

ABSTRACT

This study is aimed to develop a conceptual model by entering new concept in an attempt to resolve the controversy results of empirical research on the influence of Islamic work ethic into employee's attitude on organization, and completing business phenomenon that occurs in BMT employees in Central Java. The new concept proposed in this study is the concept of affective sociability commitment. Affective sociability commitment is the attachment of relationship between individuals with the organization who have relationship similarity of vision, relationship similarity of mission, and relationship similarity of spirit of jihad.

This research population is all employees of Baitul Maal Wat Tamwil (BMT) in Central Java which number as many as \pm 1,500 employees from 363 BMT. The number of samples in this study is 120 people, while the sampling technique is using technique/method of stratified sampling. Testing of the entire hypothesis in this study is using Structural Equation Modelling (SEM), with data processing software using AMOS Version 21.0.

The results showed that fairness has positive and significant effect on affective sociability commitment, but fairness has no significant effect on job satisfaction and ethical attitude of employees on organization. Honesty has positive and significant effect on affective sociability commitment and job satisfaction, but honesty has no significant effect ethical attitude of employees on organization. Affective sociability commitment has positive and significant effect on ethical attitude of employees on organization, but job satisfaction has no significant effect on ethical attitude of employees on organization. Furthermore, ethical attitude of employees on organization has positive and significant effect on employee performance. The main finding of this study is affective sociability commitment as a new concept prove to mediate the relationship between Islamic work ethic (revealed to be fairness and honesty) with ethical attitude of employees on organization. Ethical attitude of employees on organization can be established through the increasing of fairness and honesty that can improve affective sociability commitment of employees, so that affective sociability commitment in this research model is essential to explain the formation of ethical attitude of employees on organization that could have an impact on employee performance. Thus, these findings can answer the controversy about the influence of Islamic work ethic on employee attitude on organization that have been investigated by previous researchers.

Keywords: Affective Sociability Commitment, Islamic Work Ethic, Job Satisfaction, Ethical Attitude of Employee on Organization, Employee Performance