of religiosity and commitment on the performance of educational staff is $0.000 < 0.05$ and the calculated F value is $29.546 > 3.24$ so it can be concluded that H3 is accepted, which means that there is a simultaneous influence of religiosity and commitment on the performance of educational staff .

Coefficient of Determination Test Results

Table 5
Coefficient of Determination Test Results

Model Summary

Model	R	R Square	Std. Error of the Estimate
1	.736a	.541	1.821

a. Predictors: (Constant), Komitmen, Religiusitas

From this table, the R Square value is 0.541 or 54.1%, this figure means that the performance of educational staff is influenced by religiosity and commitment by 54.1%, while the remaining 45.9% is influenced by other factors outside the research variables.

Discussion

1. The Influence of Religiosity (X1) on the Performance of Education Personnel (Y)

The religiosity variable (X1) has a positive and significant influence on the performance of educational staff (Y) at the Daar el-Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School. In this t test it can be seen that the t value is $3.636 > 0.022$. So the results of this research can be concluded that partially the religiosity variable has a positive and significant effect on the performance of educational staff (Y). This is also shown by the results of t count $> t$ table with a value of $0.001 < 0.5$ so that H1 is accepted and Ho is rejected.

So it can be concluded that religiosity is very influential on the performance of educational staff, especially at the Daar El Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School. Because the existence of a good religiosity relationship will result in effective

performance so that there are no obstacles in completion or work activities. This is supported by research by Hendi Prasetyo and Vera Anitra (2020) entitled "The Effect of Religiosity on Employee Performance: Study of Education Personnel at Muhammadiyah University, East Kalimantan". And Muhammad Hamdan Al Mukafi, et al (2022) entitled "Correlation of Infrastructure and Teacher Religiosity with Teachers' Teaching Performance in Madrasah Tsanawiyah". Which shows that the religiosity variable influences the performance of educational staff.

2. Effect of Commitment (X2) on the Performance of Education Personnel (Y)

In the commitment variable (X2) there is a positive and significant influence on the performance of educational staff (Y) in educational staff at the Daar el-Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School. In this t test it can be seen that the t value is $2.419 > 2.022$. So the results of this research can be concluded that partially the commitment variable has a positive and significant effect on the performance of educational staff (Y). This is also shown by the results of t count $>$ t table with a value of $0.020 < 0.5$ so that H2 is accepted and Ho is rejected.

So it can be concluded by the commitment at the Daar El-Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School. Educational staff are able to complete their duties and responsibilities as optimally as possible because with this, the performance of educational staff will also produce good work. This is supported by Juarna Syafitri's research (2021), entitled "The Influence of Organizational Commitment, Work Environment, Motivation on the Performance of Public Middle School Teachers in Gebang District, Langkat Regency". And Akhmad Subhan Suyuthi (2021), entitled "Analysis of the Influence of Motivation, Commitment and Leadership Style of Madrasah Heads on the Performance of Madrasah Aliyah Al Kautsar Pandaan Teachers, Pasuruan Regency" which shows that the religiosity variable influences the performance of educational staff.

3. The Influence of Religiosity (X1) and Commitment (X2) on the Performance of Education Personnel (Y)

In the variables religiosity (X1) and commitment (X2) there is a positive and significant influence on the performance of educational staff (Y) at the Daar El-Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School. In this F test, it can be seen that the F value is $29.546 > 3.23$. So the results of this research can be concluded that simultaneously (together) the variables X1 religiosity and X2 Commitment have a positive and significant effect on the performance of educational staff (Y). so H3 is accepted and Ho is rejected.

So it can be concluded that there is religiosity and commitment to the performance of educational staff at the Daar El-Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School. able to carry out their duties well and be able to maximize the results of achieving performance in accordance with the vision and mission of the Daar El-Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School. This is supported by research by Hendi Prasetyo and Vera Anitra (2020) entitled "The Effect of Religiosity on Employee Performance: Study of Education Personnel at Muhammadiyah University, East Kalimantan". And Juarna Syafitri (2021), entitled "The Influence of Organizational Commitment, Work Environment, Motivation on the Performance of Public Middle School Teachers in Gebang District, Langkat Regency". Which shows that the variables of religiosity and commitment influence the performance of educational staff.

CONCLUSION

Based on the discussion that has been carried out regarding religiosity and commitment to the performance of educational staff at the Daar El-Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School, the conclusion is:

1. There is a partial influence of religiosity on the performance of educational staff at the Daar El-Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School.

2. There is a partial influence of commitment on the performance of educational staff at the Daar El-Qolam 1 Gintung Jayanti Tangerang Islamic Boarding School.
3. There is a simultaneous influence of religiosity and commitment on the performance of educational staff at Daar El-Qolam Islamic Boarding School 1

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