
273 The Effect of Islamic Work Ethic and Motivation Through The Organizational Citizenship Behaviour and Employee Performance at Bank Aceh Syaria Y Dharma1, A Ikhsan2 1Islamic State University of North Sumatera Medan, Indonesia

ABSTRACT This study aims to determine how much influence the islamic work ethic and motivation through organizational citizenship behaviour (OBC) and its impact on the employee performance of Bank Aceh Syaria.

The data used is the data by distributing questionnaires to 168 employee of Bank Aceh Syaria. To analyze the data, the statistical analysis used two-track equipment and processed with the help of the application program analysys moment of structural (AMOS). The variables measured include islamic work ethic (IWE), work motivation effect to ward organizational citizenship behaviour (OCB) and employee performance of Bank Aceh Syaria.

Based on the analysis of statistical test is islamic work ethic (IWE) and work motivation affect the employee performance at mediated organizational citizenship behaviour (OCB). The result organizational citizenship behavior (OCB) variable effect of full mediated on islamic work ethic (IWE) and work motivation toward employee performance of Bank Aceh Syaria. Keywords: Islamic Work Ethic Motivation, Organizational Citizenship Behaviour (OCB) and Employees Performance.
INTRODUCTION PT.

Bank Aceh Syariah is a public bank owned by the Aceh government with funding activities, providing loans to the community (lending) and providing service delivery services, currently the role of Bank Aceh as a financial intermediary institution also serves as a agency of trust, as an agent of development and an agency of services, which participates in the framework of economic development of Acehnese society in general.

In the banking industry, Employees Performance plays an important role in improving organizational performance, where motivation is the degree to which an individual wants and strives to carry out a task or job well and a willingness to put a high level of effort toward an organizational goal, conditioned by ability that effort to meet an individual need.

The Organizational Citizenship Behaviour (OCB) element of a person performs a certain act because it is driven by his instinct, the desire to achieve satisfaction or perhaps the need of life is very urgent Robbin1. According to Dharma 2 motivation is a set or set of behaviors that provide a basis for nseseorang to act in a way directed to a specific goal (specific goal directed way).

On the other hand, organizational social behavior is often referred to as the organization citizenship behavior (OCB), which is the attitude of Bank Aceh Syariah employees who are very famous in the organization with the main dimension of altruism (eg, helping when unhealthy partners), seriousness (eg, overtime to complete the work, for example, willingly representing the company for a joint program, and a sportive attitude (eg, contributing to the failure of teamwork). According to Luthans (2011)3, Organizational Social Behavior (OCB) is covering personality and attitudes, is the behavior of organizational members / prosocial, or in short OCB (Organizational Citizenship Behavior).

According to Bangun and4 performance (performance) is the result of work achieved by someone based on job requirements (job requirement). A job has certain requirements to be done in achieving a goal that is also called a standard job (job standard) so the standard of work is the high expected of a particular job to be completed properly by employees in the organization.

Bank Aceh Syariah Lhokseumawe has several benchmarks in evaluating its employees among others by evaluating the quantity of work in each work
unit as well as paying the quality of work produced by each employee, then employee work is very important to do because Bank Aceh Sharia is a public trust agency, other cooperation between bank employees need to be maintained and continue to be fostered to achieve the vision and mission of the organization of Bank Aceh Syaria.

Based on the phenomenon and background of the problem then the authors want to examine “The Influence of Islamic work ethic, Work Motivation To Employee Performance With Organization Citizenship RESULTS AND DISCUSSION Measurement Model Analysis Results Ferdinand13 convergent validity part of the measurement model within SEM and is usually referred to as measurement model while the covariance-based SEM-called confirmatory factor analysis (CFA) in Ferdinand, 13.

