

## Religiosity and Work Commitment Among Employees

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### ABSTRACT

This study aims to determine the relationship between the level of religiosity and with work commitment of employees of company X in Yogyakarta. This study hypothesizes that there is a positive relationship between the level of religiosity and work commitment to employees of company X in Yogyakarta. The subjects in this study amounted to 70 subjects who were department store employees. Data collection was carried out using a religiosity scale and a work commitment scale. The analytical method used is product-moment correlation. Based on the results of the study, obtained a correlation of  $r_{xy} = 0.452$  ( $p = 0.001$ ), these results indicate that there is a positive relationship between the level of religiosity and work commitment of employees of company X in Yogyakarta. In this study, it was found that religiosity contributed 20.4% effectively to commitment work for employees of company X in Yogyakarta

**Keywords:** religiosity, work commitment, employees

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### Introduction

Humans are basically social creatures who have the responsibility to fulfill their daily needs. To fulfill their daily needs, humans must work. Work means an activity that is carried out consciously in order to achieve results in accordance with expectations. Meanwhile, according to Anshori (2013) work can be used as a personal identity status that helps increase a person's self-confidence, and by working, humans will have the opportunity to become who they are, participate in contributing to the improvement of their life circumstances and the surrounding environment. Meanwhile, the purpose of working is to fulfill human needs (Puspitasari & Asyanti, 2011). According to Simanjuntak (2003) labor is everyone who is able to do work that produces goods/services to meet their own needs and the needs of society. A worker/laborer is anyone who works and receives wages or other forms of compensation. In other words, workers/laborers are workers who are in an employment relationship with a company. According to the Indonesian Dictionary, a laborer is someone who works with others for a fee, wage or reward. Meanwhile,

employees are those who work for an institution such as an office, company, and so on by getting a salary (Prajnaparamita, 2018).

According to Colquit, LePine, and Wesson (in Wibowo, 2016) defines employee commitment to the organization as the desire of some workers to remain members of the organization. One of the factors that makes employees stay in a company is the existence of an organizational commitment (Sianipar & Haryanti, 2014). Furthermore, according to Ivancevich, Konopaske, and Matteson (in Wibowo, 2016) define that commitment is a feeling of identification, involvement, and loyalty expressed by a worker to the company. Commitment itself involves three characteristics: (a) feelings of identification with organizational goals, (b) feelings of involvement in organizational tasks, and (c) feelings of loyalty to the organization.

Aspects of work commitment according to Newstrom (in Wibowo, 2016) and Sweeney & McFarlin (in Bukit, Malusa & Rahmat 2017), namely 1) Affective Commitment is a level of positive emotion that exists within a person, 2) Continuence Commitment is the consequences that employees will receive if they leave a company, and 3) Normative Commitment where in this aspect employees want to stay in a company because of a sense of belonging and responsibility to the company. The results of research conducted by Syfa (2017) regarding religiosity affecting work loyalty in employees state that religiosity has a contribution of 84.7% to employee work loyalty at Azizah Solo Sharia Hotel. This means that religiosity is a benchmark or predictor in work loyalty and has a positive relationship.

Organizational commitment in essence does not refer to employee loyalty to the organization where they work, but rather an active relationship where employees are willing of their own accord to give everything they have to realize the goals and continuity of the organization (Yulianti, 2015). People who have a high sense of commitment will pay attention to work performance, as evidenced by their commitment used to take action. Detection of a lack of commitment if done early will make it easier to avoid problems that will occur in the future. In this case, someone who feels pressured to accept the agreement that has been made shows that he may not really commit. An employee's commitment is needed when they are working in a company. If work is an activity that provides goodness, then the work will provide benefits for yourself and others.

Van Dyne and Graham (in Coetzee, 2005) state that there are factors that influence work commitment, namely personal factors, situational factors including (workplace value, subordinate-supervisor interpersonal relationship, job characteristics, organizational support) and positional factors including (organizational tenure, hierarchical job level). Personal factors are one of the factors

that influence work commitment, because the beginning of the formation of a commitment is due to factors within a person where this is indicated by employee expectations in their work, employees do their work happily, and employees' desire to be involved in the work.

