



## **Guidance and Counselling to improve Work Ethic on Lecturer Performance**

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### **ABSTRACT**

Since 2016, the Sinta database is regularly covering the publication of the lectures in Muhammadiyah institutions, south Sulawesi. Six years of continuous and successful journey motivated us to celebrate its contribution through the 1st comprehensive bibliometric study. For simplicity of the publications are provided from lectures publication by indexed Sinta. From 2020 to 2021, the total number of publications (TP) were found to be (1391), total by Scopus indexed (454) and total by accreditation sinta indexed (937). The study proposed to investigate by six years of Islamic Work Ethic on lecture-performance in Muhammadiyah Education Charities in South Sulawesi. The influence of Islamic work ethic on work outcomes (research publication in Sinta, Muhammadiyah Institution commitment and job satisfaction). The sample consisted of 1.219 sinta authors from 11 Muhammadiyah institutions in South Sulawesi, Indonesia. The results suggest that the Islamic work ethic positively contributes to the effect of the Islamic work ethic on lecture-performance in Muhammadiyah Education Charities.

*Keywords: Islamic Work Ethic; Muhammadiyah; Performance; Educational Charities*

### **INTRODUCTION**

As a result of many companies collapsing due to ethical concerns, studies on ethical concerns and the effectiveness of ethical theories have been conducted (A Rastogi, SP Pati, P Kumar, JK Dixit, 2019). Islam's requirements for one's behaviour at work, including effort, dedication, cooperation, accountability, social interactions, and creativity, are outlined in Islamic work ethics (IWE). When one has a deep relationship with God, one's attitudes and behaviours are more likely to follow the religion's rules and restrictions (Akhsania, 2021).

Islamic Guidance and Counselling to improve Islamic Work Ethic on Lecturer Performance in Muhammadiyah Educational Charities as Spiritual Intelligence in Islam. Islamic Guidance and Counselling is the human inner strength that comes from the soul, the heart, the feeling, deep faith, perseverance practice based on the tenets of Allah and good characteristics (Elmi Bin Baharuddin et al., 2015). Furthermore, being able to live in the environment to establish a good relationship with Allah and man-nature ties. Al-ruh, alqalb al-nafs al-aql, religion, worship, and morality are the domains of spiritual intelligence that Islamic Guidance and Counseling are based on (Bawany, M. H., & Padela, A. I, 2017). In order to construct a community of spiritual intelligence in Islam, the seven domains must be developed and applied literally (Sapora Sipon et al., 2015). The Quran supports this, Hadith, professional commentary, Islam and Western



psychology, and spiritual specialists and researchers present (S Sipon, AH Hassan 2015). The intelligence quotient of religion is also known as Islamic Guidance and Counseling from an Islamic perspective.

Islamic work ethics (IWE) for a college's mission is divided into quality enhancement and quantity improvement. It entails the mass production of high-quality human beings in Muhammadiyah institutions. A college's mission is to produce creative, competitive, and productive human beings. Because this quality improvement is critical to human resource development, all stakeholders must give it considerable consideration. The lecturers' quantity and level of education are measures of private college progress (A Oumer, R Maseland, H Garretsen, 2020). One of the measures to increase the quality of lectures at private colleges is participating in a naturally occurring higher education (KB Noaparast, MRS Jam, A Tahmasbi 2011). It signifies that the initiative stems from the concerned lecturer's awareness rather than from the management party. As a result, improving qualifications takes a long time (Eshiet, U. I., Okonta, J. M., & Ukwe, C. V, 2021). It is also because most private colleges do not set aside funds for lecturers to pursue further education. The problem of variations in study results (controversy) for the factors of capacity, compensation, technology, work environment, leadership, contentment, motivation, and performance are our starting points. As a result of the phenomena of private colleges in the Muhammadiyah institution in South Sulawesi, Indonesia. As a result, the research problem in this study is "whether capability has a positive and substantial effect on motivation and performance with the support of lecturer technology both directly and indirectly in the program of private college accredited department in South Sulawesi."

This paper examines the effect of the Islamic work ethic on lecture-performance in Muhammadiyah Education Charities in South Sulawesi. The literature analysis suggests that the Islamic work ethic, lecture-performance, Muhammadiyah Education Charities have to be considered important thema for the quality of educational services (academic). As a result, the Islamic work ethics developed in Muhammadiyah institutions. It allows contributing to the understanding behaviour of a socially responsible consumer in making the Islamic work ethic on lecture-performance in Muhammadiyah Education Charities in South Sulawesi, Indonesia.

