

## Uncovering the Dimensions to Increase Islamic Job Satisfaction in Socially Nuanced Economic Institutions

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### ABSTRACT

This study aims to explore the dimensions of Islamic Job Satisfaction that will be useful to increase Islamic job satisfaction in socially nuanced economic institutions. Samples were taken from employees of Islamic Microfinance Institutions (IMFI, LKMS, KSSPS BMT) at convenience. Data collection from 30 respondents using a questionnaire instrument was then analyzed using quantitative descriptive methods. The results showed that Islamic Job Satisfaction achieved a very high score for employees of social economic institutions (KSPPS, BMT) was very high (4,088 or 81.76%). The spiritual dimension of Islamic Job Satisfaction received the highest rating (4,386 or 87.72%), while the economic dimension received the lowest rating (3,908 or 78.16%). Future research suggestions take respondents from other socially nuanced economic institutions (educational institutions, health institutions) or other institutions (economic, governmental, social)

## **INTRODUCTION**

Job satisfaction is an important feature of employees' professional lives (Mustaqim, 2021), and is the most important topic in organizational management (Hamzah et al., 2021) Job satisfaction makes employees feel comfortable, loyal and perform well (Astuti et al., 2020).

Research on job satisfaction has been widely published. However, Islamic job satisfaction among muslim employees is still rarely explored. In fact, there is an increasing number of economic institutions that apply Islamic values in Indonesia, such as sharia microfinance institutions (IMFI, LKS, KSPSS, BMT). The KSPSS institution is a unique institution, namely as a business institution and social institution (Masyithoh, 2014; Solikhah et al., 2020; Wulandari et al., 2016). So it is interesting to research sharia job satisfaction in sharia economic institutions with social nuances.

This study aims to explore the dimensions of Islamic job satisfaction. This study is expected to provide information about the dimensions that need to be considered to increase Islamic job satisfaction in socially nuanced economic institutions.

## **LITERATURE REVIEW**

Job satisfaction is a positive emotional state derived from work or work experience (Aflah et al., 2021). Job satisfaction is the attitude of each individual that shows the difference between the rewards received and the belief in how much employees believe in what they should receive (Romi et al., 2020). Job satisfaction is achieved when employee expectations are met (Astuti et al., 2020).

Islamic job satisfaction not only examines the external side of the world but also the spiritual dimension of the afterlife (ukhrawi), because Islam views work as a form of worship by obeying the commands of its God, which means combining aspects of world life and the hereafter (ukhrawi) (Soleman et al., 2020). This spiritual dimension distinguishes the concept of job satisfaction from Islamic job satisfaction (Amaliah et al., 2015). The dimensions of Islamic Job Satisfaction include spiritual job satisfaction, psychological job satisfaction, sociological job satisfaction and economic job satisfaction (Mohamad et al., 2014; Rizki et al., 2017).

## **METHODOLOGY**

This study used quantitative methods. A total of 30 employee samples were taken from 9 KSPSS in Indonesia. Data collection using questionnaire instruments containing 4 dimensions of Islamic job satisfaction (Mohamad et al., 2014). Distribution of google form-based questionnaires through the whatsapp application. The data were analyzed using descriptive statistics.

## **RESULT AND DISCUSSION**

The results of the instrument reliability test are shown in Table 1. Cormbach's Alpha value of more than 0.7 indicates that the measurement instrument is reliable.

Table 1. Reliability Test

Scale	Cronbach's Alpha
IJS11	0,944
IJS12	0,945
IJS13	0,946
IJS14	0,945
IJS15	0,945
IJS21	0,944
IJS22	0,944
IJS23	0,948
IJS24	0,943
IJS31	0,946
IJS32	0,946
IJS33	0,944
IJS34	0,943
IJS35	0,943
IJS41	0,945
IJS42	0,948
IJS43	0,948
IJS44	0,945

(Source: Data Processed)

Respondents' assessment of Islamic Job Satisfaction indicators is presented in Table 2. Five indicators of the Spiritual Job Satisfaction dimension (IJS11, IJS12, IJS13, IJS14, IJS15) received the highest rating. The highest rating score was 4.84 out of 5 on the Likert scale for the IJS13 indicator (I feel satisfied doing the work of IJS15 (I feel satisfied doing the work while helping people in need)).

The average assessment results of the Islamic Job Satisfaction dimensions are presented in Table 3. The Spiritual Job Satisfaction dimension reached an average score of 4,368, exceeding the scores of the Social Job Satisfaction, Psychological Job Satisfaction and Economic Job Satisfaction dimensions. This is in line with Soleman's (2020) statement about the importance of the spiritual dimension in job satisfaction, as a reflection that work is worship (ghoiru mahdah). Thus managers need to inculcate spiritual work awareness in order to keep employees achieving high Islamic Job Satisfaction.

Table 2. Average Score of Islamic Job Satisfaction Dimension

Islamic Job Satisfaction Dimension	Score
Spiritual IJS	4,368
Social IJS	4,090
Psychological IJS	4,041
Economical IJS	3,908
Rerata total	4,088

(Source: Data Processed)

The indicators that received the lowest assessment were IJS41 (I was satisfied with the salary I received according to my responsibilities, 3,774) and IJS44 (I was satisfied with the competency improvement facilities provided by the company, 3,839). Both indicators are indicators of the Economic Job Satisfaction dimension.

Table 3. Islamic Job Satisfaction Indicator Score

Scale	Score
IJS13	4,484
IJS15	4,387
IJS12	4,355
IJS14	4,355
IJS11	4,258
IJS31	4,226
IJS33	4,194
IJS21	4,064
IJS34	4,064
IJS24	4,032
IJS35	4,032
IJS32	3,935
IJS43	3,935
IJS42	3,903
IJS22	3,871
IJS23	3,871
IJS44	3,839
IJS41	3,774

(Source: Data Processed)

The average score of the Economic Job Satisfaction Dimension is at the bottom (3,908). The findings of this study show that economic satisfaction gets a lower rating than spiritual satisfaction. This reinforces the importance of the spiritual dimension of Islamic Job Satisfaction (Soleman et al., 2020).

This finding is unique when associated with the era of capitalistic and materialistic understanding. As a follow-up, it is necessary to conduct research on employees of other socially nuanced economic institutions, such as Educational Institutions, Health Institutions.

The average total Islamic Job Satisfaction score reaching the dimension of economic job satisfaction is at the bottom (4,088). This means that Islamic Job Satisfaction of KSPPS employees, as a social economic institution, is at a very high level (81.76%). This finding is also interesting to compare with Islamic Job Satisfaction in employees of other institutions, whether economic institutions, government institutions, or social institutions.

## CONCLUSIONS AND RECOMMENDATIONS

In general, Islamic Job Satisfaction of employees of social economic institutions (KSPPS, BMT) is very high (81.76%). The spiritual dimension of Islamic Job Satisfaction is higher than any other. The lowest score is the economic dimension.

## FUTHER STUDY

Further research is recommended to take respondents from other socially nuanced economic institutions, such as educational institutions, health institutions; or Other institutions (economic, governmental, social).

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