
Implementation of Islamic Work Ethics, Organizational Climate, and Organizational Political Perceptions on Institutional Strengthening, Organizational Commitments as Mediations

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DOI - <http://doi.org/10.37502/IJSMR.2022.5315>

Abstract

This study aims to examine the effect of Islamic Work Ethics, Organizational Climate, Perception of Organizational Politics, Organizational Commitment, and Institutional Strengthening. This research was conducted on members of the Pidie Regency People's Representative Council (DPRK Pidie), Indonesia. The intended population was a total of 40 people. The sample was taken using a census technique where the population was used as a sample. Data were analyzed using the Partial Least Square (PLS) method. The results show that Islamic Work Ethics affects Commitment, Organizational Climate affects Commitment, Organizational Political Perceptions does not affect on Commitment, Islamic Work Ethics does not affect Institutional Strengthening, Organizational Climate affects Institutional Strengthening, Perception of Organizational Politics does not affect Institutional Strengthening, Commitment affects Institutional Strengthening, Commitment fully mediates the Islamic Work Ethics effect on Institutional Strengthening, Commitment does not mediate the Organizational Climate effect on Institutional Strengthening, and Commitment does not mediate the Organizational Political Perception effect on Institutional Strengthening. These findings prove that it turns out that the institutional improvement model is a function of increasing the strengthening of Islamic Work Ethics and Organizational Climate Conformity, and Increasing Commitment, where Commitment serves as a full mediator on the role model of Islamic Work Ethics on institutional Strengthening. Meanwhile, organizational politics perception does not play a significant role in the model.

Keywords: Islamic Work Ethics, Organizational Climate, Perceptions of Organizational Politics, Organizational Commitment, Institutional Strengthening

1. Introduction

Efforts to accelerate development and government services are urgently needed by the government with the support of the legislature. Strengthening the role and urgency of the legislature in this reform era is an undeniable need. The People's Representative Council (DPR) functions and plays a role in the implementation, budgeting, legislation, and management of features. The main challenge is how DPR can create efficient and effective

mechanisms and ways of working to optimize performance. Civil society wants DPR institutions to play a more realistic and concrete role and carry out parliamentary functions that are beneficial to their representatives so that it is possible to make DPR members aware of the functions they carry out. Ideally, each board member understands his position and the position of the institution and is aware of his leadership position. Regional leaders and DPR have become strategic partners in the administration of local government where these two institutions are expected to play an important role in realizing good governance.

Several expert opinions need to be considered in terms of system strengthening. According to (Haryanto, 2014), all organizations, all networks or sectors, and all systems with competencies, skills, understanding, attitudes, values, relationships, behavior, motivation, resources, institutional strengthening, or capacity building as requirements. And achieve development goals that are sometimes set. Ability can also be interpreted as a person's ability to do something to achieve the desired goal.

Based on the initial survey, the institutional strengthening of the Pidie Regency People's Representative Council (DPRK Pidie), Indonesia, has not gone well where the capacity building of the DPRK Pidie members still needs improvement, because it is difficult to change the way of thinking and habits even though the autonomy and institutions of the DPRK have been around for a long time. The lack of strength of the DPRK Pidie institution cannot be partial because there are many determining factors, namely commitment, Islamic work ethic, organizational climate, and perceptions of organizational politics.

The institutional strengthening of the DPRK Pidie is not or has not been so good. It can be seen that the DPRK Pidie institution has not maximized the competence of its members following the vision, mission, goals, objectives, and performance indicators of the organization. In addition, the DPRK Pidie does not always respond to the dynamics of the organizational or institutional needs of the council.

Ideally, council members need to create synergies in improving the institutional performance of North Korean organizations. The views of (Anik & Arifuddin, 2003) force organizational members who feel committed to the organization to develop a more positive view of the organization and expend additional energy for the benefit of the organization. I am happy without problems. This shows that organizational involvement means more than just passive loyalty. This includes positive relationships and employees' desire to make meaningful contributions to the organization.

In the view of the HRM expert, it is also stated that: Organizational commitment influences Institutional Strengthening and work performance in an organization. Employee satisfaction on material compensation and social compensation has a significant influence on the loyalty of members to the organization. Allegedly there is a relationship between individual interests with the interests of the organization. Each member of the organization usually tends to try to fulfill their personal interests along with the goals of the organization.

Based on the initial survey, the commitment of the DPRK Pidie members has not been very good and not satisfactory. It can be seen that the members of the DPRK Pidie have not been able to interpret the organization personally. In addition, members of the DPRK Pidie can be considered as still not loyal to their institutions or organizations.

Conditions of loyalty and organizational performance are related to the ethics adopted and practiced by members of the organization. In the case of the Pidie community, work ethic

is sometimes associated with Islam as a belief or sometimes referred to as an Islamic work ethic. The Islamic work ethic sees the purpose of work as not only to get work done but also to promote a balance between personal growth and social relationships (A. J. Ali & Al-Owaihian, 2008). The Islamic work ethic also affects the overall work environment. The Islamic work ethic emphasizes collaboration in the workplace, and deliberation is seen as a way to solve problems within an organization. The Islamic work ethic emphasizes little effort. By bringing effort and benefit not only to oneself but to others, it can lead to pride, satisfaction, and balance in life.