## **METHOD**

The research applied a qualitative design to investigate the problems of science. The research design is qualitative research of the Influence of Islamic Work Ethic on Lecturer Performance in Muhammadiyah Educational Charities. The fundamental principle is qualitative approaches to analyze of topic about the Islamic Work Ethic and Lecturer Performance in Muhammadiyah Educational Charities. The purposeful sampling techniques, prospective Alquran and hadist high school teachers at the Muhammadiyah University of Enrekang were sampled. The exhibition sample was composed of 1.258 authors from 11 Muhammadiyah institutions in South Sulawesi, Indonesia. They are STKIP Muhammadiyah Barru, Universitas Muhammadiyah Enrekang, ITKES Muhammadiyah Sidrap, Universitas Muhammadiyah Parepare, Universitas Muhamamdiyah Sidenreng Rappang, Universitas Muhammadiyah Makassar, Universitas Muhammadiyah Sinjai, Universitas Muhammadiyah Bone, Universitas Muhammadiyah Palopo, Universitas Muhamammadiyah Palopo, Universitas Muhammadiyah Bulukumba,



dan Politeknij Kesehatan Muhamadiyah Makassar. In the website of Sinta, the authors managed an adjusted and validated scale to quantify the research publication of researchers, Muhammadiyah Institutions commitment and job satisfaction in Muhammadiyah Institution as follows;

Table 1. Lectures' performance

Number	Lectures' performance
1	I get much knowledge during Covid-19
2	I had a strong desire to teach in Muhammadiyah Institution during the covid-19 pandemic
3	I worked on the Islamic work ethic in Muhammadiyah institution during the covid-19 pandemic.
4.	I look for material on the Internet that can help me learn the ideas of the learning strategy during the covid-19 pandemic.
5.	We accept that the COVID-19 pandemic would stop universities, but We effort teach to the students.
6.	I agree that the class opened during the covid-19 pandemic.
7.	I agree with the online combination of learning during the covid-19 pandemic.
8.	I am not bored of the learning challenge at home during the covid-19 pandemic.
9.	I have no Internet access. I have no connection.
10.	I have no smartphones and personal computers.
11	I learned in a certain manner to serve students
12	I gave clear explanations
13	I was enthusiastic during Covid-19
14	I responded to all students' questions
15	I treated students with respect
16	I kept students informed of their progress
17	I used a certain technique that motivated students' participation in the online class
18	I set high standards for students
19	I used the class time well
20	I seemed well prepared for each class during covid-19.

Originally, students taking part in this research had not engaged in asynchronous distance learning experiences. The participants' names have not been used in compliance with study ethics. Lectures involved in the study were coded as "1a,2b,3c,4d,5e,6f,7g,8h,9i,10j,11k,12l,13m,14n,15o,16p,17q,18r,19s,20t", while the assistant was coded as 'a-t.' Participant information is provided in Table 1.

Table 2. General Characteristic of Participants

Author's Code	Gender	Afiliations
1a	Female	Universitas Muhammadiyah Bone
2b	Male	ITKES Muhammadiyah Sidrap
3c	Male	Universitas Muhammadiyah Parepare



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4d	Male	Universitas Muhammadiyah Sidenreng Rappang
5e	Male	Universitas Muhammadiyah Makassar
6f	Female	Universitas Muhammadiyah Sinjai
7g	Male	Universitas Muhammadiyah Enrekang
8h	Male	Universitas Muhammadiyah Palopo
9i	Male	Universitas Muhammadiyah Bulukumba
10j	Male	Politeknik Kesehatan Muhamamdiyah Makassar
11k	Male	STKIP Muhammadiyah Barru
12l	Male	Universitas Muhammadiyah Makassar
13m	Female	Universitas Muhammadiyah Makassar
14n	Male	Universitas Muhammadiyah Enrekang
15o	Female	Universitas Muhammadiyah Parepare
16p	Male	Universitas Muhammadiyah Parepare
17q	Male	Universitas Muhammadiyah Palopo
18r	Female	Universitas Muhammadiyah Sidenreng Rappang
19s	Male	Universitas Muhammadiyah Bone
20t	Male	Universitas Muhammadiyah Sinjai

