

The Islamic influence on work motivation on the Contractor in West Sulawesi

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Abstract

This study uses the al-Quran and Hadits of the Prophet as a paradigm in solving the problems that arise, with a quantitative approach, and analyzed qualitatively and *Kasyf*. Using a quantitative approach with a survey method. The data was collected using a questionnaire instrument or questionnaire. Populations used were all individual contractors as a unit of analysis that is in the province of West Sulawesi as many as 300 contractors, divided 6 strata / qualifications. The research found 8 findings, but in this article only discusses the one findings. From the test results of *t-statistics* values amounted to 24.895, which showed a larger number of t -table = 1.96, so H_0 is rejected and H_a accepted. So it can be concluded that there is a significant positive influence between variables Islamic values on work motivation, it means that the better the Islamic values, the better it will work motivation. In other words if the Islamic values increased as well, it will be a positive influence on work motivation. Thus, the first hypothesis can be accepted.

Keywords: Value of Islam, Working Motivation, Contractor

1. Background

Based on initial observations, there is still an impression of the budget users / officials making commitments (project owner) and consultant planner / supervisor that there are many weaknesses in the contractor in West Sulawesi in completing construction projects such as the management of the company lacked the experience and understanding of, and not for Construction have financial literacy and management companies, the level of education that most high school graduates, many do not have the capital base, the company experts have no job skills certification and certification expertise and often do not work at the construction site, inadequate work equipment.

In terms of quality, execution time is often too late and the work often deviated from the stipulated technical specifications. This issue also arises because the contractor has not fully deliver business ethics were based on *ruhiyah* values or Islamic values. Many contractors who do not rely on the order of things *halal* and *haram*, merit and sin, as well as good and bad in implementing their projects. Not to mention the officials who also oversee the implementation of the project and the use of the budget on the back of divinity. So that the contractor was easy to get stuck into dishonest behavior, corruption, collusion and nepotism

2. Islamic values

Islamic values are attitudes held by people who really believe that one's fate is only going to change if he works hard or trying in earnest and then leave the results to God. Attitude resist committing justify any means to achieve something in his life, when he was traded so he did everything possible to get a great return, and those who have Islamic values will not do that because in all that he has always been based on the al-Qur'an and al-Hadith. Of them in the QS. ar-Ra'd (13) verse 11 as follows:

Meaning: Indeed, Allah will not change the condition of a people until they change what is in themselves....." , (Depag RI, 2008: 436).

3. Motivation Work In View Islam

Ibn Taymiyyah in Tasmara (2002:23) state that a employer have obligation for pay wage in fair to the workers . Islam against practice exploitation . If level wage low , then the worker possible not motivated for work in maximal , otherwise if level wage too high , then employer possible not get profit and not can run company .

Briefly Islamic perspective on work motivation is to seek their fortune here means after the man's work and try to determine whether or not successful and is Almighty God.

4. Contractor

Understanding the contractor is a person or entity that receives the job and organize the implementation of the work according to a set fee based on the image plan and regulations and the terms of the stipulation. Contractor can form company individual which have a body law or a agency law which move dal am field implementation job , (Ervianto , 2005: 46-48).

5. Method

The sampling method used is ' *proportional stratified random sampling* '(Nan lim in Zainudin, 2011). Sample size calculation based on the formula of Yamane (1973), are:

$$n = \frac{N}{1 + Nd^2}$$

Description:

n = Number of samples minimal

N = Population size (300)

d = Precision defined as sampling error (5%).

Based on the above formula, the number of respondents obtained used in this study are:

$$n = \frac{300}{1 + (300) \cdot (0,05)^2} = 171 \quad \text{contractor}$$

Based on the above calculation, the number of sample in each stratum is used in an amount proportional sample. For example, the number of samples stratum 1 (n_1) Is calculated by the formula:

$$n_1 = \frac{N_1}{N} \times n_{Total}$$

$$\frac{183}{300} \times 171 = 104 \text{ and so on for the other scales.}$$

Variables distinguished research on variables exogenous and variable en Dogen . As variabel exogenous is Value Islamic (X), whereas the endogenous variable is Work Motivation (Y_1) , Ri decision siko (Y_2) and Quality Work Contractor (Y_3) .

