

Research Article

The Effect of Organizational Justice and Islamic Work Ethos on Job Satisfaction at Employees PT. Sunjin HJ. Serang District

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Abstract.

This study aims to find out the effect of organizational justice and Islamic work ethos on job satisfaction at employees PT. Sunjin HJ. Serang District. This was a research that used descriptive quantitative methods. The results showed that (1) there is a positive and significant effect of organizational justice on job satisfaction. Shown by the value of t is greater than the t table ($3.833 > 2.021$) and the value is smaller than the alpha value ($0.000 < 0.05$). (2) There is an effect of Islamic work ethos on job satisfaction. Shown by the value of t is greater than the t table ($5.568 > 2.021$) and the value is smaller than the alpha value ($0.000 < 0.05$). (3) Both organizational justice and Islamic work ethos have a positive effect (69.4%) on job satisfaction at employees PT. Sunjin HJ. Serang District. While other factors (30.6%) also affect job satisfaction.

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Published: 17 May 2024

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Selection and Peer-review under the responsibility of the ICIEBDS Conference Committee.

Keywords: organizational justice, Islamic work ethos, job satisfaction

1. Introduction

In the era of globalization that is a substantial reason inside The company is human resources. Human resources are One of the essential tricks that hold companies for companies to successfully compete with other companies. Source Human power is something that has special strategic value for the organization.

Human resources become a core competency attractively and keep employees with professional capabilities so that they can support contributions to the competitive superiority of the organization [1].

Krisnayanti and Riana [2] stated that “efforts to create innovations and improve company performance in achieving company goals need to be in line with increasing employee job satisfaction”. When considering a job or work experience, job satisfaction needs the form of a work attitude or emotional reaction. The difference between what

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is expected from a job and what an employee receives has an impact on a person's level of job satisfaction.

Satisfaction at work can bring happiness and work more seriously because there is a state of individual satisfaction in the individual. Job dissatisfaction in organizations can bring unhappiness and work lack of enthusiasm. So satisfaction and happiness are related to the increase or decrease in employee performance. Job satisfaction is a behavior of an employee during work, where job satisfaction is individual so that job satisfaction between employees will be different and job satisfaction will have an impact on the work done by employees.

In this case, companies need to pay attention to aspects that affect employee job satisfaction and understand that a working employee's wants need to be realized. When this condition is realized, it will bring satisfaction, comfort, and a large contribution to achieving organizational goals. The organization must achieve success and superiority in a meaningful organization. By increasing the quantity of job satisfaction, the company can contribute to achieving its goals and expanding profits. One of the efforts to make it happen is to build justice in the work environment.

One of the factors that affect employee job satisfaction is organizational justice. Organizational justice as a perception of balance in treating employees is expected to be applied by the organization to trigger the growth of a sense of satisfaction in employees. Nisa [3] relates justice to three things, namely distributive justice, procedural justice, and interactional justice. For an organization to be successful, addressing the issue of organizational justice is critical.

Organizational justice has become a tactical assessment in ensuring a sense of satisfaction at work and encouraging a sense of attention to work in each employee. Organizational justice has been seen as a serious factor that plays a major role in increasing the productivity of an organization's employees. As an instinctive reaction to injustice, research has shown that where individuals are not treated similarly, productivity will decline [4].

In addition to organizational justice, Islamic work ethos is also something that needs to be considered in the company. The Islamic work ethos is formulated based on the concept of faith as the main foundation. According to Nisak and Adityawarman [5], Islamic work ethos is the personality and customs of human culture related to work, emanating from the Islamic faith system/ *aqidah* which is a fundamental life attitude towards it. With this principle, it can increase the encouragement full of sincerity in its work, so that organizational goals can be achieved optimally.

The Islamic work ethos may generate confidence and make one feel responsible for all the duties and trust given to him. In Islam, we can emulate the work ethos of the Prophet SAW. because he was a worker and trader who was a whole unit of independence and entrepreneurial spirit. Honesty, trustworthiness, the mind, abilities, successful interaction, and good service to customers, among other characteristics, are essential to his success.

PT. Sunjin HJ. it was founded in 1993 as a nylon sewing thread spinning and dyeing business, mostly for shoe manufacturers such as NIKE, ADIDAS, ASICS, and PUMA. Location of PT. Sunjin HJ. Jl. Modern Industry IV No. 23, Nambo Ilir, Kidin District, Regency Serang, Banten Province. Based on the results of the preliminary interview conducted with employees of PT. Sunjin HJ. states that some Employees who are given responsibility for the work are many who not by their skills and skills so employees tend to be careful, make mistakes (unprofessional), accidents at work, conflict, health problems, and poor performance also lead to the workload given by the boss is too heavy and exaggeration. In addition, the attitude of superiors towards employees has not been fair because it discriminates against a worker. This can lower the rate of productivity of employees at work.

