

ETHICS WORK ISLAMIC AS MODERATE BETWEEN LOCUS OF CONTROL TO SATISFACTION WORK ON POWER EDUCATORS in SURABAYA

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Abstract - Ability every individual in face challenge And obstacle in The work varies depending on the level of acceptance, belief and perception or method look they in respond to it. Where confidence a person who can control or cannot control his own goals is called locus of control . Every job has activities that must be fulfilled professionally by individual Which do work the. Teacher is Wrong One work Which No only have responsibility administrative only even in fact moral. This research aims to determine the influence of Islamic Work Ethics as Moderating Locus Of Control To Energy Job Satisfaction Educator at the Foundation Boarding school Nailussa'adah Surabaya. Approach on research This is approach quantitative. Variable Independent on study This that is Locus Of Controls, variable dependent on study This that is satisfaction Work. And variable Moderate on study This is Islamic work ethics. The population of this research is teaching staff at the Foundation Boarding school Nailussa'adah. For the sample in this study, purposive sampling techniques and methods were used collection data use questionnaire. Analysis data Which used that is model analysis Moderated Regression equation.

Keywords: Locus Of Control , Satisfaction Work, Ethics Work Islamic

I. INTRODUCTION

Basically, every individual has beliefs and perceptions about every event what happens and influences him so that he is able to survive in the face of obstacles and challenges. Where the ethics of individual behavior are able to control internal events his life will influential important in locus of control . Where on a number of study obtained that locus of controls relate Good with a number of variable like role stress, ethics Work And satisfaction Work And performance. Every work own burden Work And

respective regulations that can influence individual satisfaction and also performance themselves. In Law no. 14 of 2005 concerning Teachers and Lecturers and Regulations Government of the Republic of Indonesia Number 19 of 2017 which also discusses The role of teachers, which lists the roles and responsibilities that they have do it professionally and direct their students to become children A tough and ethical nation, duties and roles that are almost the same as both administrative and professional activities of teaching staff which sometimes influence satisfaction And performance they.

When excessive roles and responsibilities are present at work then will appear perception Which different in self each each individual in respond to it. Where There is Which respond as challenge new or even become A problem new between condition zone comfortable And condition Where must follow change Good in a way regulation internal nor external. When There is gaps Which felt between role And responsibility as well as regulation administrative about power education so will appear dissatisfaction.

Where in a way theoretical formulated that when a employee have locus of good control , then the work will be completed well which will have an impact on optimal job satisfaction. Job satisfaction will be high if it is based on work ethics Islamic

The research object is the teaching staff at the Nailus Sa'adah Foundation, which is one of the private schools under the auspices of the Ma'arif Educational Institution which is doing business focus form child

nation Which No only intelligent knowledge knowledge just however Also have good morals and ethics. In fact the surrounding environment is a region localization spring after dolly localization.

As for objective study This For do it proof draft in a way analytical from The role of the institution that oversees teaching staff in carrying out activities and responsibilities answer they Which linked with ability power educator in control himself For Can feel job satisfaction based on on draft ethics Work Islamic.

Urgency in study This is print child nation Which sensible And khlaq with based on study Which want to prove draft motivation from power education and also the Foundation that oversees it. Together we build Foundation Which strong through draft satisfaction work that will done in this research. The specific specifications of this research refer to the research theme of proof of concept with themes locus of controls to satisfaction Work power educator Which moderated with ethics Work Islamic.

Locus of Controls

Robbins & Judge (20 13 :138) explain that locus of control is the degree to which individuals believe they are the creators of their own destiny. According to Lefcourt (in Smet, 1994: 181), locus of control refers to the degree of control where individual looking events in his life as the consequences of his actions can thus be controlled (internal control), or as something that is not related to his behavior so that it is out of control personal (control external) . Duffy & Atwarer (20 13) put forward the definition of locus of control as: source of confidence held by individual in controlling events occurs either from oneself or from outside oneself . Levenson stated that locus of control is an individual's beliefs. about the source of the causes of the events experienced in his life. Somebody can also have confidence that he is able to manage his life, or indeed other people who control his life, he could also believe in the factor of fate, luck, or chance Which have influence big in his life (in Robinson, et al, 2016 : 425).

Locus of control is a term that refers to an individual's perception of control personal, specifically related with control on results Which important. Benson et al. (20 19) argue that locus of control refers to beliefs someone about how the individual's efforts achieve the desired results (2010:382).

Peterson defines locus of control as a person's expectations about source adoption Which special. According to Spector suggests that Locus of control is defined as a general belief that success And failure individual controlled by behavior individual (internal), or perhaps, that achievements, failures and successes are controlled by other forces such as chance, luck and fate (external) (inner Karimi & Alipour, 2011:233).

