

INTISARI

Syamsul Hidayat, 2015. Peran Etika Kerja Islam Dalam Mempengaruhi Motivasi Intrinsik, Kepuasan Kerja Dan Dampaknya Terhadap Komitmen Organisasional (Studi Empiris Pada Pondok Pesantren Modern Di Banten). Tesis S2 Magister Manajemen Universitas Muhammadiyah Yogyakarta (UMY).

Etika kerja Islam merupakan hal yang sangat penting dalam meningkatkan kualitas sumber daya manusia pada pondok pesantren di Banten. Penelitian tentang etika kerja Islam telah banyak dilaksanakan, tetapi masih jarang dilakukan dengan objek penelitian di lembaga pendidikan Islam. Penelitian ini bermaksud menguji kembali peran etika kerja Islam dalam mempengaruhi motivasi intrinsik, kepuasan kerja dan komitmen organisasional. Penelitian ini menggunakan pendekatan model Hayati dan Caniago (2012); Zaman *et al.*, (2013); dan Yousef (2000). Populasi dalam penelitian ini adalah seluruh guru-guru yang bekerja di pondok pesantren di Banten. 245 guru memberikan jawaban untuk penelitian ini. Data dianalisis dengan menggunakan *Structural Equation Modeling* (SEM).

Hasil analisis menunjukkan lima hipotesis yang diterima yaitu: ada pengaruh positif dan signifikan antara etika kerja Islam terhadap motivasi intrinsik, ada pengaruh positif dan signifikan antara etika kerja Islam terhadap kepuasan kerja, ada pengaruh positif dan signifikan antara etika kerja Islam terhadap komitmen organisasional, ada pengaruh positif dan signifikan antara motivasi intrinsik terhadap komitmen organisasional, ada pengaruh positif dan signifikan antara motivasi intrinsik terhadap kepuasan kerja; dan satu hipotesis yang ditolak yaitu: pengaruh negatif dan tidak signifikan antara kepuasan kerja terhadap komitmen organisasional. Implikasi, keterbatasan dan saran untuk penelitian selanjutnya dibahas dalam penelitian ini.

Kata Kunci : Etika Kerja Islam, Motivasi Intrinsik, Kepuasan Kerja dan Komitmen Organisasional

ABSTRACT

Syamsul Hidayat, 2015. Role of Islamic Work Ethic In Influencing Intrinsic Motivation, Job Satisfaction and its Impact Toward Organizational Commitment (Empirical Study On Modern Islamic Boarding School in Banten). Thesis S2 Magister Management Yogyakarta Muhammadiyah University (UMY).

Islamic work ethic is very important in improving the quality of human resources at the boarding schools in Banten. A lot of researches on ethics of Islam have been conducted, but still rarely carried out with the object of study in Islamic educational institutions. This study intends to reexamine the role of Islam in influencing the work ethic of intrinsic motivation, job satisfaction and its impact toward organizational commitment. The approaches of this study are Hayati and Caniago (2012); Zaman et al., (2013); and Yousef (2000) models. The population in this study is all teachers who work at the boarding schools in Banten. 245 teachers gave answers to this research. Data were analyzed by using Structural Equation Modeling (SEM).

The analysis showed five accepted hypothesis, there is a positive and significant influence between the Islamic work ethics toward intrinsic motivation, there is a positive and significant influence between the Islamic work ethics toward job satisfaction, there is a positive and significant influence between the Islamic work ethics toward organizational commitment, there is positive and significant influence between the intrinsic motivation toward organizational commitment, there is a positive and significant influence between the intrinsic motivation toward job satisfaction; and one hypothesis is rejected, that is a negative influence and insignificant between job satisfaction and organizational commitment. The implications, limitations and suggestions for future research are discussed in this study.

Keywords: Work Ethic Islam, Inrinsik Motivation, Job Satisfaction and Organizational Commitment