According to research conducted by Tobias et al. [1] entitled The Effect of Organizational Justice on Job Satisfaction, it shows that there is a significant positive correlation between organizational justice and job satisfaction. Ozel and Bayraktar [6] revealed that the influence of organizational justice on job satisfaction is very strong if employees feel treated fairly for their work. In addition, according to Saputro and Prasetyo [7] Islamic work ethos has a direct, positive, and significant effect on job satisfaction.

This study aims to (1) find out whether the organizational justice variables in PT. Sunjin HJ. Serang District has a positive and significant effect on job satisfaction, (2) knowing whether the variable of Islamic work ethos in PT. Sunjin HJ. Serang District has a positive and significant effect on job satisfaction, and (3) finds out whether the variables of organizational justice and Islamic work ethos have a positive and significant effect on job satisfaction in employees PT. Sunjin HJ. Serang District.

2. Literature Review

2.1. Organizational Justice

According to Lansart et al. [8], justice is the balance over the amount and reward experienced by different people. In these studies, has been defined as an organizational

quality that depends on some positive work outcomes [6]. When someone believes they are being treated fairly, they try harder. When the efforts and results of employees are compared with other employees, there is justice (equality).

Sari [3] asserts that organizational justice has the following dimensions:

1. Distributive justice

The worker's view of justice in the distribution of resources, compensation, treatment, and outcomes as a result of something impacting the welfare of employees is known as distributive justice.

2. Procedural justice

The distribution of output is more important to procedural justice than production itself. The perception and rational determination of the decision-making process are effects by a comparable and fair approach.

3. Interactional justice

Interactional justice boils down to how one individual interacts with another. If someone treats others with respect, shares information fairly, and does not abuse it, that person is said to be interactionally fair.

2.2. Islamic Work Ethos

Prophet Muhammad SAW introduced Islam which is Islamic and its teachings are based on the Qur'an and Hadith. The Islamic work ethos is as complete as the values or system of faith rooted in the Qur'an and Hadith regarding earnest work [9]. Morality, dedication, honesty, punctuality, creativity, responsibility, assertiveness, and self-confidence are examples of work ethos [10].

Three categories can be used to classify Islamic work ethos [10], namely:

1. Work based on Aqidah

If a Muslim believes that the work is done only for the pleasure of Allah, that is, to do work as worship, then the Muslim is said to have an Islamic work ethos.

2. Work on Knowledge

The implementation of a task must be based on science, especially the revelation of Allah Almighty. The law of nature, or Sunnatullah, is another foundation for knowledge.

3. Work that imitates God's character and follows God's instructions

Islamic work ethos is related to one's belief in Islamic teachings, the nature of one's divinity, and one's commitment to follow the instructions of Allah Almighty. In carrying out one's duties, one must use one's potential and emulate divine virtues.

2.3. Job Satisfaction

Jufrizen and Sitorus [11] assert that an employee's job satisfaction is a function of the quality and amount of work they do while carrying out their obligations. Job satisfaction is a view of a person's job, the variation between the amount of wages workers receive and the amount of wages they believe they deserve [12].

According to Nabawi [13], there are several measures of job satisfaction, including:

1. Salary, or the amount of remuneration that a person receives for doing a reasonable job and by the needs.
2. The work itself, that is, the content of the work when it contains acceptable elements.
3. Co-workers, especially friends who often collaborate on projects. Colleagues may be very likable or disliked.
4. Superior, that is, someone who always issues instructions or orders when carrying out tasks. Satisfaction at work can be affected by the method of operation, which may be pleasant or unpleasant for some.
5. Publicity, the chances of a person being able to grow past the progress of the position, one can feel that there is a great opportunity for the advancement of the position or not.
6. The physical and cognitive environment of the workplace. Job satisfaction represents a person's perspective on their work. The way people approach their work and everything else related to them at work reflects this.

3. Methods

Descriptive quantitative methodology is the method used in this study. Quantitative research is a survey that uses statistical data processing tools so that the data obtained and the results obtained are expressed numerically [14]. In addition, Sahir [14] a descriptive approach is a type of study that explains phenomena with data studied systematically and accurately. PT. Sunjin HJ. Serang District was the population in this study and a total of 40 employees were sampled in the study.

Saturated sampling is a method of sampling that is applied in research. In this study, observations, questionnaires using the Likert scale, and literature were used as data collection methods. Validity and reliability tests are carried out on data instruments. SPSS (Statistical Package for Social Sciences) version 26.0 was used to analyze the

data used in this study. The first thing is to perform a multiple linear regression analysis, a hypothesis test, and a coefficient of determination test (R^2).

4. Results And Discussion

4.1. Multiple Linear Regression Analysis

Multiple Regression is an analysis method consisting of more than two variables, namely two/ more independent variables and one dependent variable. Multiple linear regression formula:

$$Y = 0.308 + 0.464 X_1 + 0.620 X_2 + e$$

The regression analysis has the following meanings:

1. The value of the constant 0.308 proves that if the independent variable is 0, then the value of the dependent variable is 0.308.