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## FINDINGS AND DISCUSSIONS

The quantitative analysis of research is known as bibliometric analysis articles, mini-reviews, and reviews, among other things. It aids in evaluating authors', journals', institutions', and/or organizations' production or a country. This aids in identifying national and international networks and decoding the evolution or trend of publications in a given field. The study of the pattern of scientific publications is the major goal of bibliometry. It also assists in deciphering patterns, correlations, and relationships in titles, abstracts, and author keywords. Exploration of the growth of a given research area is one of the most important aspects of bibliometrics. Citations and geographical distribution, among other things, are scrutinized for this purpose.

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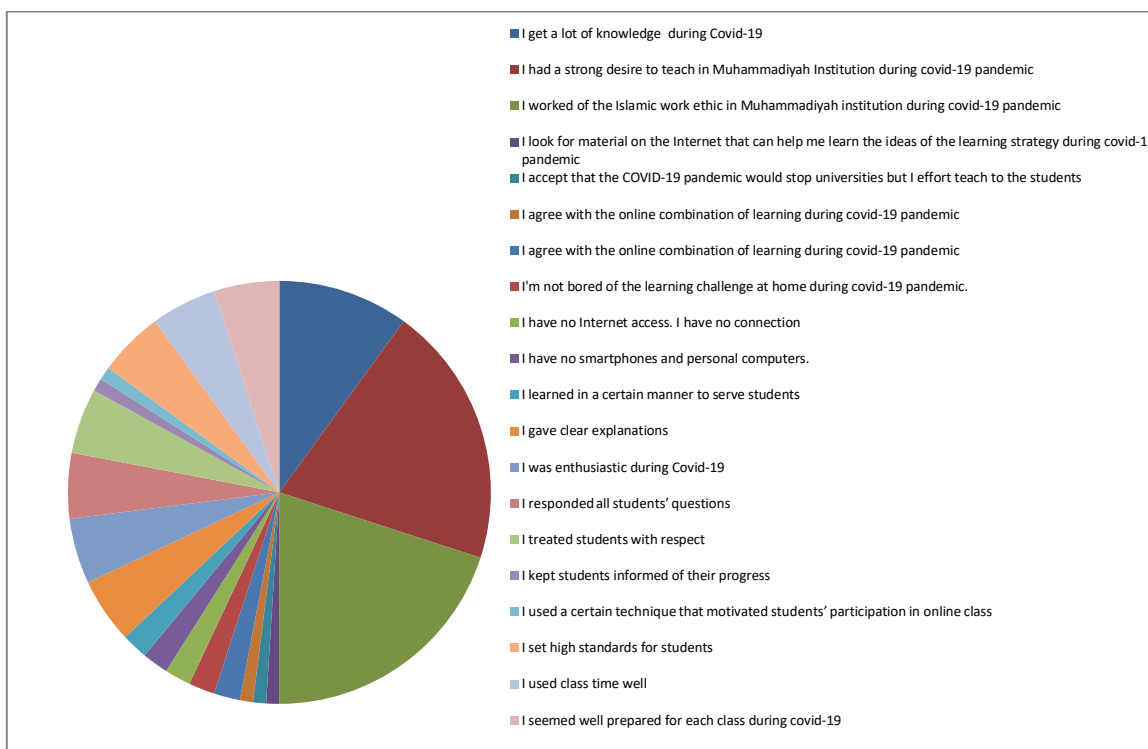


Fig. 2: Analyzing of the perspective lecturers' performance

Analysis of lecture publication in Muhammadiyah institution (2016 to 2021 years)

Muhammadiyah Institutions	Verified Author	Scopus publication	Sinta publication
STKIP Muhammadiyah Barru	15	1	4
Universitas Muhammadiyah Enrekang	62	12	59
ITKES Muhammadiyah Sidrap	49	3	44
Universitas Muhammadiyah Parepare	155	88	193
Universitas Muhamamdiyah Sidrap	108	55	47
Universitas Muhammadiyah Makassar	538	188	402
Universitas Muhammadiyah Sinjai	65	7	29
Universitas Muhammadiyah Bone	68	7	25
Universitas Muhammadiyah Palopo	118	73	103
Universitas Muhammadiyah Bulukumba	41	18	15
Politeknik Kesehatan Muhamamdiyah Makassar	39	2	16
Total	1258	454	937

As members of the educational workforce in colleges, lecturers have the responsibility to execute a difficult task since they must enhance their performance in four areas: education and teaching, research, community service, and supporting parts of lecture activities.