There are two criteria to assess whether the measurement model is eligible to construct reflective convergent validity, namely (1) loading factor should be
Behaviour as Intervening Variable At Bank Aceh Sharia. above mimimim > 0.50 or ideal >0.70 and (2) P value
The formulation of research problems can be formulated as follows: 1. How is the influence of Islamic work ethic to organization citizenship behaviour at PT. Bank Aceh Syariah? 2. How is the influence of motivation to organization citizenship behaviour at PT. Bank Aceh Syariah? 3. How is the influence of Islamic work ethic to employee performance at PT. Bank Aceh Syariah? 4. How is the influence of motivation to employee performance at PT. Bank Aceh Syariah? 5. How is the influence of organization citizenship behaviour to employee performance at PT. Bank Aceh Syariah significant <0.05 in the study of these requirements have all been fulfilled. Then to test validity Construct can be seen at confirmatory factor analysis (CFA) in Figure 2 and Table 1 below are as follows: 

Confirmatory Factor Analysis Exogen Contract Table 1: Loading Estimates of Exsogen Contract Indicator _ Loading Factor _ Cut Off Value _ Results 

Islamic_Work_Ethic _639 _=0,50 _Valid _Islamic_Work_Ethic _617 _=0,50 _Valid 
Islamic_Work_Ethic _539 _=0,50 _Valid 
Work_Motivation _666 _=0,50 _Valid 
Work_Motivation _569 _=0,50 _Valid 
Work_Motivation _546 _=0,50 _Valid 
Islamic_Work_Ethic _493 _=0,50 _Valid 
Islamic_Work_Ethic _592 _=0,50 _Valid 
Islamic_Work_Ethic _639 _=0,50 _Valid 

Source: Amos Analysis 2018
Confirmatory Factor Analysis Endogen Construct Table 2: Loading Estimates of Exsogen Contruct
Source: Amos Analysis 2018 Based on testing confirmatory factor analysis, the value of loading factor estimates suggested is above 0.50 and convergent validity significant < 0.05 then the results of the analysis of reliability evaluation by construct reliability (CR) > 0.70 the value of Variance Extracted (AVE) suggested is above 0.50 based on Table 1 and 2 above Ferdinand13.

STRUCTURAL MODEL ANALYSIS RESULTS The analysis results of structural equation modelling are presented in the table and the picture as follows as shown in Figure 4 and Table 3: Based on figure 5 and Table 4 Goodness of Fit Index Full Model, it is found out that the whole parameters have already met the threshold requirements, so that the model is feasible to be used for hypothetical testing. Figure 3.

Outputs Structural Model Before Modification
### Tabel 3: Goodness-of-Fit Indices Full Model Before Modification

<table>
<thead>
<tr>
<th>Cut-off Value</th>
<th>Result Analysis</th>
<th>Model Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>?2 Chi-Square Statistik</td>
<td>Probability</td>
<td>CMIN/DF</td>
</tr>
<tr>
<td>174.237</td>
<td>0.055</td>
<td>1.193</td>
</tr>
</tbody>
</table>

Good Good Good Good Good Good Good

Source: Amos Analysis 2018

### Tabel 4: Regression Weights Latent Variable

<table>
<thead>
<tr>
<th>Latent Variable</th>
<th>Std. Est.</th>
<th>S.E.</th>
<th>C.R.</th>
<th>P</th>
</tr>
</thead>
</table>

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Source: Output Amos 2018 CONCLUSION Based on the results of research and discussion, it can be concluded as follows: variables of Islamic work ethic, work motivation, and organizational citizenship behavior simultaneously and partially have a significant effect on employee performance at Bank Aceh Syaria.

There is a positive and significant effect of the Islamic work ethic on job satisfaction at the organization citizenship behavior at Bank Aceh Syaria. (IWE) on organization citizenship behavior (OCB) on Bank Aceh Syaria accepted. Worth mentioning that the research results are consistent with studies conducted by Ali5 and Ali 6, the research results show that the Islamic work ethic (IWE) characteristic has an effect on the organization citizenship behavior (OCB).

There is a positive and significant effect of the work motivation on organization citizenship behavior at Bank Aceh Syaria. Based on Table 4, the known value of P-between work motivation on organization citizenship behavior...
Based on Table 4, the known value of P-value between (OCB) was 0.000, which is smaller than the significance.
islamic work ethic (IWE) on organization citizenship behaviour (OCB) was 0.000, which is smaller than the significance level of 0.05.