2. The regression coefficient X_1 is 0.464. Positive values are evidenced by influential independent variables and there is an increase in dependent variables. Each of them experiences an increase in the unit value of the organizational justice variable, then the value of the dependent variable will increase by 0.464.

3. The regression coefficient X_2 is 0.620. Positive values are evidenced by influential independent variables and there is an increase in dependent variables. Each of them experiences an increase in the unit value of the Islamic work ethos variable, and then the value of the dependent variable will increase by 0.620.

4.2. Partial Test (T-Test)

Testing the partial regression coefficient hypothesis (t-test) is shown to determine the effect of the partial independent variable on the dependent variable in one model.

Organizational justice variables (X_1) have a positive and significant effect on job satisfaction in employees PT. Sunjin HJ. Serang District with sig. value $0.000 < 0.05$. The value of the count $> t_{table}$ with $df = n - k = 40 - 3 = 37$ (2.021), so the value $t_{count} > t_{table}$ ($3.833 > 2.021$) then H_01 is rejected and H_a1 is accepted. Meanwhile, the Islamic work ethos variable (X_2) has a positive and significant effect on job satisfaction in PT. Sunjin HJ. Serang District with sig. value $0.000 < 0.05$. The value of the $t_{count} > t_{table}$ with $df = n - k = 40 - 3 = 37$ (2.021), so the value $t_{count} > t_{table}$ ($5.568 > 2.021$) then H_02 is rejected and H_a2 is accepted.

4.3. Simultaneous Test (F-Test)

Sahir (2021), this simultaneous test (F test) is used to recognize whether there is an influence by jointly (simultaneous) independent variables on the dependent variable.

Test results can be seen in the F_{count} value of 42.040 with the F_{table} value $df_1 = k-1$ ($3-1 = 2$), $df_2 = n-k$ ($40-3 = 37$) is 3.25 so that the F_{count} value $> F_{table}$ or $42.040 > 3.25$ and a sig. level of $0.000 < 0.05$ then H_0 is rejected and H_a is accepted it is said that the variables of organizational justice (X_1) and Islamic work ethos (X_2) simultaneously have a significant effect on job satisfaction in employees PT. Sunjin HJ. Serang District.

4.4. Coefficient of Determination Test (R^2)

The coefficient of determination test (R^2) is used to determine how much influence the independent variable exerts on its dependent variable. The correlation coefficient or R value of 0.833 which indicates that the relationship between organizational justice and Islamic work ethos and job satisfaction is strong, with an R Square value or coefficient of determination of 0.694 (69.4 %). Therefore, only 69.4% of job satisfaction was explained by the characteristics of organizational justice (X_1) and Islamic work ethos (X_2), while the remaining 30.6% was explained by other variables that were not included in the study.

4.5. Discussions

The Effect of Organizational Justice on Job Satisfaction

Proven sig. value of $0.000 < 0.05$ and a $t_{count} > t_{table}$ ($3,833 > 2,021$). This confirms the validity of the premise that organizational justice has a positive and significant effect on employee job satisfaction at PT. Sunjin HJ. Serang District. As an important factor in determining organizational motivation, attitudes, and behavior, organizational justice is also a perception of general justice in an organization by employees [3]. These findings confirm previous research by Ozel and Bayraktar [6] which found a link between organizational justice and job satisfaction.

The Effect of Islamic Work Ethos on Job Satisfaction

Proven sig. value of $0.000 < 0.05$ and a $t_{count} > t_{table}$ ($5,568 > 2,021$). This strengthens the validity of the hypothesis, so Islamic work ethos has a positive and significant effect on the level of employee job satisfaction at PT. Sunjin HJ. Serang District. Integrity, contribution, openness, punctuality, creativity, responsibility, assertiveness, and self-confidence are models of work ethics [10]. These findings corroborate previous research

by Amilin et al. [9], which found a substantial link between Islamic work ethos and job satisfaction.

5. Conclusion

This study found several findings including the following:

1. Based on a partial test, organizational justice variables have a good and significant effect on employee job satisfaction at PT. Sunjin HJ. Serang District. The value of $t_{count} > t_{table}$ ($3,833 > 2,021$) supports this.
2. Job satisfaction of employees at PT. Sunjin HJ. Serang District is positively and significantly effects by the Islamic work ethos variable. The value of $t_{count} > t_{table}$ ($5.568 > 2.021$) is proof of the result.
3. The acquisition of $F_{count} > F_{table}$ or ($42,040 > 3.25$) indicates a positive and substantial relationship between organizational justice factors and Islamic work ethos towards job satisfaction of employees PT. Sunjin HJ. Serang District.
4. In PT. Sunjin HJ. Serang District, organizational justice and Islamic work ethos had a good and significant effect on job satisfaction as well, with an R^2 contribution of 69.4%, while the remaining 30.6% was explained by other variables not included in the study.

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