Religiosity, as defined by Glock and Stark (as cited in Ancok & Suroso, 2011), refers to a system of symbols, values, beliefs, and behaviors that revolve around ultimate meaning. A religious person tends to believe that following their faith's rules will make life easier, and high religiosity minimizes the likelihood of engaging in behaviors that deviate from religious norms (Renaldi, 2019). Permana (2018) states that individuals who exhibit positive behaviors aligned with their religious teachings are more likely to develop strong work commitment to their organization. Religiosity serves as a key element in an individual's cognitive structure, as religion provides values, beliefs, and behavioral patterns that guide one's goals and aspirations, contributing to alignment with organizational norms and expectations.

## **Methods**

### **Participants**

The participants in this study were employees of Company X in Yogyakarta who met the following criteria: permanent employment status and a minimum tenure of six months. The sampling technique used was purposive sampling, which involves selecting participants based on specific characteristics that align with the study's objectives (Sugiyono, 2016). A total of 70 participants took part in the study, consisting of 14 male employees (20%) and 56 female employees (80%).

### **Procedure**

The research questionnaires were distributed both online and offline. Sixty-one participants completed the questionnaire online via a Google Form link, while seven participants responded using a hardcopy version. Data collection took place from July 30, 2021, to August 16, 2021.

### **Instruments**

Data collection was conducted using a Likert scale method. The Likert scale employed in this study offered four response options: SS (Strongly Agree), S (Agree), TS (Disagree), and STS (Strongly Disagree). The Likert scale is commonly used to assess attitudes, opinions, and perceptions toward social phenomena (Sugiyono, 2013). Religiosity was measured with the Religiosity Scale, modified from Stark and

Glock (1974), covering five dimensions. This scale included 33 items with item-total correlations ranging from 0.316 to 0.702, and a reliability coefficient (Cronbach's Alpha) of 0.937. Work commitment was assessed using a work commitment scale adapted from Newstrom (as cited in Wibowo, 2016). This scale comprised 22 items, with item-total correlations ranging from 0.357 to 0.710 and a Cronbach's Alpha of 0.927.

### Data Analysis Technique

The data analysis method used in this study was statistical analysis. Specifically, the product-moment correlation model was applied to determine the strength of the relationship between the two variables. The correlation calculations were conducted using the JAMOV statistical software.

### Results

Table 1. Categorization Religiosity

Formula	Score	Category	Frequency	Percentage
$X < (\mu - 1\sigma)$	$X < 66$	Low	0	0%
$(\mu - 1\sigma) \leq X < (\mu + 1\sigma)$	$66 \leq X < 99$	Medium	4	5,715%
$X \geq (\mu + 1\sigma)$	$X \geq 99$	High	66	94,285%
Total			70	100%

The results of the categorization of religiosity show that most subjects have a high religiosity (94,285%), and 5,715% of subjects are in the medium category.

Table 2. Categorization Work Commitment

Formula	Score	Category	Frequency	Percentage
$X < (\mu - 1\sigma)$	$X < 44$	Low	2	2,86%
$(\mu - 1\sigma) \leq X < (\mu + 1\sigma)$	$44 \leq X < 66$	Medium	29	41,43%
$X \geq (\mu + 1\sigma)$	$X \geq 66$	High	39	55,71%
Total			70	100%

Based on the results of the categorization of the work commitment scale score, 39 subjects in the high category (55,71%), 29 subjects in the medium category (41,43%), and 2 subjects in the low category (2,86%).