Fig.3 The components of Islamic Work Ethic in Muhammadiyah institutions

The component of Islamic Work Ethic in Muhammadiyah institutions is because they have no other options and cannot do so at a reasonable cost. Work, according to Islamic work ethics, satisfies man's demands for self-respect and satisfaction. Furthermore, realization and assisting a man in becoming self-sufficient (Nur Amali Aminuddin, 2020). Many people want to work rather than go unemployed to be self-sufficient and contribute to society. Employees have a moral need to sustain normative commitment in the workplace (HE Chanzanagh, M Akbarnejad, 2011). It corresponds to the meaning of commitment in Islamic work ethics, were sticking with an organization is an obligation, and the need to contribute to society motivates job commitment. According to the findings, employees with strong Islamic work principles are more devoted to their employers (Rosalia et al., 2010). Data collection from Muhammadiyah Institution researchers was carried out by distributing online questionnaires. This questionnaire contains 20 questions according to the number of publications from eleven Muhammadiyah institutions during the covid-19 period. Therefore, the publication important was intended to collect information related to the compliance or obedience of the informants to the three university dharma.

The effects of the Islamic work ethic on intrinsic motivation and organizational commitment are stronger than the impacts on job satisfaction and performance (K Hayati, I Caniago, 2012). So, the literature on Islamic work ethics is compared to Islamic teachings in this study. Construction of an Islamic Work Ethic is being looked upon (Hamid Ebadollahi Chanzanagh, Mahdi Akbarnejad, 2011). Work Islamic Ethic influences management and institution practice to grasp better how one of the early twenty-first century's global socio-political tides is beginning to make itself feel commercial. An interpretive approach combined with access to a varied and previously inaccessible mix of high-ranking participants (G Forster, J Fenwick, 2015).

The VOSviewer section (Islamic Work Ethic) results are divided into two analyses in the following sections.

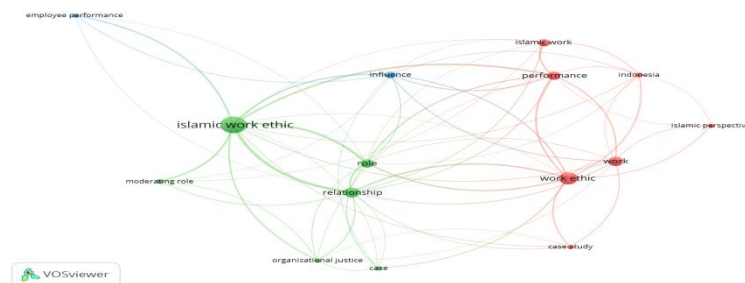


Fig.1 Co-words analysis of titles

Islamic work ethics is an ethical notion founded on Islamic teachings and principles that are based on faith. Meanwhile, employee attachment and behaviour toward the organization are linked to organizational commitment. A structural model was developed.

Built to see if Islamic work practices impact organizational commitment (Shahrul Nizam bin Salahudin et al., 2015). In organizational deviance, IWE was found to harm employee engagement. As a result, this finding has never been established before in the context of change. Several implications and future research directions emerge from these findings (AhmedAl-Shamali et al., 2021). Islamic ethics uses three methods to adopt ethics in adherence to the faith: providing education through the mosque as an Islamic ethics training centre, being good role models, and organizing Islamic ethics training camps (Ammad Mahmood et al., 2020). However, only some parents and youths supported these activities, while others encouraged their children to participate in more popular and modern activities. As a result, some young people have violated Islamic ethical principles in the name of faith. The findings can be used to develop guidelines for promoting Islamic ethics and faith observance in new and more engaging ways that better meet the needs of youth (Kasetchai Laeheem, 2018). The Islamic Work Ethic (IWE) has recently received much attention, especially in the literature on organizational change. The nature of the relationship, however, remains a mystery. Research into the impact of IWE on the features of employees' responses is still in its early stages. To close this gap, this study contributes to knowledge by creating a plausible conceptual model highlighting IWE's influence on employees' responses to change in the form of organizational deviance and commitment to change (Ahmed Al-Shamali et al., 2021).

