

The Effect Of Spiritual Motivation Of Lecturers On Religious Performance At Muhammadiyah Palopo University

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Abstract

This study aims to determine the spiritual motivation of lecturers has a significant effect on religious performance on the campus of Universitas Muhammadiyah Palopo. The sampling technique used in this study is through the "probability sampling" approach with the Systematic Sampling method. The data processing methods used were subject data and documentary data. Subject data was obtained directly through filling out questionnaires by respondents. While documentary data is obtained indirectly from literature, previous research journals, and other documents needed in the preparation of this study. The results showed the influence of lecturers' spiritual motivation on religious performance at Muhammadiyah Palopo University.

Keywords: Spiritual Motivation, Religious Performance

1. Introduction

Higher education as one of the institutions that produce quality human resources that can plunge and benefit the community, of course, must always improve performance in accordance with the needs of society. This can be done by improving the quality of the knowledge provided so as to create human resources who have the ability to compete and are competent to be able to work in their fields or even have entrepreneurial abilities [1]. So it can be said that lecturers are the main wealth of the organization and are considered as production factors so that they must be properly maintained.

Therefore, the synergistic and integrated performance of the entire academic community will be able to create a conducive work climate or atmosphere that will lead to a good work climate. The academic community of a university consists of staff and lecturers, where each has different burdens and obligations. This is what sometimes makes it like a distortion between the two, even though good performance will be achieved if there is synergy between the two.

If employees who work in accordance with their functions will certainly support the achievement of the success of organizational goals [2]. Besides that, the role of the leader is no less important. A leadership is needed by every organization because with leadership in accordance with the expectations of subordinates, it will be easier to manage subordinates, and communicate in aligning the goals of the agency. An organizational leader must be able to establish relationships between fellow employees and staff regardless of the position and circumstances of the staff or subordinates.

In an organization, one of the keys to the success of a job is that there must be strong motivation from within the person so that it can generate employee performance. In fact, in general, employees continue to be driven by universal needs arranged from the lowest to the highest level and tend to ignore spiritual motivation in their lives [3]. The problem is that

employees as individuals tend to always want to serve their own interests and if they do not do so then their behavior can be said to be not conducive to optimal efficiency in doing their work.

The meaning of work for a Muslim is a serious effort by directing all assets, thought and dhikr to actualize as a servant of Allah who must support the world as part of a good society. A Muslim must believe that work is not only to glorify himself, reveal his humanity but also as a manifestation of righteous deeds and therefore has a noble worship.

Motivation is a psychological process that increases and directs behavior to achieve goals. Humans need three dimensions to measure themselves in three layers, namely material, intellectual, and spiritual. Meanwhile, Maslow divides two classifications of motivation: primary motivation and spiritual motivation. Spiritual needs are natural needs whose fulfillment depends on human perfection and individual maturity. Some research also states that a person's spirituality plays a very large role in a person's psychology at work and will significantly affect their performance.

Therefore, a qonaah Muslim person should have a positive and strong motivation to work as well as possible, devoting all his potential and abilities to produce high achievement / performance [4]. to become a prestigious Muslim, we as a Muslim must prioritize the excellence of harmony between dhikr, fikir and ihtiar.

فَإِذَا فَرَغْتَ فَانصَبْ ﴿٧﴾ وَإِلَىٰ رَبِّكَ فَارْغَبْ ﴿٨﴾

"So, when you have finished (a task), work hard (on another task). And only to your Lord should you hope" (Q.S Alam Nasyrah (94): 7-8).

Muhammadiyah University of Palopo, is a campus engaged in education and Islam where all lecturers and staff are Muslims, of course trying to uphold Islamic values in carrying out their activities. However, there are still many lecturers and staff who prioritize their unfinished work hours rather than praying when the adhan dzuhur or Asr is called. This is because their understanding of spiritual motivation such as belief motivation, worship motivation, and muamalat motivation has not been fully implemented in a kaffah manner. Therefore, lecturers and staff are expected to be wise in working and worshipping as part of muamalat towards the achievement of *rahmatan lil alamin* [5]. It is concluded that the demand for spiritual needs is so urgent for universal humanity that even in the simplest issues, it must be pursued to keep heading towards the flow of spirituality. Therefore, the study of spiritual motivation is very important in an effort to improve religious performance.

2. Methodology

This type of research is quantitative research that prioritizes numerical measurements and numbers. In this research, sampling techniques are generally carried out randomly or randomly, data collection uses research instruments, and data analysis is quantitative or statistical with the aim of testing predetermined hypotheses [6].