Before hypothesis testing, a series of prerequisite tests were conducted, including normality and linearity tests. The objective of the normality test is to ascertain whether the distribution of each variable can be considered to be that of a normal distribution of data. In this study, the normality test was conducted using the Shapiro-Wilk analysis technique. In accordance with the established criteria, a data

set is deemed to exhibit a normal distribution if the associated significance value exceeds 0.050. Conversely, if the significance value is  $\leq 0.050$ , the data distribution is deemed to deviate from the normal distribution. The results of the Shapiro-Wilk test for the religiosity variable yielded a value of 0.981 ( $p > 0.050$ ), indicating that the data distribution of the religiosity variable followed a normal distribution. The results of the Shapiro-Wilk test for the work commitment variable yielded a value of 0.883 ( $p > 0.050$ ), indicating that the data distribution of the work commitment variable follows a normal distribution.

Table 3. Normality Test Result

	Religiosity	Work Commitment
N	70	70
Missing	1	1
Mean	113	67.7
Std. error mean	1.13	1.14
Median	114	66.0
Sum	7937	4737
Standard deviation	9.49	9.53
Minimum	92	30
Maximum	132	88
Skewness	-0.135	-0.740
Std. error skewness	0.287	0.287
Kurtosis	-0.701	3.66
Std. error kurtosis	0.566	0.566
Shapiro-Wilk W	0.981	0.883
Shapiro-Wilk p	0.381	<0.01

The objective of the linearity test is to ascertain whether the relationship between the independent and dependent variables is linear or not. The linearity test is based on the principle that if the significance value is less than 0.050, then the relationship between the independent and dependent variables can be considered to be linear. Conversely, if the significance value is greater than 0.050, then the relationship between the variables is not linear.

Table 4. Linearity Test Result

		Sum of Squares	df	Mean Square	F	Sig.
KomitmenKerja Religiusitas	(Combined)	2658.276	3	88.609	.957	.544
	Between Groups		0		13.8	
	Linearity	1278.115	1	1278.115	11	.001
	Deviation from Linearity	1380.161	2	47.592	.514	.967
	Within Groups	3609.167	39	92.543		
Total		6267.443	6			9

From the data on religiosity and work commitment variables, the value obtained ( $p \leq 0, 050$ ) means that the relationship between religiosity and work commitment is a linear relationship. So this proves that both variables can fulfil the prerequisite test and then hypothesis testing will be carried out.

Based on the results of the assumption test that has been fulfilled, the next step is to conduct hypothesis testing. Hypothesis testing is done to determine the correlation between religiosity and work commitment. Hypothesis testing is carried out with a statistical analysis programme with product moment correlation techniques. The rule for this hypothesis test is if the significance value  $\leq 0.050$  means there is a correlation between variables and if the significance value  $> 0.050$  then there is no correlation between variables.

Table 5. Hypothesis Test Result

		Religiosity	Work Commitment
Religiosity	Pearson's r	---	
	p-value	---	---
Work Commitment	Pearson's r	0.452***	---
	p-value	<.001	---

Note. \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

The results of the Pearson's Product-Moment correlation test indicate a positive correlation between religiosity and work commitment, with a correlation coefficient of  $r = 0.452$  and a  $p$ -value less than 0.001. This indicates that employees who demonstrate high religiosity, as evidenced by traits such as discipline, honesty, resilience, and responsibility, are likely to exhibit enhanced work commitment. In order for the hypothesis proposed in the study to be accepted, Furthermore, the results of the data analysis demonstrate that the religiosity variable contributes 20.4% to work commitment, with the remaining 79.6% influenced by factors not examined by the researcher. This is indicated by the coefficient of determination ( $R^2$ ), which is 0.204.

### **Discussions**

The purpose of this study was to examine the relationship between religiosity and work commitment among employees at Company X in Yogyakarta. The results of the product-moment correlation analysis showed a correlation coefficient of  $r=0.452$  with a significance level of  $p=0.001$ . This indicates a positive relationship between religiosity and work commitment, supporting the hypothesis proposed in this study. Employees with high religiosity, reflected in behaviors such as discipline, honesty, responsibility, and perseverance, tend to exhibit stronger work commitment. The acceptance of this hypothesis suggests that religiosity is a contributing factor to work commitment, particularly for employees at Company X in Yogyakarta.