Professional organizations such as the Democratic People's Republic of Korea must work hard to establish a code of conduct to help members understand and fulfill the ethical responsibilities they have assumed and agreed to. According to (Marri, Sadozai, Zaman, & Ramay, 2012) and (Noe, Hollenbeck, Gerhart, & Wright, 2014). An ethically successful organization has several key principles when it comes to mutually beneficial relationships. In other words, the organization will prioritize mutually beneficial relationships. Members of the organization are directed to always be responsible, understand the goals or vision of the values of their employees, apply them in daily activities, and prioritize justice, the interests of others. Your profit also counts.

Islamic work ethic has a positive impact on work behavior because it can provide incentives for positive work attitudes. A positive work ethic allows favorable consequences such as perseverance, dedication to work, and of course other work attitudes that can benefit both individuals and organizations (Yousef, 2001).

Based on the initial survey, the Islamic work ethic of members of the DPRK Pidie was not so good. This can be seen from the conclusion of the survey answers that members of the DPRK Pidie do not always contribute to the progress of the organization. In addition, as a member of the DPRK Pidie, they also have not been able to cooperate well.

A person who believes in Islam and practices his religious ethics tends to be more satisfied with his job. Previous research has shown the relationship between Islamic work ethics and commitment. (Yousef, 2001); (Othman, Rahman, Malek, & Osman, 2004); (Marri et al., 2012). The board organization should have a unique way of achieving the institutional performance of the DPRK. (Basri & Kadir, 2019) found that some organizations have cultures that are different from others, so each organization has its own way of expressing its goals. The climate can be oppressive, neutral, or supportive. The pattern can be dynamic and some are somewhat permanent. This is because an organization generally tends to attract and retain people who are friendly to the organizational climate.

Members of a legislative body come from various parties, and the variety of education and experience is believed to have a lot of influence in creating an organizational climate in the DPRK Pidie. For this reason, various institutional strengthening/strengthening organizations such as the DPRK Pidie require facilities and infrastructure that can combine the benefits of individual motivation with organizational tasks in creating a conducive and dynamic organizational climate. A good organizational climate usually contributes to system strengthening or institutional strengthening of the People's Representative Council at various levels.

Based on the initial survey, the organizational climate of the DPRK Pidie is not so good. It can be seen that the members of the DPRK Pidie answer that they do not feel that the

organization gives great freedom and responsibility to every employee to realize the goals of the organization but the resulting risks are still taken over by the organization. In addition, members of the DPRK Pidie also said they do not feel that the organization applies flexible rules and procedures for every employee.

Different members have different ideas about organizational culture. According to Wirawan (2007), organizational climate is the perception of organizational members about what happens or occurs regularly in the internal environment of the organization and affects the attitudes, behavior, and performance of members of the organization. Affect the specified organizational performance. Organizational climate is closely related to the process of creating a comfortable work environment to create harmonious cooperation among all members of the organization.

Several studies have shown that organizational climate is closely related to commitment. (Affandi, 2002) found that organizational climate affects organizational member commitment. (Rangkuti, 2009) and (Henaldy, 2009) found that organizational climate affects employee engagement. Organizational policies have been described in several ways. But basically, everything focuses on the use of power to influence decision-making in an organization, or the actions of members who are selfish and disorganized (Robbins & Judge, 2017). (Kreitner & Kinicki, 2014) describe organizational politics as an act of conscious influence aimed at increasing or protecting the expectations of individuals or groups. (Chen & Fang, 2008) describe organizational politics as the study of power. This definition includes almost a number of attempts to obtain or use the influence that arises in making work decisions.

In addition, (Robbins & Judge, 2017) seeks to influence or influence the distribution of strengths and weaknesses in an organization, although political behavior in organizations is not required within the framework of the individual's formal role in the organization. an activity to do. In organizational politics, not all have the same politics. For example, in some organizations, the political game is very rampant, while in others, politics plays a small role in influencing outcomes. This systematic play affects the strengthening of the system, and an increase in the number of systematic actions affects the decline of the system. At the level of organizational behavior, organizational policies are understood as objective behavior through the study of political tactics. Political behavior tactics are disorganized behavior that can undermine corporate goals or the interests of others in the organization (Harrell-Cook, Ferris, & Dulebohn, 1999). Organizational policies that are implemented and passed on to employees enable an organization to maintain business competition with other organizations. This organizational policy has become a special topic in the human resource development literature and is of interest to researchers.

The organizational political perception of the DPRK Pidie is not so good. It can be shown from the survey answer that they have no role in organizational practices and policies. In addition, as a member of the DPRK Pidie, they also do not always step up to achieve the goal.