6. Discussion

6.1 Results Descriptive Analysis

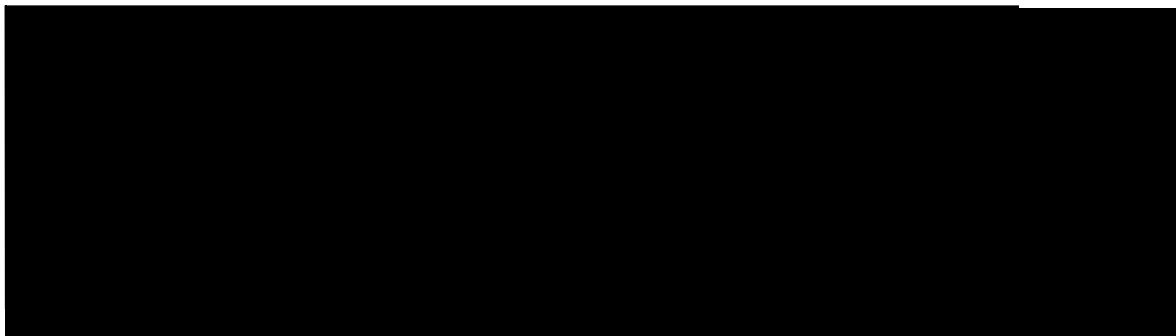
Based on the results of the processing and analysis of descriptive data on the variables or indicators research, the distribution of respondents in each of the variables or indicators of research and also the relationship between one variable with other research, presented respectively as follows:

6.1.1 Variables Islamic values (X)

Variables Islamic values consists of six indicators, namely: Intention ($X_{1.1}$), Sincere ($X_{1.2}$), Gratitude ($X_{1.3}$), Responsibility ($X_{1.4}$), Honest ($X_{1.5}$), Thorough ($X_{1.6}$). To six The indicator each filed one question / statement to the respondents, namely:

Having tested for validity and reliability, all these items have turned out to meet the criteria so that all items included in the test. Recapitulation of the results of the questionnaire, the frequency of respondents' answers to the items of variable Islamic niali and these indicators are presented in Table 1 below.

TABLE 1 DISTRIBUTION OF RESPONDENT'S ANSWER VARIABLE ISLAMIC VALUES (X1)



Sources: Primary data processed, 2012

Table 1 and Gamba r 1 above may in explain that the indicator Intention ($X_{1.1}$) On the statement, rate which appears most are 5 (very agree) as much as 1 52 (88th , 89th %), This shows that in general Islamic values, Respondents very agree with the statement that should do the job in started with good intentions. This means that Islamic values associated with indicators intention have shown that the perception of very well, where contractor have understood that the intention is every practice berg a ntung on his intentions, pure intentions of a would be able to overcome the obstacles that confronted him, high morale boosted by as much determination and perseverance continues to build k onsentrasi effective working so that it becomes a very major determinant in every act charity. As the Prophet SAW said that narrated by Bukhari and Muslim;

"Surely every charity that (acceptance or rejection) caused by intention. And there is no one that is only getting what he purposes.

