

Analysing the Role of Religious Education in Improving the Work Ethic of MSME Owners

Muhammad Ade Kurnia Harahap¹, Abu Muna Almaududi Ausat², Suherlan³

¹Universitas Simalungun, Jl. Sisingamangaraja Barat, Bah Kapul, Kec. Siantar Sitalasari, Kota Pematang Siantar, Sumatera Utara 21142

^{2,3}Universitas Subang, Jl. Raden Ajeng Kartini No.KM. 3, desa nyimplung, Pasirkareumbi, Kec. Subang, Kabupaten Subang, Jawa Barat 41285
adekur2000@gmail.com

Abstract

MSMEs are an important sector in a country's economy. However, MSMEs in Indonesia still experience various problems. One of the factors that can affect the quality of human resources in MSMEs is work ethic. So, the role of religious education in improving the work ethic of MSME owners needs to be studied further. This study aims to explain the role of religious education in improving the work ethic of MSME owners and provide a deeper understanding of the factors that influence work ethic in MSMEs and how religious education can help improve the work ethic. This research is qualitative in nature. Data collection techniques include listening and recording important information to conduct data analysis through data reduction, data display, and conclusion drawing. The results of this study conclude that religious education can play an important role in improving the work ethic of MSME owners. The moral values and business ethics taught in religious education can help MSME owners to develop a good work ethic and build a sustainable successful business.

Keywords: Education, Religion, Work Ethic, Owners, MSMEs

Abstrak

UMKM merupakan sektor penting dalam perekonomian suatu negara. Namun, UMKM di Indonesia masih mengalami berbagai masalah. Salah satu faktor yang dapat mempengaruhi kualitas sumber daya manusia dalam UMKM adalah etos kerja. Maka, peran pendidikan agama dalam meningkatkan etos kerja pemilik UMKM perlu dipelajari lebih lanjut. Penelitian ini bertujuan untuk menjelaskan peran pendidikan agama dalam meningkatkan etos kerja pemilik UMKM serta memberikan pemahaman yang lebih mendalam tentang faktor-faktor yang mempengaruhi etos kerja dalam UMKM dan bagaimana pendidikan agama dapat membantu meningkatkan etos kerja tersebut. Penelitian ini bersifat kualitatif. Teknik pengumpulan data meliputi menyimak dan mencatat informasi penting untuk melakukan analisis data melalui reduksi data, display data, dan penarikan kesimpulan. Hasil studi ini menyimpulkan pendidikan agama dapat memainkan peran penting dalam meningkatkan etos kerja pemilik UMKM. Nilai-nilai moral dan etika bisnis yang diajarkan dalam pendidikan agama dapat membantu pemilik UMKM untuk mengembangkan etos kerja yang baik dan membangun bisnis yang sukses secara berkelanjutan.

Kata Kunci: Pendidikan, Agama, Etos Kerja, Pemilik, UMKM

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Corresponding author: Muhammad Ade Kurnia Haraha

Email Address: adekur2000@gmail.com. (Jl. Sisingamangaraja Barat, Bah Kapul, Kec. Siantar Sitalasari, Kota Pematang Siantar, Sumatera Utara 21142)

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INTRODUCTION

MSMEs or Micro, Small and Medium Enterprises are an important sector in a country's economy because of their contribution to economic growth, employment, and improving people's welfare (Ausat & Suherlan, 2021) and (Subagja et al., 2022). However, MSMEs in Indonesia still experience various problems such as limited capital, poor management, and low quality of human resources (Ausat & Peirisal, 2021). One of the factors that can affect the quality of human resources in MSMEs is work ethic.

Work ethic is a person's attitude and behaviour towards work which includes seriousness, perseverance, discipline, creativity, and innovation at work (Mussner et al., 2017); (Udin et al., 2022) and (Syahputra & Satrya, 2021). A high work ethic can affect the productivity and quality of products produced by MSMEs (Ausat, Widayani, et al., 2022). Therefore, the role of religious education in improving the work ethic of MSME owners needs to be studied further.

Religious education can provide moral and ethical values that affect a person's work ethic (Manea, 2014); (Tillson, 2011) and (Kavonius & Ubani, 2020). These values include discipline, honesty, responsibility, hard work and patience. In addition, religious education can also shape character and a positive attitude in facing challenges and obstacles at work.