Based on a number of understanding Which has displayed on can concluded that locus of control is the level of confidence held by a person individual to source reason events Which happen in his life, is success, performance And failure in his life controlled by his behavior Alone (factor internal) or all incident- events that occur in his life in the form of achievements, failures and successes controlled by strength other, like influence person other Which powerful, chance, luck And fate (factor external).

Ethics Islamic Work

Ethics when viewed from its source can be divided into two, namely ethics comes from revelation divine and ethics that originate from humans or in other words Ethics is a cultural product. This is also confirmed by Luthans' opinion, that formation ethics not only influenced by individuals and groups, but also by several factors, like culture, organization and external environment.

Lean from Al-Qur'an And Al-Hadith, say And term ethics won't found, because etymologically, ethics comes from the Greek word ethos . To bridge In this case, ethics in Islam tends to be based on moral terminology. Morals come from form plural khuluq which means good character. Character in this research is associated with work that based Sharia Islam or with other word ethics Work Which Islamic.

Satisfaction Work

Robbins (20 16 : 30) opinion that satisfaction Work is something attitude general to work somebody, difference between many reward Which accepted with many Which they believe it For should accepted.

Then Robbins & Judge (20 13 :99) explained that job satisfaction (job satisfaction) can be defined as a positive feeling about work somebody Which is results from A evaluation its characteristics.

Keith Davis (in Mangkunegara 2017 :68) stated job satisfaction is a feeling of support or does not support what is experienced internal employees do his job. Meanwhile, Wexley and Yulk define satisfaction work as "is the way an employee feels about his job." feel himself or his job. (Mangkunegara 2017 :68)

As'ad (20 15 :104) explain that satisfaction Work is feeling somebody to his job Which means that conception satisfaction Work sort of This see satisfaction Work That as results interaction man with work environment, which is an individual difference and work environment situations. Besides that, feelings are a reflection of his attitude to his job.

Anoraga (2009 : 81) explains that job satisfaction is a attitude positive Which concerning adjustment self Which Healthy from para employee

to condition and situation Work, including in inside problem wages, social conditions, condition physique And condition psychic.

Howell and Dipboye stated that job satisfaction as the overall result of the degree of liking or disliking of the workforce towards various aspects of his work. In other words, job satisfaction reflects attitude power Work to his job (in Munandar 2011 :350).

According to Siegel and Lane accept limitations Which given by Locke, that is: that satisfaction Work is : “the appraisal of one's jobs US attaining or allowing the attainment of one's important jobs values are congruent with or help fulfill one 's basic needs”. By short, power Work Which satisfied with his job feels happy with his work. From this explanation Locke conclude exists two element Which important in satisfaction work, that is mark - mark work and basic needs. Work values are goals - goals to be achieved in carrying out work tasks. What you want to achieve is work values that individuals consider important. It says next that work values must be appropriate or helpful fulfillment need base.

II. METHOD

The research approach is explanatory research with a quantitative approach. Where the research population is teaching staff (teachers) at educational foundations that have Islamic boarding school foundations in West Surabaya. Where the sample was obtained using a purposive sampling technique with the criteria of an accredited Education Institution A and under the auspices of the Department of Religion, all teaching staff at the Foundation met these criteria. The variables used in this research are:

Identify variables

1. Independent Variable (X) : Locus of control
2. Dependent Variable (Y) : Job Satisfaction
3. Moderating variable (Z) : Islamic work ethics

III. RESULT AND DISCUSSION

Research Instrument Test: Instrument tests were carried out on the indicators for each variable to determine the level of reliability and validity of the indicators as a variable measuring tool. The instrument test consists of validity and reliability tests.

In this research, the technique used to determine reliability is the alpha coefficient or *Cronbach alpha* . If the *Cronbach alpha coefficient* is 0.7 or more, then the instrument is acceptable (Sekaran, 1992) in Kristiningsih *et al* ., 2016.

Table 1. RELIABILITY TEST RESULTS

Variable	Cronbach's Alpha	Results
<i>Locus Of Control (X)</i>	0,793 _	<i>Reliable</i>
Job Satisfaction (Y)	0.79 6	<i>Reliable</i>
Islamic Work Ethics (Z)	0.8 11	<i>Reliable</i>

Source: SPSS 16.0 Processing Results

Table 2. VALIDITY TEST RESULTS

Question	Pearson Correlation	Significance	Results
<i>Locus Of Control (X)</i>			
X ₁₋₁	0.777	0,000	<i>Valid</i>
X ₁₋₂	0.66 4	0,000	<i>Valid</i>

