

# Pengaruh etika kerja Islam terhadap komitmen organisasi dan kinerja karyawan restoran halal di Provinsi DKI Jakarta = The impact of Islamic work ethic on organizational commitment and job performance of halal restaurant employees in greater Jakarta Province

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## Abstrak

Pertumbuhan restoran halal di Indonesia saat ini terus mengalami peningkatan. Peluang bisnis restoran halal di Jakarta terbilang cukup tinggi. Selain karena penduduknya yang mayoritas muslim, dengan semakin meningkatnya kesadaran akan kesehatan, potensi pasar makanan halal menjadi lebih besar bahkan mampu menarik konsumen dari kalangan non-Muslim. Etika kerja Islam dapat menjadi kunci utama untuk membangun motivasi dan mengarahkan sumber-sumber daya insani restoran halal agar mampu bekerja optimal dengan berlandaskan nilai-nilai Islam. Penelitian ini bertujuan untuk mengetahui penerapan etika kerja Islam oleh para karyawan yang bekerja di restoran bersertifikat halal di DKI Jakarta terhadap komitmen organisasi dan pada kinerja. Penelitian ini menggunakan uji analisis Partial Least Square (PLS) dengan sampel karyawan restoran halal di DKI Jakarta. Dari penelitian yang dilakukan, peneliti menemukan bila Etika kerja Islam terbukti secara statistik berpengaruh positif terhadap affective commitment, continuance commitment, dan normative commitment. Etika kerja Islam juga terbukti secara statistik berpengaruh positif terhadap kinerja karyawan. Affective commitment, maupun continuance commitment tidak terbukti memiliki pengaruh terhadap kinerja karyawan (job performance). Variabel normative commitment terbukti berpengaruh positif terhadap kinerja karyawan (job performance).

.....The growth of halal restaurants in Indonesia is currently increasing, therefore, the opportunity for halal restaurant business in Jakarta is quite high. Apart from being a Muslim-majority population, with increasing awareness of health, the potential of the halal food market is even greater and able to attract consumers from non-Muslims. Islamic work ethics can be the main key to building motivation and directing halal restaurant human resources to be able to work optimally based on Islamic values. This study aims to determine the application of Islamic work ethics by employees who work in halal-certified restaurants in Greater Jakarta towards organizational commitment and on performance. This study used Partial Least Square (PLS) analysis with employees of halal restaurants in Greater Jakarta as the sample of this research. From the research conducted, the researcher found that the Islamic work ethic was statistically proven to have a positive effect on affective commitment, continuance commitment, and normative commitment. Islamic work ethics are also proven to be statistically positive effect on employee performance. Affective commitment, and continuance commitment are not proven to have impact on employee performance (job performance). Normative commitment variables proved to have a positive effect on employee performance (job performance).