

CHAPTER I

INTRODUCTION

A. Background of the Study

Islamic work ethics refer to individuals' attitudes, perceptions, behaviours, as well as the practice of their work that are influenced by Islamic tenets. The Islamic work ethic reflects the *akhlakul karimah* upheld by Prophet Muhammad (PBUH), which should be applied by Muslims in their daily lives, not just in religious ceremonies.¹

Hard work and creativity are considered to be related to success and personal happiness according to Islamic work ethics.² Organizations benefit from work standards such as altruism, optimism, hard work, and a positive outlook.³ Organizational values, in general, include forms that reflect individual attitudes.⁴ To ensure that actions taken by individuals or companies do not harm other people or organizations, they must follow work ethics.⁵ Work ethic increases the sense of worthiness and strengthens the employees commitment and continuity of the organization.⁶ The existing organizational culture can influence the implementation of Islamic Work Ethics. If the organizational culture is not aligned with the principles of Islamic Work Ethics, then employees may have difficulty implementing these ethics in their work.⁷

¹ Fahmi Natigor Nasution and Ahmad Rafiki, "Islamic Work Ethics, Organizational Commitment and Job Satisfaction of Islamic Banks in Indonesia," *RAUSP Management Journal* 55, no. 2 (2020): 195–205.

² Saiful Falah, Abdu Alifah, and Syamsul Rizal, "Enhancing Organizational Commitment Through Islamic Organizational Culture and Islamic Work Ethic in Modern Pesantren: The Role Of Kyai's Transformational Leadership," *Turkish Journal Of Computer And Mathematics Education (Turcomat)* 12, No. 6 (2021): 4994-5008.

³ Fitri Wulandari And Syaugi Mubarak, "Islamic Work Ethics and Lecturer Performance: Mediating Roles Of Personorganization Fit And Innovation In Learning Activities," *Problems And Perspectives In Management* 19, No. 3 (2021): 22.

⁴ Mehmet Asutay, Greget Kalla Buana, and Alija Avdukic, "The Impact of Islamic Spirituality on Job Satisfaction and Organisational Commitment: Exploring Mediation and Moderation Impact," *Journal Of Business Ethics* 181, No. 4 (2022): 913–32.

⁵ Ilman Nur Insyani, "The Relationship between Work Ethics and Work Commitment in Employees" 7, no. 4 (2019): 587–95.

⁶ Asutay, Buana, And Avdukic, "The Impact Of Islamic Spirituality On Job Satisfaction And Organisational Commitment: Exploring Mediation And Moderation Impact."

⁷ Denny Mustoko Siti Aminah Caniago, "The Effect Of Islamic Work Ethics On Organizational Commitment, Job Satisfaction And Turnover Intentions of Islamic Microfinance in Pekalongan" 3, no. 2 (2019): 30–39.

Islamic work ethics encourage employees in an organization to have confidence in their workplace and strengthen their commitment in carrying out works.⁸ This shows that Islamic work ethics has a significant influence on these aspects.⁹ Commitment refers to the feeling of belonging and being ready to devote oneself to the organization.¹⁰ Meanwhile, organizational commitment is defined as a psychological condition in which members feel attachment to the organization.¹¹ Because organizational commitment helps employees align their goals with organizational goals, the level of organizational commitment is important for the company.¹²

Previous studies found that Islamic work ethics have a positive and significant impact on organizational commitment. Thus, Islamic work ethics has quite a large influence in the context of this research.¹³ However, research has not examined job satisfaction as a moderator between Islamic work ethics and organizational commitment.¹⁴ Job Satisfaction may serve as a crucial mediator between Islamic Work Ethics and Organizational Commitment, and future studies should specifically test this moderating role to enhance understanding of employee behavior in Islamic contexts.¹⁵ It is seen that job satisfaction helps employees work more productively so that organizational goals can be achieved.¹⁶

⁸ Nasution And Rafiki, "Islamic Work Ethics, Organizational Commitment And Job Satisfaction Of Islamic Banks In Indonesia."

⁹ Ibid.

¹⁰ Khahan Na-Nan Et Al., "Mediating Effects Of Job Satisfaction And Organizational Commitment Between Problems With Performance Appraisal And Organizational Citizenship Behavior," *Journal Of Open Innovation: Technology, Market, And Complexity* 6, No. 3 (2020): 64.