In this study, religiosity among employees was generally categorized as moderate or relatively positive. When employees exhibit religiosity, they tend to understand boundaries in their actions, which helps guide appropriate work behavior and fosters a sense of commitment to the organization. This finding aligns with research by Manaf et al. (2014), who emphasize that religiosity is closely linked to positive actions, trust, and honesty toward colleagues. Furthermore, work attitudes that reflect these values are seen as contributing factors to increased work commitment.

Religiosity can be understood as an internal state that motivates individuals to consistently act in a manner aligned with positive values and rules. This orientation fosters a positive perspective, which in turn influences various aspects of life, including work. According to Septian (2019), employees who practice religiosity tend to exhibit stronger work commitment and a closer bond with their company, as reflected in the quality and quantity of their work. This suggests that employees who enhance and maintain their religiosity are more likely to commit to their organization and contribute to its success. Employees with high religiosity are not immune to

challenges at work; however, they tend to manage these challenges with a positive mindset, which enables them to respond in ways that help resolve issues effectively. Maulana (2019) notes that employees who approach workplace challenges with patience and composure are better equipped to manage their actions in ways that avoid harm to themselves, others, or the company. Gyekye and Haybatollahi (2012) further explain that individuals with strong religiosity are more likely to exhibit positive behaviors that align with organizational values, thereby fostering a sense of commitment among team members. Conversely, low levels of religiosity may correlate with deviant behaviors, potentially leading to negative consequences for both the individual and the organization.

The analysis revealed an  $R^2$  value of 0.204, indicating that religiosity contributes 20.4% to work commitment among employees at Company X in Yogyakarta, while the remaining 79.6% is influenced by other variables not examined in this study.

Based on the religiosity categorization, the distribution of subjects was as follows: none (0%) fell into the low religiosity category, 4 subjects (5.715%) were in the moderate religiosity category, and 66 subjects (94.285%) were categorized as having high religiosity. These results indicate that the majority of subjects in this study exhibit high religiosity.

Subjects in the high category demonstrate that they internalize religious values such as honesty, discipline, and resilience in their daily lives, including in their work, perceiving work as a form of worship. Those in the moderate category may feel less capable of fully embodying religious values in their work practices, while subjects with low religiosity may struggle significantly to apply religious values, potentially impacting their work performance negatively.

The categorization of work commitment among the subjects yielded the following results: 2 subjects (2.86%) were classified as having low work commitment, 29 subjects (41.43%) fell into the moderate category, and 39 subjects (55.71%) demonstrated high work commitment. This indicates that the majority of subjects in this study exhibit a high level of work commitment. Subjects in the high commitment category actively engage in their work, display an emotional connection to the company, and feel a sense of responsibility to address issues that arise within the organization. Subjects in the moderate category may show limited engagement and a lower sense of belonging to the company, while those in the low commitment category are minimally involved in their work, often leading to less satisfactory performance.



Based on the research findings, it can be concluded that there is a positive relationship between religiosity and work commitment among employees at Company X in Yogyakarta. This indicates that the higher the level of religiosity, the higher the work commitment of employees at Company X. Conversely, the lower the level of religiosity, the lower the work commitment among these employees.

### **Conclusion**

Based on the analysis and discussion of the research findings, it can be concluded that there is a positive relationship between religiosity and work commitment among employees at Company X in Yogyakarta. Employees with high religiosity demonstrate traits such as honesty, adherence to norms, and discipline in all aspects of their work. This enhances their performance and strengthens their commitment, making them more involved in solving company issues and minimizing actions that could be detrimental to themselves or the organization.

This study is limited to examining the relationship between religiosity and organizational commitment within Company X in Yogyakarta. Future researchers are encouraged to consider other variables that may influence work commitment, such as personal factors, situational factors, and positional factors. Additionally, subsequent studies could incorporate more recent references and use perspectives from other theorists as comparisons to gain a broader understanding of employee work commitment.

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