In this study there are two variables, namely independent (free) and dependent (bound) variables, where the independent variable is X (spiritual motivation) while the dependent variable is Y (religious performance). This technique is used to find the relationship between variable X and variable Y.

Population and Sample

The population in this study were lecturers at Palopo Muhammadiyah University. Sampling technique with simple random sampling method, with a total sample of 143 people who are lecturers at the university of Muhammadiyah Palopo.

Data Collection Technique

The data collection method is a method used to obtain data. The data collection methods used by the authors in this study are as follows:

1. *Questionnaire* is a way of collecting data by using a list of questions (questionnaire) or a list of contents for the object to be studied. This questionnaire technique is used by the author to obtain data through written questions distributed to all lecturers at Muhammadiyah Palopo University.
2. Observation (*opservase*) is a method of collecting data by going directly to the field to make observations of lecturers at Muhammadiyah University of Palopo.
3. *Interview (interview)* is a method of collecting data by conducting questions and answers to information, which in this case is a lecturer at Muhammadiyah University of Palopo.

For the scoring of each answer given by the respondent, the researcher determines as follows:

1. For answers strongly agree the respondent is given a score of 5
2. For the answer Agree the respondent is given a score of 4
3. For the answer Quite Agree, the respondent is given a score of 3
4. For the answer Disagree the respondent is given a score of 2
5. For the answer Strongly Disagree the respondent is given a score of 1

Data Analysis Technique

The types of data used in this study are subject data and documentary data. Subject data is obtained directly through filling out questionnaires by respondents. Meanwhile, documentary data is obtained indirectly from literature, previous research journals, and other documents needed in the preparation of this study. The simple regression equation is as follows:

$$Y = a + bx + e$$

Description:

Y= Religious Performance

X = Spiritual Motivation

a= Constant

b= Regression coefficient

e= Error

The operational definition of the variables developed in this study is as follows

Table 1 Research Variables

Research Variables	Concept of Research Variables	Measurement Indicator
Spiritual Motivation (X)	Spiritual motivation is a <i>spirit</i> or power that is transcendental in nature or a form of encouragement and enthusiasm based on spiritual knowledge that comes from within humans and encouragement that motivates human behavior to meet spiritual needs.	<ul style="list-style-type: none"> a. Aqidah Motivation b. Motivation for worship c. Muamalah Motivation
Religious Performance (Y)	Religious performance itself can be approached with three variables: religious physiological performance, religious psychological performance and spiritual performance (Wibisono, 2002). Religious physiological performance means that individuals must realize that nature and everything in it must be fully utilized for production efficiently and effectively, realize that individuals have the ability to work and produce that must be mobilized all its potential towards human achievement, technology must be used appropriately and environmentally friendly, and fully realize that capital is one of the factors of production that must be utilized efficiently and free from usury.	<ul style="list-style-type: none"> a. Physiology Performance b. Psychological Performance c. Spiritual Performance

Source: researcher processed data 2023

3. Result and Discussion

3.1 Results

Respondent Overview

Below is an overview of the characteristics of respondents used in this survey based on age and gender. For more details, information from the general description of respondents is presented in table 2 as follows :

Table 2. Results of Respondent Overview

Respondent Characteristics	Total	%
Gender		
Male	24	57,1
Female	18	42,9
Age		
25-36	7	16,7
37-48	22	52,4
49-60	13	31,0

Table 2 above shows that the age of 37-48 is more dominant, namely 22 people or 52.4% and then male gender is more dominant, namely 24 people or 57.1% compared to female gender.

Validity Test and Reliability Test

The instrument validity test in this study uses the content validity test method with item analysis, namely by correlating the score of each instrument with the total score which is the sum of each item score. Usually the instrument is considered valid if it meets the minimum requirement of $r = 0.50$. If the correlation between the instrument items and the total score is less or r is less than 0.50, then the item in the instrument is declared invalid. While the instrument reliability test in this study used the *Cronbach's Alpha* testing method. For decision making in the reliability test usually uses a limit of 0.6. In this case, reliability of less than 0.6 is not good, while 0.7 is acceptable and more than 0.8 is considered good.

Simple Regression Analysis

Simple regression analysis is used to determine the effect of the variable spiritual motivation of lecturers on religious performance. From this model, it can be seen how much influence the variable of spiritual motivation of lecturers has on the variable of religious performance on the campus of Universitas Muhammadiyah Palopo.