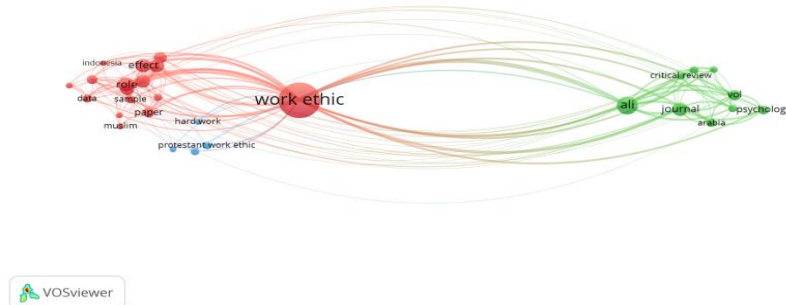


Fig.2. Co-words analysis of abstracts

From 2016 to 2021, Islamic Work Ethic on lecture-performance in Muhammadiyah Education Charities in Muhammadiyah institution, South Sulawesi Indonesia, has successfully published (1391) documents, total by Scopus indexed (454) and total by accreditation sinta indexed (937). For example, from 11 Muhammadiyah universities, namely, the list of per year publications by indexed Scopus is presented in the Muhammadiyah University of Makassar. The number of documents were published in 2016 (n = 8), in 2017 (n = 8), in 2018 (n = 29), in 2019 (n = 66), followed by 2020 (n = 69) and 2021 until 14<sup>th</sup> June 2021 (n = 8). The number of documents was published in Sinta 1- 6 (n = 402 ).

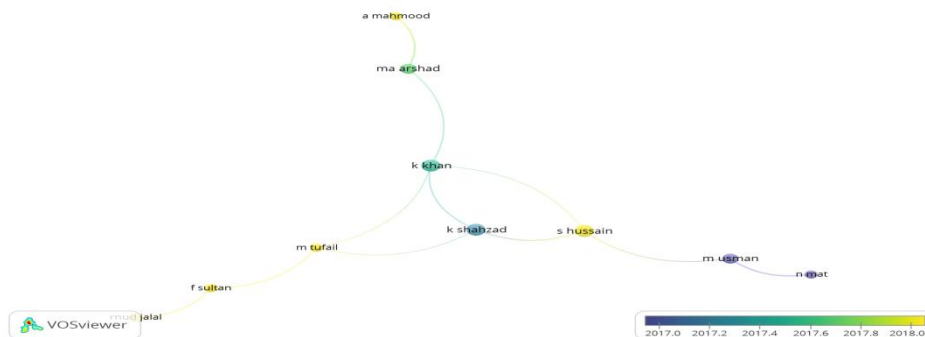


Fig.3. Overlay analysis of authors

The number of publications has improved significantly because it significantly depends on various factors, i.e. authors, universities, research interests, submissions, subscriptions, editorial handling, tough decisions, rejections policies or acceptance criteria, reviewers quality and work ethics.

### Limitations

Our research has a few limitations. We used the Scopus and Sinta databases, which contain a large amount of information and are useful for bibliometric analysis. Other databases, such as Web of Science, were left out of the analysis. Furthermore, we did not double-check the Scopus data by comparing the number of citations found in Scopus to those found in Web of Science. Another limitation of the project is that dealing with





duplicates or multiple forms of writing for each type of unit was extremely difficult. Similarly, only the title, abstract, or keywords were used in the co-words analysis. The full-text publications were not thoroughly examined for word co-occurrences and other factors.

## CONCLUSION

ACCORDING TO THIS STUDY, the IWE directly affects intrinsic motivation, work satisfaction, organizational commitment, and work satisfaction, and intrinsic motivation and job satisfaction reduce the association between the IWE, organizational commitment, and job performance. The findings and conclusions of the study are merely indicative and should be interpreted with the following qualifiers in mind.

## ACKNOWLEDGEMENTS

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## AUTHOR CONTRIBUTIONS STATEMENT

To improve Islamic Work Ethic on Lecturer Performance, Islamic Guidance and Counseling conducted preparatory studies, established research designs, gathered data at the study site, and analyzed the data. Islamic Guidance and Counseling to Improve Islamic Work Ethic on Lecturer Performance have provided guidance, instructions, criticisms, and counsel in the development of research designs, as well as supervision throughout the research process.

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