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**THE EFFECT OF ISLAMIC WORK ETHIC
TOWARD TEACHER PERFORMANCE
WITH WORK MOTIVATION AS AN
INTERVENING VARIABLE AT
SABILILLAH ISLAMIC BOARDING
SCHOOL IN SAMPANG**

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INTRODUCTION

In an educational institution in Islamic boarding schools to create quality human resources, teachers are at the forefront, because teachers are directly dealing with students in the delivery of the learning process.

THE PURPOSE

The purpose of this research were:

- 1) Determining the direct effect of Islamic work ethic on work motivation and teacher performance,
- 2) Investigating the direct impact of work motivation on the teacher performance,
- 3) Describing the indirect consequence of Islamic work ethic to the teacher performance through work motivation.

LITERATURE REVIEW

1. Islamic Work Ethics

Islamic work ethic is the view and attitude of an individual or groups to work, which has Islamic moral values.

Islamic moral values based on the Qur'an and Sunnah are honesty (Shiddiq), trust (Amanah), intelligence (Fathonah), as well as argumentative and communicative (Tabligh),

(Djasuli and Harwida, 2011).

In this study Islamic moral values based on the Qur'an and Sunnah are used as indicators.

WORK MOTIVATION

According to McClelland in Robbins (2006: 174) analyzes about three very important human needs in organizations or companies about their motivation.

McClelland theory of needs focuses on 3 (three) things, namely:

- **Needs to achieve success (*Need for achievement*),**
- **Needs in power or authority of work (*Need for power*).**
- **The need for affiliation (*Need for affiliation*).**

Three indicator human needs according to Robbins (2006) it is used as an indicator in this study

PERFORMANCE

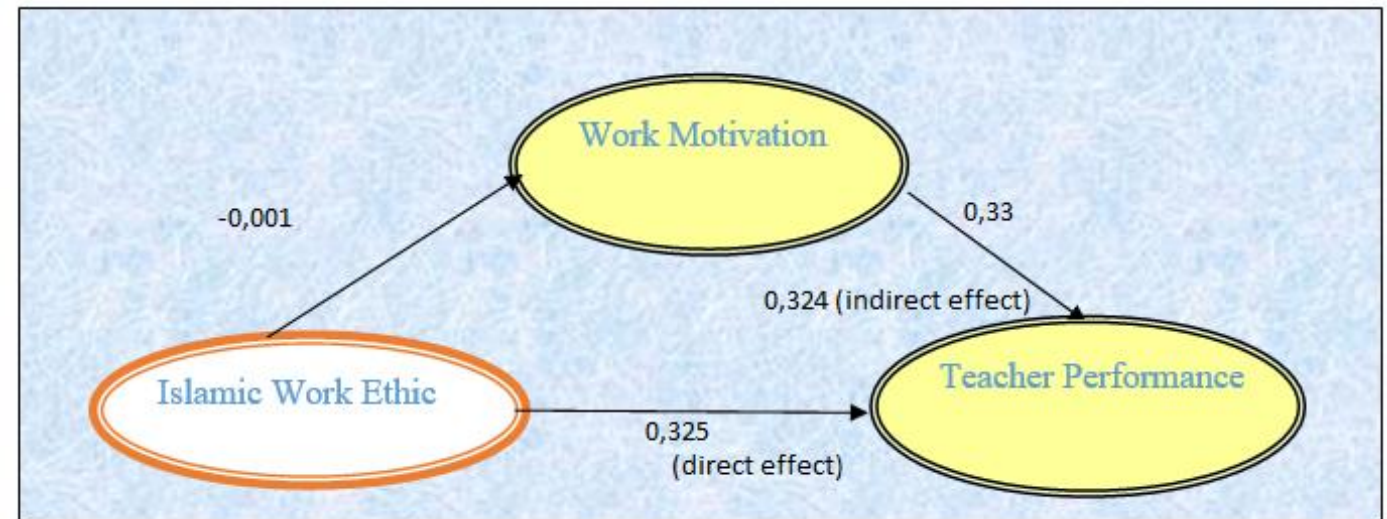
The performance measurement in this study can be done with indicators:

- (1) discipline,
- (2) cooperation,
- (3) initiative and
- (4) quality of work.

METHOD

- In order to examine the hypothesis testing, the researcher employed path analysis. The data used in this study were all teachers who worked at Sabilillah Islamic Boarding School in Sampang totaling 117 teachers
- Equation analysis in the sub-structure of the solution is carried out with the help of the IBM SPSS statistics program version 24.

RESULTS



The results showed that Islamic Work Ethic had a negative but not significant effect on Work Motivation. This is because teachers at Islamic boarding schools do not prioritize Work Motivation, but they are more likely to prioritize Islamic Work Ethics, because teachers at Islamic boarding schools in Sabilillah are all Muslim and understand Islamic Sharia and in doing their work teachers are not motivated by their interests.

CONCLUSION

The first equation in this study shows that the variable Islamic Work Ethic has an insignificant direct effect on Work Motivation in Islamic boarding school sabilillah Sampang Madura. The second equation in this study shows that the variable Islamic Work Ethic gives a direct and significant influence on Teacher Performance in Islamic Boarding Schools but Work Motivation gives a direct and not significant effect on Teacher Performance. Where as Islamic Work Ethic indirectly gives a not significant positive effect on Teacher performance through Work Motivation.