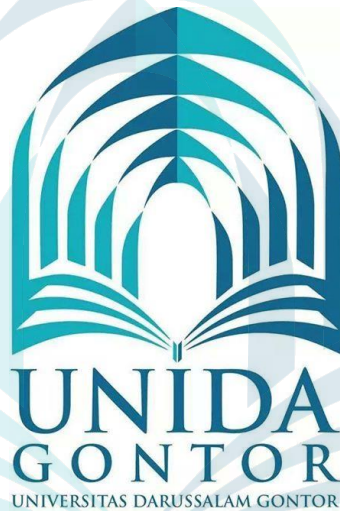


THESIS

**THE INFLUENCE OF ISLAMIC WORK ETHICS ON
ORGANIZATIONAL COMMITMENT IN PT. ALBEA
RIGID PACKAGING SURABAYA: MODERATING
ROLE OF JOB SATISFACTION**



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UNIVERSITY OF DARUSSALAM GONTOR

2024/1446

THESIS

**THE INFLUENCE OF ISLAMIC WORK ETHICS ON
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RIGID PACKAGING SURABAYA: MODERATING
ROLE OF JOB SATISFACTION**

UNDERGRADUATED THESIS

Submitted in fulfilment of the requirement for the degree of
Bachelor of Economics (Management)

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**PENGARUH ETIKA KERJA ISLAM TERHADAP KOMITMENT
ORGANISASI DI PT. ALBEA RIGID PACKAGING SURABAYA:
DIMODERASI OLEH KEPUASAN KERJA**

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh etika kerja Islam terhadap komitmen organisasi dengan kepuasan kerja sebagai variabel moderasi pada PT. Albea rigid Packaging Surabaya. Etika kerja Islam mencakup nilai-nilai seperti integritas, loyalitas, tanggung jawab, dan disiplin yang dapat membentuk sikap dan perilaku karyawan di tempat kerja. Komitmen organisasi didefinisikan sebagai keadaan psikologis di mana karyawan merasa terikat dengan organisasi. Kepuasan kerja berfungsi sebagai respons positif terhadap pekerjaan, yang dapat mempengaruhi komitmen karyawan terhadap organisasi.

Penelitian ini menggunakan metode kuantitatif dengan pendekatan survei, di mana data dikumpulkan melalui kuisioner yang disebarakan kepada 171 karyawan PT. Albea Rigid Packaging Surabaya. Analisis data dilakukan dengan menggunakan uji regresi dan uji moderasi. Hasil penelitian menunjukkan bahwa etika kerja Islam memiliki pengaruh positif dan signifikan terhadap komitmen organisasi. Namun, kepuasan kerja tidak berperan sebagai variabel moderasi yang signifikan dalam hubungan antara etika kerja Islam dan komitmen organisasi.

Implikasi dari penelitian ini menunjukkan bahwa penerapan etika kerja Islam dapat meningkatkan komitmen karyawan terhadap organisasi, meskipun pengaruhnya tidak dimoderasi oleh kepuasan kerja. Organisasi disarankan untuk terus mengedepankan nilai-nilai etika kerja Islam untuk menciptakan lingkungan kerja yang lebih harmonis dan produktif.

Kata kunci: etika kerja Islam, komitmen organisasi, kepuasan kerja.

**THE INFLUENCE OF ISLAMIC WORK ETHICS ON
ORGANIZATIONAL COMMITMENT IN PT. ALBEA RIGID
PACKAGING SURABAYA: MODERATING ROLE OF JOB
SATISFACTION**

ABSTRACT

This study aims to examine the effect of Islamic work ethics on organizational commitment with job satisfaction as a moderating variable at PT. Albea Rigid Packaging Surabaya. Islamic work ethics include values such as integrity, loyalty, responsibility, and discipline that can shape employee attitudes and behaviour in the workplace. Organizational commitment is defined as a psychological state in which employees feel attached to the organization. Job satisfaction functions as a positive response to work, which can affect employee commitment to the organization.

This study uses a quantitative method with a survey approach, where data were collected through questionnaires distributed to 171 employees of PT. Albea Rigid Packaging Surabaya. Data analysis was carried out using regression tests and moderation test. The results showed that Islamic work ethics had a positive and significant effect on organizational commitment. However, job satisfaction did not act as a significant moderating variable in the relationship between Islamic work ethics and organizational commitment.

The implications of this study indicate that the implementation of Islamic work ethics can increase employee commitment to the organization, although its effect is not moderated by job satisfaction. Organizations are advised to continue to prioritize Islamic work ethics values to create a more harmonious and productive work environment.

Keywords: Islamic work ethics, organizational commitment, job satisfaction

DECLARATION

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Department : Management
Title : the influence of Islamic Work Ethics on Organizational Commitment in PT. Albea Rigid Packaging Surabaya: moderating role of Job Satisfaction.

I hereby declare that this undergraduate thesis is the result of my investigations, except where otherwise stated. I also declare that it has not been previously or concurrently submitted as a whole for any other degrees at University of Darussalam Gontor or other institutions.