6.1.2 Variables Work Motivation (Y₁)

Variables work motivation consists of four indicators, namely: Profit ($Y_{1.1}$), Recognition ($Y_{1.2}$), Experience ($Y_{1.3}$), Openness ($Y_{1.4}$). To four The indicators of each submitted a statement to the respondent, Having tested for validity and reliability, all these items have turned out to meet the criteria so that all items included in the test. Recapitulation of the results of the questionnaire, the frequency number on the statement respondents to the items of variable work motivation and the indicators mentioned above dis ajikan in Table 2

TABLE 2
DISTRIBUTION OF RESPONDENT'S ANSWER
VARIABLE WORK MOTIVATION (Y1)

Indicator	Answer scale										Modus
	1		2		3		4		5		
	F	%	F	%	F	%	F	%	F	%	
Profit (Y1.1)	0	0	0	0	53	30.99	75	43.86	43	25.15	4
Recognition (Y1.2)	1	0.58	0	0	3	1.75	34	19.88	133	77.78	5
Experience (Y1.3)	0	0	1	0.58	4	2.34	77	45.03	89th	52.05	5
Openness (Y1.4)	6	3.51	16th	9.36	49	28.65	37th	21.64	63	36.84	5
Modus											5

Sources: Primary data processed, 2012

Table 2 and Figure 2 can be in explain that the indicator profit (Y_{1.1}) On the statement, rate most appear is 4 (agree) as 73 (43.86%), This shows that in general work motivation, Respondents agreed with the statement that work is to find a reasonable benefit.

Composition appraisal respondents mentioned above gives an overview general that contracting business is a work that aims to make a profit, as well as other business occupation, of the benefits I mean here is a reasonable profit means profits earned from the services of the contractor after all the work carried out is completed according to the contract agreement.

Indicator recognition (Y_{1.2}) On the statement, rate which appears most are 5 (very agree) as much as 133 (77.78%) Which indicates that in general work motivation, Respondents very agree with the statement that rated good to be able to make my job much more enthusiastic about my work. It means that as human beings when good work gets recognition from employers, contractors and the community will be pleased that may be a motivation for him.

Indicator experience (Y_{1.3}) On the statement, rate which appears most are figure 5 (very agree) as 89th (52.05%) Which indicates that in general work motivation, Respondents agreed with the statement that contractors working capital based on the experience as a principal in carrying out the work. Contractor has to understand that experience is the most valuable thing, it means all the work to be carried out must have experience as a capital base of the field work done.

Indicator openness (Y_{1.4}) On statement, rate which appears most are 3 (neutral) As 63 (36.84%) Which indicates that in general work motivation, Respondents neutral the statement that by openness in the bidding process to make contractors work better. Respondents gave an understanding that openness is the start of the yag is tender process, execution of the work until the examination and admission process as well as reporting and other administrative processes.

6.2 Qualitative Analysis of Results

Influence of Islamic value to Contractors Work Motivation in the province of West Sulawesi

TABLE 3
HYPOTHESIS TEST RESULTS

Hip	Lane	Original Sample Estimate (O)	Sample Mean (M)	Standard Deviation (STDEV)	Standard Error (Sterr)	T-Statistical *)	Knot
H1	Islamic values Work Motivation	0.773	0.738	0.029	0.029	24.895	be accepted

Sources: Data processing, 2012

Based on the test analysis hypotheses on the Table 5.10 which indicates that the variable Islamic values (X₁) positive effect which significant to the variable (Y₁) Work motivation. Value of test results *t*-statistics amounted to 24.895, which showed a larger number of *t*-table = 1.96. *t*-statistical (24.895) > *t*-table 1 (1,96). That is, the better application Islamic values, the more well anyway work motivation the contractor in the province of West Sulawesi, and vice versa, in other words if the Islamic values increased as well, it will have a positive influence on work motivation. Thus, the first hypothesis can be accepted.

The results of this study, it can be explained that the contractor is, in general proved to have applied indicators are based on the Islamic values al-Qur'an and as-Sunnah as well. Has performed well especially the

indicators used to measure the variables Islamic values , Where recapitulation of the results obtained by the frequency distribution of the questionnaire respondents' answers to the items variable indicator Islamic values (X₁) With the answer that always comes up is 5 (very agree), where the highest frequency indicator indicator reply intention (X_{1.1}) Of 88.89 % , indicator sincere (X_{1.2}) Of 77.78 % , indicator thanks (X_{1.3}) amounted to 77.19%, the indicator is answer amounted to 74.85%, and 35.09% of honest and conscientious of 77.78%. This means that perception respondents to the contractor, associated with indicators intention (X_{1.1}), sincere (X_{1.2}) thanks (X_{1.3}), Responsible (X_{1.4}), Honest (X_{1.5}) And meticulous (X_{1.6}), Which occupies fairly high percentage of responses on the descriptive statistical analysis.