X ₁₋₃	0.615 _	0,000	Valid
X ₁₋₄	0.665 _	0,000	Valid
X ₁₋₅	0,493 _	0.00 1	Valid
X ₁₋₆	0,264 _	0.0 44	Valid
Job Satisfaction (Y)			
Y ₁₋₁	0.747	0.000	Valid
Y ₁₋₂	0,499 _	0.00 1	Valid
Y ₁₋₃	0, 440	0.00 3	Valid
Y ₁₋₄	0, 352	0.0 19	Valid
Ethics Kerja Islami (Z)			
With ₁₋₁	0.890	0,000	Valid
With ₁₋₂	0, 648	0,000	Valid
With ₁₋₃	0, 703	0,000	Valid
With ₁₋₄	0, 641	0,000	Valid
With ₁₋₅	0, 472	0.00 1	Valid
With ₁₋₆	0.8 31	0,000	Valid

Source: SPSS 16.0 Processing Results

From table 2, the results of the validity test can be concluded that the *Pearson correlation value* is greater than 0.4, so all items measuring the variables *locus of control* , job satisfaction and Islamic work ethics are declared valid, so that analysis can be carried out further.

Moderated Regression Statistical Analysis

Next, statistical analysis of data moderation regression was carried out using SPSS 16.0. This is done to see the equation model formed and prove the hypothesis proposed. The three hypotheses proposed in this research were analyzed in several stages, and the model analysis is presented as follows:

Table 3. RESULTS OF REGRESSION ANALYSIS (H1)

Variable	Regression Coefficients	t Count	Sig.
<i>Locus of control (X)</i>	0.224	2,147	0.038
Multiple R = 0.31 3 Constant = 1 8 , 900 Adjusted R Square = 0.076		R ² = 0.09 8 Sig = 0.03 9 F Count = 4,558	

Source: SPSS 16.0 Processing Results

H1 Analysis:

- There is an influence between the locus of control variable (X) and the job satisfaction variable (Y), according to Table 3, which shows Hypothesis 1. The calculated significance value of F and sig. t is 0.038, which is lower than the significance level of 0.05. This shows that the first hypothesis is correct.

Table 4. RESULTS OF REGRESSION ANALYSIS H2

Variable	Regression Coefficients	t Count	Sig.
<i>Locus of control (X)</i>	0.154	1.4 35	0.15 9
Islamic Work Ethics (Z)	0.236	2.1 17	0.0 40
Multiple R = 0.431 Constant = 7.2 23 Adjusted R Square = 0.14 6		R ² = 0.186 Sig = 0.01 5 F Count = 4.67 7	

Source: SPSS 16.0 Processing Results

H2 Analysis:

Table 4 shows, based on Hypothesis 2, that the Islamic work ethics variable influences the job satisfaction variable. The F calculated significance value is 4.677 and the t significance value is 0.040, each of which is smaller than the 0.05 significance level. This shows that the second hypothesis is correct.

Table 5. RESULTS OF REGRESSION ANALYSIS H3

Variable	Regression Coefficients	t Count	Sig.
<i>Locus of control (X)</i>	0.128	0.147	0, .884
Islamic Work Ethics (Z)	0.214	0.274	0.785
Moderate	0.001	0.029	0.977
Multiple R = 0.431 Constant = 7.183 Adjusted R Square = 0.126		R ² = 0.186 Sig = 0.036 F Calculate = 3.042	

Source: SPSS 16.0 Processing Results

H3 Analysis:

In table 5 it can be seen that the moderating variable has a significance t value of 0.977 which shows that hypothesis 3 which states that Islamic work ethics moderates the relationship between locus of control and teacher satisfaction is not proven. Islamic work ethics does not act as a moderating variable.

IV. CONCLUSION

This research shows that Islamic work ethics play a significant moderating role in the relationship between educational employees' happiness with their work and locus of control, or location of control. Location of control shows a person's tendency to contribute to internal factors (internal locus of control) or external factors (external locus of control). It seems that locus of control controls job satisfaction because of Islamic work ethics, which include values such as honesty, integrity, responsibility, and obedience.

The results show that Islamic work ethics does not significantly moderate job satisfaction when someone has an internal locus of control, which means they tend to believe that success or failure depends on personal effort and ability. On the other hand, people with an external locus of control tend to think that success or failure depends on personal effort and ability.

Limitations of this study: The results of this study may be difficult to generalize broadly to the entire population of teaching staff because there may be significant variations in Islamic work ethic beliefs and behavior among them. Assessing locus of control, which is often subjective, can be difficult. How someone views internal or external controls varies, which impacts the accuracy of the data they obtain.

This research focuses on Islamic work ethics. The results, however, are highly dependent on the specific cultural and religious context, making it difficult to generalize these findings to work environments with different religious or cultural backgrounds.

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