However, although religious education is considered important in improving work ethic, there is still debate about its effectiveness in the context of MSMEs. Therefore, research on the role of religious education in improving the work ethic of MSME owners is necessary to provide a deeper understanding of the factors that influence work ethic in MSMEs and how religious education can help improve it.

METHOD

This study utilized a literature review methodology, wherein the researcher refrained from conducting primary data collection through direct fieldwork. The researcher utilized a variety of reference sources to ensure the smooth implementation of the study. The literature utilized in this discourse was obtained from digital media and scholarly repositories through the application of relevant keywords pertaining to the themes deliberated upon, particularly the significance of religious instruction, professional values, and MSME proprietors. The author employs a versatile methodology in selecting relevant sources of reference, without limiting the scope to specific journal gateways or digital platforms. The author's utilization of a variety of sources, including Emerald Insight, ResearchGate, and Elsevier journal portals, serves as evidence for their argument. The focal point of this article pertains to the impact of religious education on the work ethic of owners of micro, small, and medium enterprises (MSMEs). The author employs a technique of emphasizing particular keywords to delimit the scope of the discussion and ensure coherence. The researcher's search queries were focused on scholarly journals, articles, and publications that were published between 2015 and the present time. In the course of conducting source collection, we employed keywords to perform searches across various publishing platforms. It is noteworthy to mention that solely those papers, journals, and publications that are highly pertinent to the topic of the role of religious education and its influence on enhancing the work ethic of MSME proprietors will be utilized, while others may be disregarded. This scholarly article includes a comprehensive total of 22 sources.

The current investigation is categorized as a type of qualitative inquiry. The data collection process entails the utilization of diverse techniques, including attentive listening and meticulous recording of relevant information. The aforementioned methods are utilized to aid in the analysis of

data, which is achieved through the procedures of data reduction, data presentation, and inference drawing. The overarching objective of this analysis is to acquire a thorough comprehension of the literature review conducted as a component of this research undertaking. In the phase of data reduction, the data is organized, classified, and removed in a way that enables the production of meaningful findings and eases the task of making inferences. The requirement to conduct data analysis during the reduction phase is a result of the extensive and complex characteristics of the data. The reduction phase was executed to ascertain the pertinence of the information to the final aim. At the outset, a cumulative sum of 52 sources were procured. Following the initial process, the numerical quantity was altered to 22. Following that, the information will be exhibited via a visual representation. The present phase constitutes a subsequent step in the process of data reduction, whereby a set of data is systematically arranged in a structured format to enhance comprehension and facilitate the derivation of inferences. The modality of data presentation employed in this particular context is written discourse (in the form of field notes). The manner in which data is organized and arranged in a relational pattern is made more efficient through the utilization of this data presentation. The ultimate stage of the process entails deriving inferences from the gathered data. The ongoing stage signifies the termination of our utilized qualitative data analysis approach, in which we scrutinize the results of data reduction and data display to guarantee congruity with the proposed analysis goals. The aim of this stage is to extract meaning from the collected data through the identification of correlations, similarities, or differences, with the purpose of developing solutions to pre-existing problems. The sources employed are considered dependable for deducing conclusions. The objective of this undertaking is to obtain dependable and accurate conclusions, thereby aiding understanding.

RESULTS AND DISCUSSION

Religious education has a very important role in strengthening the work ethic of micro, small and medium enterprise (MSME) owners. Work ethic or work culture refers to the attitudes, values and principles that govern one's work behaviour (Omisore & A., 2015) and (Sapada et al., 2017). A good work ethic can help MSME owners to achieve their business goals and success (Ausat, Suherlan, et al., 2022) and (Subagja, 2023). In this context, religious education can serve as a reinforcement and developer of MSME owners' work ethic.

Religious education can provide fundamental moral values needed in the business world such as honesty, integrity, responsibility, hard work, justice, and sacrifice (Salamun & Ab Rahman, 2022) and (Taufik, 2020). These values can shape MSME owners into figures who have high integrity, adhere to moral and ethical values in doing business, and have a strong commitment to running a good business. In addition, religious education can also provide a deeper understanding of the right way to do business and pay attention to the moral aspects that must be considered in doing business. Religious education can also shape the attitudes of MSME owners who prioritise the interests of

society and the environment, thereby building a positive image for their business and strengthening relationships with customers and business partners.