This suggests that Islamic values on contractors in West Sulawesi province to do a job always based on Islamic guidance, which always started with good intentions, so that they can overcome all obstacles that confronted him, high morale is always driven by the intention to build endurance and the concentration of effective work to become a key determinant in any deeds. Similarly, the responsibility for carrying out the work must be filled with sincerity, has the moral burden in shouldering that will be accountable to himself, the giver responsibilities and ultimately to God. as did the value of honesty that is an act that brings peace to others and to myself, because it is not a lie, a word with deed, so that the impact or implications of Islamic values has increased the motivation of the contractor's work, in the sense that the indicators of motivations work ie; benefits, recognition, experience, openness can generate and maintain behaviors that are directly related to the job.

Results of descriptive analysis and hypothesis testing in this study are in accordance with the opinions expressed by Robbins (2008; 146) says that the value (value) indicates that the basic reason "for the implementation of certain final state more or personally or socially preferable compared to how the implementation or state opposite end ". Element contains the value judgment that brings an individual's ideas about what is right, good or desirable. The value of the content and intensity properties, properties that deliver content or a way of implementing the final state of life is important. Intensity nature explained how important it is. When classified according to the intensity value of an individual, then people get value system (value system) is. This system is identified by a person's relative importance to determine the value of freedom, pleasure, self-esteem, honesty, and equality needs.

Rival (2007: 245) states that Value is confidence which seep in initiative individual. One confidence which not ever violated in family also constitute one value . Thus also confidence which deep against science knowledge . So that said also that value is beliefs basic that one modus behavior or state end from existence which typical more favored in personal or social from on one modus behavior or state end which contrast . Value contain element consideration in meaning value carry ideas a individual about what which true , good or desired .

According to Alma, (2010; 270-271), states that the nature or characteristics that must be possessed by an employer in accordance with the teachings of Islam are: the nature of Piety, TRUST IN GOD, Remembrance and Gratitude, honest, pure intentions and worship, wake up the dawn and Work, tolerance, zakat and give infaq, friendship. It can be said that Islamic values are attitudes that can not be separated from a sense of self-employment, which contains elements of courage, honesty, courage, mental strength, independence, intelligence, innovative creative, heroism (helper), hospitality / tenderness and other capabilities, and so forth . Where these elements have been exemplified by Prophet Muhammad SAW. in life and his life as a true entrepreneur. If these properties are owned by an employee it is believed he would deliver the extraordinary performance, because people who have such qualities can be said to approach perfection.

According to as-Sayyid Muhammad Yusuf (2007:70) says that one of the characteristics of Islamic economics is leaning on ethics and human values. So instead of relying on personal interest or oppression and opportunism (taking advantage of opportunities or opportunities). Therefore, Islam requires its people cling to the values and ethics of humanity in the fields of economic life. In any case, they should not be to abandon the values and the ethics. The values and ethics in question is; obligation to be honest, the obligation to be trustworthy, sticking to the advice and stay away from scams, avoid Najasy, avoid unfair competition, qana'a and away from greed, social contact with either..

The next most important thing to understand relation to this study, namely that the results of this analysis have proved the truth of al-Qur' an and the Sunnah advance has taught mankind about the application of Islamic values that always do every practice starts with a pure intention.

7. Conclusion

Islamic values no significant positive effect on the variable quality of the work. It means that the better application Islamic values , Not positive effect on the quality of the work. In other words if the Islamic values increased as well, it will have a positive influence on the achievement of quality work.

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