Mantingan, Jumadal Tsani 29th, 1446 H
December 31st, 2024 M

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APPROVAL OF SUPERVISOR

To Honorable,
Dean of Faculty of Economics and Management
University of Darussalam Gontor

*Bismillahirrahmanirrahim,
Assalamu 'alaikum Wr, Wb*

I certify that I have supervised and read this thesis, written by:

Name : Dilla Novita Sari
Reg. Number : 422021428016
Title : The Influence of Islamic Work Ethics on Organizational
Commitment in PT. Albea Rigid Packaging Surabaya:
moderating role job satisfaction

In my opinion, it conforms to acceptable standards of scholarly presentation
and is fully adequate, in scope and quality, as an undergraduate thesis for degree of
Bachelor of Management.

Wassalamu 'alaikum Wr, Wb.

Ponorogo, 11 Jumadil Awal 1446 H

November 13th, 2024

Supervisor,



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THESIS EXAMINATION COMMITTEE APPROVAL

The examination committee declared that the thesis written by:

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Reg. Number : 422021428016

Title : the influence of Islamic Work Ethics on Organizational Commitment in PT.
Albea rigid Packaging Surabaya: moderating role of job satisfaction

It has passed the thesis examination and it conforms to acceptable standards of scholarly presentation and is fully adequate, in scope and quality, as an undergraduate thesis for the degree of Bachelor in Department of Management, Faculty of Economics and Management, University of Darussalam Gontor.

Chairman,



Yayan Firmansah Ph.D

Secretary,



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APPROVAL OF DEAN


The Faculty of Economics and Management University of Darussalam Gontor has received the thesis by:

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Title : the influence of Islamic Work Ethics on Organizational Commitment in PT. Albea Rigid Packaging Surabaya: moderating role of Job Satisfaction.

It is accepted as a fulfillment of the requirement for the degree of Bachelor of Management, academic year 1445-1446H / 2024-2025 M.

Mantingan, Rajab 6th, 1446 H
January 6th, 2025 M

Dean of
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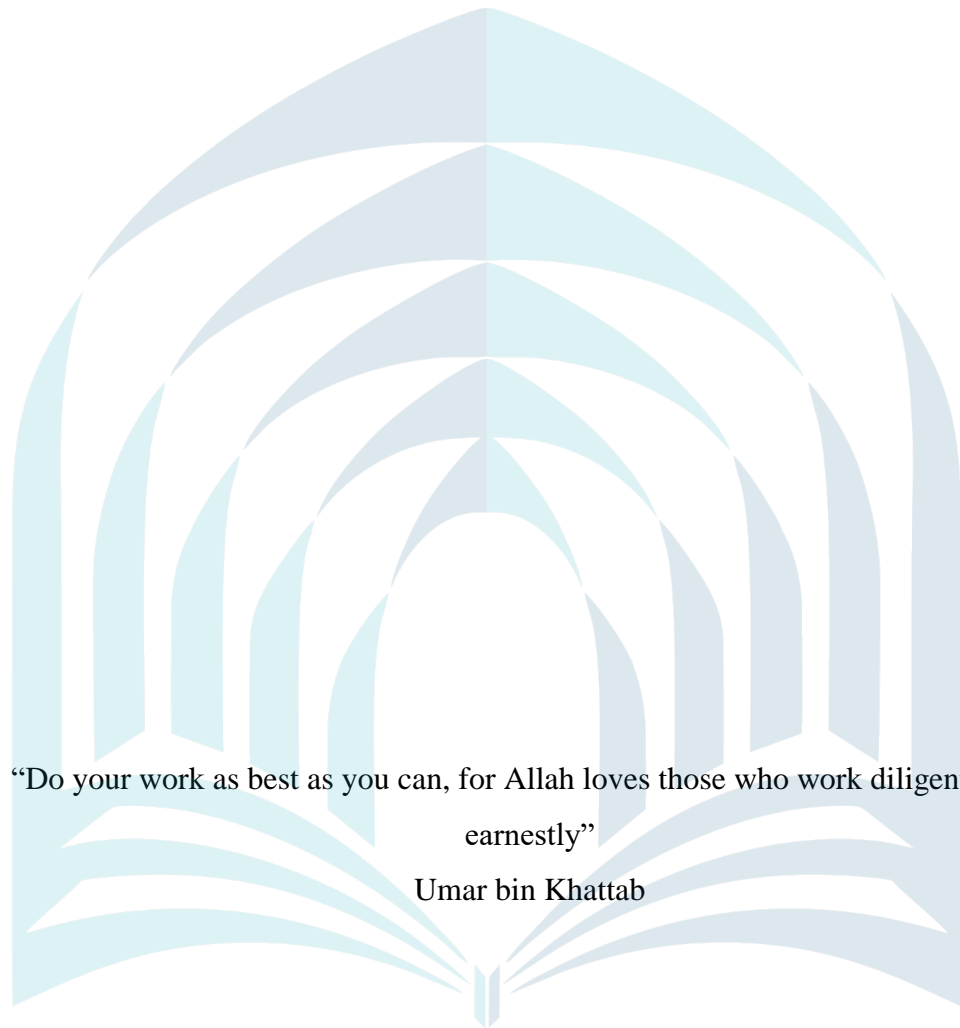
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MOTTO



“Do your work as best as you can, for Allah loves those who work diligently and earnestly”

Umar bin Khattab

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I sincerely pray to Allah SWT for the forgiveness of their sins and for His infinite mercy and blessings upon them. May the knowledge they shared serve as a lasting charity in the afterlife, enriching their souls and inspiring future generations.