¹¹ Falah, Alifah, And Rizal, "Enhancing Organizational Commitment Through Islamic Organizational Culture And Islamic Work Ethic In Modern Pesantren: The Role Of Kyai's Transformational Leadership."

¹² Insyani, "The Relationship Between Work Ethics and Work Commitment In Employees."

¹³ Nasution And Rafiki, "Islamic Work Ethics, Organizational Commitment and Job Satisfaction of Islamic Banks In Indonesia."

¹⁴ Falah, Alifah, And Rizal, "Enhancing Organizational Commitment Through Islamic Organizational Culture and Islamic Work Ethic in Modern Pesantren: The Role Of Kyai's Transformational Leadership."

¹⁵ Nasution and Rafiki, "Islamic Work Ethics, Organizational Commitment and Job Satisfaction of Islamic Banks in Indonesia."

¹⁶ Erna Nur Faizah, Adi Lukman Hakim, and Suryani Yuli Astuti, "Job Satisfaction and Turnover Intention : The Moderating Effect Of Organizational Commitment" 3 (2021): 621–33.

Indeed, work ethics are closely related to commitment to the organization and job satisfaction.¹⁷ Job satisfaction is an important factor in learning a person's attitude towards their job, everyone may have a positive or negative view of their job.¹⁸ If employees are satisfied with their jobs, they will be more motivated to do their jobs and behave well at work.¹⁹ Employee satisfaction with their jobs increases the behaviour that the organization expects.²⁰

This study was conducted in PT. Albea Rigid Packaging Surabaya. Albea Rigid Packaging is a manufacturing company that produces plastic packaging for cosmetics, storage products, as well as custom lipstick packaging, bottles, and jars.²¹ The company is known for implementing Islamic work ethic principles in its operations and is committed to supporting the *halal* industry, which is important for ensuring the cosmetic products they package comply with *halal* standards. This provides an opportunity to learn how Islamic work ethics and commitment are practically applied in the *halal* cosmetics industry. Based on the above explanation, the researcher proposes research title “The Influence of Islamic Work Ethics on Organizational Commitment in PT. Albea Rigid Packaging Surabaya: Moderating Role of Job Satisfaction”

B. Research Questions

Based on the background of the study research question of the current study are as follows:

1. How does Islamic work ethics influence organization commitment at PT. Albea Rigid Packaging Surabaya?

¹⁷ Insyani, “The Relationship Between Work Ethics and Work Commitment In Employees.”

¹⁸ Na-Nan Et Al., “Mediating Effects of Job Satisfaction And Organizational Commitment Between Problems With Performance Appraisal and Organizational Citizenship Behavior.”

¹⁹ Nasution And Rafiki, “Islamic Work Ethics, Organizational Commitment and Job Satisfaction of Islamic Banks in Indonesia.”

²⁰ Na-Nan Et Al., “Mediating Effects of Job Satisfaction and Organizational Commitment Between Problems With Performance Appraisal and Organizational Citizenship Behavior.”

²¹ Rendhar Putri Hilintang and Meirina Ernawati, “Evaluation of The Compliance With Health Protocols Among The Production Section Workers At A Manufacturing Industry in Surabaya” 11, No. December (2022): 423–35.

2. How does job satisfaction moderate the influence of Islamic work ethics on employees' organizational commitment at PT. Albea Rigid Packaging Surabaya?

C. Research Objectives

Based on the research question, the objectives of the study are:

1. To examine the influence of Islamic work ethics on employees' organizational commitment at PT. Albea Rigid Packaging Surabaya
2. To examine the moderating role of job satisfaction in the influence of Islamic work ethics on employees' organizational commitment at PT. Albea Rigid Packaging Surabaya

D. Research Benefit

1. Academic Benefits

The results of this research are expected to provide deeper insight into human resources management field through the examination of the influence of Islamic work ethics on organizational commitment moderated by job satisfaction. Furthermore, the results of this research is also expected can become a reference or develop insight for future studies on Islamic work ethics, commitment, and job satisfaction.

2. Practical Benefits

Furthermore, this research can be used as a reference by organizations to take action in managing human resources by paying attention to Islamic work ethics, commitment, and job satisfaction. Practically this research could be the foundation for PT. Albea Rigid Packaging Surabaya to take action in managing human resources.