

KOMITMEN PROFESI SEBAGAI PEMEDIASI HUBUNGAN ETIKA KERJA ISLAM DENGAN KOMITMEN ORGANISASI (Studi Empiris Perbankan Wilayah Kedu)

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ABSTRACT

The objects of this research included managers working in regional banking of Kedu (Wonosobo, Temanggung, Magelang, Purworejo, and Kebumen). The samples were taken by using a non probability sampling method that is a purposive sampling so that 40 respondents were gained. The hypotheses were analyzed by means of multiple regression and path analyses. The results show that Islamic Working Ethics (accountability, justice, and truth) do not affect professional commitment. Islamic Working Ethics (accountability, justice, and truth) do not affect organizational commitment mediated by professional commitment. The results of this research can not support the results of the previous inquiries revealing that Islamic Working Ethics (Dimension of accountability, justice, and truth) positively significantly affect the organizational commitment of the managers. The results of path analysis indicate that professional commitment is not an intervening variable, the total (correlation Islamic Working Ethics to organizational commitment) is negative. The total value of negative effects shows additional professional commitment variable as the intervening variable can not explain the relationship between Islamic Working Ethics and organizational commitment. The results of F test show that Islamic Working Ethics and professional commitment simultaneously bring significant effect on organizational commitment.

Keywords : Islamic Working Ethics, Accountability, Justice, Truth, Professional Commitment, Organizational Commitment

PENDAHULUAN

Etika adalah sebuah cabang filsafat mengenai nilai dan norma yang menentukan perilaku manusia dalam hidupnya. Sebagai cabang filsafat,

etika sangat menekankan pendapatan yang kritis dalam melihat dan menggumuli nilai dan norma moral itu. Etika adalah refleksi kritis dan rasional mengenai nilai dan norma moral yang menentukan dan terwujud dalam sikap dan pola