Table 3. Results of Simple Regression Analysis

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	15.131	4.868		.108	.003
TOTALMOTIVASI SPIRITUAL	-.435	.156	-.403	-2.783	.008

a. Dependent Variable: TOTAL RELIGIOUS PERFORMANCE

Source: Data Appendix 6

Based on the analysis results in Table 3 above, the simple regression equation is obtained as follows:

$$Y = 15.131 - 0.435X$$

From the simple regression equation above, it can be concluded as follows:

- α (Constant) of 15.131, means that if the value of the regression coefficient for the variable spiritual motivation of lecturers is zero, then the religious performance on the campus of Muhammadiyah Palopo University is 15.131.
- (The regression coefficient for the variable spiritual motivation of lecturers is 0.435, meaning that if spiritual motivation is increased by one unit, it will affect the decrease in religious performance on the campus of Universitas Muhammadiyah Palopo by 0.435 units. In other words, the variable of spiritual motivation of lecturers negatively affects the variable of religious performance on the campus of Universitas Muhammadiyah Palopo.

Based on the data in Table 4.8 above, the calculated t value is 2.783 < the t table value of 1.683 and a significance of 0.08 < 0.05, it can be concluded that the variable of spiritual motivation of lecturers has a significant positive effect on the variable of religious performance on the campus of Universitas Muhammadiyah Palopo.

Furthermore, the coefficient of determination analysis will be used to determine how much percentage of the influence of spiritual motivation on religious performance on the campus of Universitas Muhammadiyah Palopo. The results of the coefficient of determination analysis can be seen in the table below:

Table 4. Results of Coefficient of Determination Analysis

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.403 ^a	.162	.141	2.314

a. Predictors: (Constant), TOTAL MOTIVASI SPIRITUAL

Source: Data Appendix 6

Based on the data in Table 4. above, the Adjust R Square value is 0.141. This shows that the variable of spiritual motivation of lecturers has an effect of 14.10% on the variable of religious performance on the campus of Universitas Muhammadiyah Palopo. While the remaining 85.90% is influenced by other factors not examined in this study.

3.2 Discussions

Based on the results of the data analysis above, it is known that the spiritual motivation of lecturers has a positive and significant effect on religious performance on the campus of Muhammadiyah Palopo University.

The results of this study are in line with the theory put forward [7] that the spiritual motivation of a Muslim is divided into three, (1) the motivation of faith is a belief in life, namely a profession that stems from the heart. So, the motivation of faith can be interpreted as motivation from within that arises due to the strength of the faith. (2) worship motivation is a motivation that is never done by non-religious people, such as prayer, prayer, and fasting. Worship is always based on aqidah. When associated with work activities, worship is still in the process stage, while the output of worship is muamalat. (3) muamalah motivation means regulating human needs such as: primary, secondary needs with the obligation to be able to improve performance and primary needs prohibited by Islam.

Furthermore, the results of this study are in line with research conducted [8] that (a) spiritual motivation: belief motivation, worship motivation and muamalah motivation together affect religious performance, (b) muamalah motivation has a dominant influence on religious performance, and (c) there is no difference in religious performance between operational and non-operational employees in the Rungkut Surabaya Industrial area. Which means the higher the perceived spiritual motivation and vice versa.

The results of this study are in line with the conditions of the phenomenon that exists at the research location, where before starting activities at work most lecturers at Muhammadiyah Palopo University prioritize reading the Qur'an. No matter how busy the lecturers work when prayer time has entered all their work is abandoned to perform prayers. Most lecturers of Universitas Muhammadiyah Palopo always work together with other people as a sign of difference. almost all lecturers of Universitas Muhammadiyah Palopo have worked according to their expertise and the latest education they have. Most lecturers of Universitas Muhammadiyah Palopo have good relationships with coworkers without seeing differences. almost all lecturers of Universitas Muhammadiyah Palopo instill an honest attitude in carrying out the work given. then the hypothesis of this study which states that there is a positive and significant effect of spiritual motivation of lecturers on religious performance on the campus of Universitas Muhammadiyah Palopo is accepted or proven.

4 Conclusion

Based on the results of research and discussion that examines the effect of Spiritual Motivation of Lecturers on Religious Performance on the campus of Muhammadiyah University of Palopo, it can be concluded that there is a positive influence between spiritual lecturers and religious performance.

To the University of Muhammadiyah Palopo, seeing the potential of lecturers who actually already have the potential for religious performance, what must be done is to provide

continuous motivation, especially through the cultivation of Islamic religious values (creed, worship, and muamalah) so as to provide motivation and positive behavior so as to improve performance for a lecturer.

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