These results can be concluded that the islamic work ethic (IWE) variable significantly influences the organization citizenship behaviour (OCB) of the Bank Aceh Sharia. Based on the results of path coefficient value of the islamic work ethic (IWE) on organization citizenship behaviour (OCB) is 0.389 positive coefficient path meaning the islamic work ethic (IWE) on organization citizenship behaviour has a positive effect on the Bank Aceh Sharia. Hypothesis 1 in this research is the influence of islamic work ethic level of 0.05.

These results can be concluded that the work motivation variable significantly influences the organization citizenship behaviour (OCB) of the Bank Aceh Sharia. Based on the results of path coefficient value of the work motivation on organization citizenship behaviour (OCB) is 0.634 positive coefficient path meaning the work motivation on organization citizenship behaviour (OCB) has a positive effect on the Bank Aceh Sharia. Hypothesis 2 in this research is the influence of work motivation on organization citizenship behaviour (OCB) on Bank Aceh Sharia accepted.

Worth mentioning that the research results are consistent with
studies conducted Dharma15 and Organ16, the research Based on Table 4, the known value of P-value between
results show that the work motivation characteristic has an effect on the organization citizenship behaviour (OCB).

There is a positive and significant effect of the Islamic work ethic on employee performance at Bank Aceh Sharia. Organization citizenship behaviour (OCB) on employee performance was 0.029, which is smaller than the significance level of 0.05. These results can be concluded that the organization citizenship behaviour (OCB) variable significantly influences the employee performance of the Bank Aceh Sharia.

Based on the
Based on Table 4, the known value of P-value between results of path coefficient value of the organization
islamic work ethic (IWE) on employee performance was 0.002, which is smaller than the significance level of 0.05. These results can be concluded that the islamic work ethic (IWE) variable significantly influences the employee performance of the Bank Aceh Sharia.

Based on the results of path coefficient value of the islamic work ethic (IWE) on employee performance is 0.139 positive coefficient path meaning the islamic work ethic (IWE) on employee performance has a positive effect on the Bank Aceh Sharia. Hypothesis 3 in this research is the influence of islamic work ethic (IWE) on employee performance on Bank Aceh Sharia accepted.

Worth mentioning that the research results are consistent with studies conducted Ali 5 and 17 Ali and organ8, the research results show that the islamic work ethic (IWE) characteristic has effect on the employee performance. There is a positive and significant effect of the work motivation on employee performance at Bank Aceh Sharia.

citizenship behaviour (OCB) on employee performance is 0.353 positive coefficient path meaning the organization citizenship behaviour (OCB) on employee performance has a positive effect on the Bank Aceh Sharia. Hypothesis 5 in this research is the influence of organization citizenship behaviour (OCB) on employee performance on Bank Aceh Sharia accepted.

Worth mentioning that the research results are consistent with studies conducted Dharma15, Organ16 and Luthan3 and Yunina18, the research results show that the organization citizenship behaviour (OCB) characteristic has effect on the employee performance. Conflict of Interest: Nil Source of Funding: Self Ethical Clearance: IJRISE Journal Reviewer Committee REFERENCES
Based on Table 4, the known value of P- between 1. Al i, A.(1988), “Sc al inga n Isl a m i c wo rke t hic”;
work motivation on employee performance was 0.000, which is smaller than the significance level of 0.05.

These results can be concluded that the work motivation variable significantly influences the employee performance of the Bank Aceh Sharia. Based on the results of path coefficient value of work motivation on employee performance is 0.486 positive coefficient path meaning the work motivation on employee performance has a positive effect on the Bank Aceh Sharia. Hypothesis 2 in this research is the influence of work motivation on employee performance on Bank Aceh Sharia accepted.

Worth mentioning that the research results are consistent with studies conducted Dharma15 and organ8 and Robbin1 and Luthans3, the research results show that the work motivation characteristic has effect on the employee performance. There is a positive and significant effect of the organization citizenship behaviour on employee performance at Bank Aceh Sharia.


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