In addition to moral values and business ethics, religious education can also provide greater insight and understanding of business and markets. This can help MSME owners to make better decisions in running their businesses. For example, with a good understanding of finance and management concepts, MSME owners can plan better and more effective business strategies. Furthermore, religious education can also help MSME owners to overcome various challenges in running a business, such as fierce competition, market changes and regulatory changes. By having a good understanding of moral values and business ethics as well as experience in running a business, MSME owners can make the right decisions in the face of difficult situations and are able to overcome various challenges in their business (Turyakira, 2018) and (Adam & Alarifi, 2021).

Apart from MSME owners, religious education can also provide benefits to the surrounding community and environment (Abdullah & Munawarah, 2023) and (Siregar, 2019). By prioritising moral values and business ethics as well as the interests of society and the environment, MSME owners can improve their business image and have a positive impact on the surrounding community. This can increase people's trust in their business, and ultimately increase business growth and success.

Importantly, religious education plays an important role in strengthening the work ethic of MSME owners. The moral values and business ethics obtained from religious education can help MSME owners to become a person with high integrity, strong commitment in running a business, and able to pay attention to moral aspects in doing business (Van Buren et al., 2020) and (Djakfar, 2007). MSME owners who have a good work ethic will tend to be more successful in their businesses, as they can make the right decisions, maintain good relationships with customers and business partners, and overcome various challenges in business.

In addition, religious education can also benefit the surrounding community and environment. By prioritising moral values and business ethics as well as the interests of society and the environment, MSME owners can have a positive impact on the surrounding community, and ultimately increase business growth and success. However, it is important to remember that religious education is not the only factor that influences the work ethic of MSME owners. There are other factors such as experience, personality and environment that also play an important role in shaping one's work ethic. Therefore, religious education should be combined with other factors in developing the work ethic of MSME owners.

In implementing the role of religious education in improving the work ethic of MSME owners, there are several things that can be done, among others:

1. Strengthening religious education in formal and non-formal educational institutions: Religious education should be taught more intensively and more structurally, so that students or learners can better understand moral values and business ethics.

2. Organise training and seminars: Training and seminars on moral values and business ethics can help MSME owners understand how to apply these values in their businesses.
3. Provide guidance and counselling: Guidance and counselling can help MSME owners to overcome problems in their business and guide them to apply moral values and business ethics.
4. Developing co-operation with religious institutions: Cooperation with religious institutions can help strengthen religious education and raise awareness about moral values and business ethics.

In essence, religious education can play an important role in strengthening the work ethic of MSME owners. The moral values and business ethics obtained from religious education can help MSME owners to become a person with high integrity, strong commitment in running a business, and able to pay attention to moral aspects in doing business. Therefore, the role of religious education in improving the work ethic of MSME owners should continue to be developed and strengthened to support sustainable business growth and success. In addition, the government and educational institutions can also play an active role in strengthening religious education to improve the work ethic of MSME owners. The government can provide support and incentives for educational institutions and businesses that apply moral values and business ethics in their activities. In addition, educational institutions can develop a more structured and intensive curriculum in teaching moral values and business ethics, and organise training and seminars for MSME owners. On the other hand, MSME owners should also have the awareness to continuously improve their work ethic. They can attend trainings and seminars, read books or articles on moral values and business ethics, and develop networks with business people and religious institutions to gain a better understanding of how to apply these values in their businesses.

In the era of globalisation and increasingly fierce business competition, a good work ethic is becoming an increasingly important factor for business success. Therefore, the role of religious education in improving the work ethic of MSME owners cannot be ignored. By developing a good work ethic, MSME owners can create more successful businesses and have a positive impact on society and the surrounding environment.

CONCLUSION

Religious education can play an important role in improving the work ethic of MSME owners. The moral values and business ethics taught in religious education can help MSME owners to develop a good work ethic and build a sustainably successful business. MSME owners who have a good work ethic can also have a positive impact on society and the surrounding environment.

To strengthen the role of religious education in improving the work ethic of MSME owners, the government, educational institutions and business actors can do several things, among others: First, the government can provide support and incentives for educational institutions and businesses that apply moral values and business ethics in their activities. Second, educational institutions can develop a more structured and intensive curriculum in teaching moral values and business ethics, and

organise training and seminars for MSME owners. Third, MSME owners can have the awareness to continuously improve their work ethic by attending trainings and seminars, reading books or articles on moral values and business ethics, and developing networks with business actors and religious institutions to gain a better understanding of how to apply these values in their businesses.

With the right actions from all relevant parties, religious education can be one of the important factors in strengthening the work ethic of MSME owners and promoting sustainable business growth.

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