According to (Vigoda-Gadot, 2007), the high political level of an organization often leads to an unfair and unfair distribution of resources, both between employees and external customers. The environment and atmosphere also include poor employee performance, high levels of stress and tension (Harris & Kacmar, 2017); (Vigoda-Gadot, 2007), poor job

satisfaction, reduced commitment, and employee rejection reaction. Low service quality, low turnover, increased employee turnover, high turnover (Harrell-Cook et al., 1999); (Folger & Konovsky, 1989); in (Vigoda-Gadot, 2007).

(Chen & Fang, 2008) examines that company policies are relevant and affect how employees perceive the responsibilities and obligations of an organization. Employee commitment to an organization is one of the key behavioral aspects in assessing, developing, and achieving the success of company goals. High-performing employees receive job guarantees from organizations that help them plan their careers and provide promotions as a guarantee of career development. Employees, on the other hand, concentrate on their work and become loyal to the company (Cavanagh, 1999). When employees perform well and are committed to the organization, the organization offers rewards, bonuses, and promotions to make them happy. In this case, the satisfaction that employees expect from salary, benefits, insurance, work environment, etc.

2. Literature

Institutional Strengthening/ Capacity Building

This research focuses on the success of the DPRK Pidie Capacity Building. In fact, it is necessary to study the meaning and role of strengthening for institutions or organizations that can balance the executive. Strengthening the role of the legislature in this reform era is the most urgent thing and needs to be considered and implemented. The location and existence of the DPR function play a role in the implementation of budgeting, legislation, and management. Therefore, it is necessary to find ways or methods for DPRK Pidie institutions to create functional mechanisms that can optimize their performance. Among DPRK members, the community/members hope that DPRK Pidie members and institutions can play a more realistic role and carry out parliamentary functions that are beneficial to those who represent the people they represent.

With the enactment of Law Number 32 of 2004 concerning Regional Government, Article 24 (5) makes the position of regional heads more autonomous concerning the legislative body (DPR). Regional administrators and DPRK Pidie have become strategic partners in the administration of the regional government. These two institutions are expected to play an important role in realizing good governance. Therefore, it is necessary to increase the humidity or do something to achieve your capacity-building goals.

(Haryanto, 2014) According to the World Bank reference, capabilities can be divided into five dimensions. Namely, (1) human resource development, training, recruitment, and dismissal of specialists, managers, and technical members, and (2) organization, namely the design of structures and processes. , Resource and leadership style, (3) Coordination, organizational activities, functions, and networks in the form of formal and informal interactions, (4) Organizational environment, namely rules, laws governing public services, responsibilities and authorities, Guidelines, and financial or financial support, and (5) the entire environment, including political, economic and conditional factors (organizational performance) that affect performance. (Kristanto, 2015) said there are at least two important

points: 1) capacity building, especially regarding the internal development and growth process, and 2) the capacity building process must focus on results.

Institutional Strengthening in this study uses the theory of capacity building. Institutional strengthening language is used to suit the conditions of the legislative body, namely DPR. According to Grindle, Marilee (Kristanto, 2015), capacity-building efforts aim to develop various strategies to improve efficiency, effectiveness, and accountability of government performance. Developing the organization or capabilities of an organization is an ongoing process of predicting the dynamics of an ever-changing environment. Brown (Kristanto, 2015) describes the capacity building as a process that can improve the ability of individuals, organizations, or systems to achieve a goal to be achieved.

Meanwhile, the Association of Indonesian Municipalities defines capacity building as dynamic development or capacity building to achieve performance to achieve results and results within a certain framework. It is recognized that institutional capacity building is developed with a long-term strategy. Capability development is a series of strategies that aims to improve the efficiency, effectiveness, and accountability of the organization's performance in achieving its goals. For this reason, we need to focus on three dimensions or levels: (1) the system dimension, (2) the entity dimension, and (3) the individual dimension. On the system side, changes are aimed at political reform, changes to the "rules of the game" institutional framework that can facilitate an effective and efficient process of achieving goals. On the part of an entity or organization, organizational improvement aims to improve the performance of functions and tasks in all areas of the organization and to improve management tools to improve its microstructure. The activities we carry out are organizational restructuring, work processes, decision-making processes, internal and external communication systems (communication networks), management systems, incentive systems, and staffing systems. At the individual level, capacity building focuses on the procurement, delivery, and placement of competent managers and professional staff. Its main activities focus on the recruitment system, employee capacity mapping, training, placement, regulation of working conditions and working conditions, incentive system, and job evaluation system (Kristanto, 2015).

According to (Warsito, 2003), many factors affect Capacity Building. 5 main things affect institutional strengthening, namely: shared commitment, leadership, regulatory reform, institutional reform, and recognition of strengths and weaknesses.

1. Mutual commitment.

Shared commitment is the first factor that affects Capacity Building. In this case, shared commitment is the basic capital that must be continuously developed and maintained properly in an organization.

2. Leadership.

Leadership is one of the most important factors among many of the most fundamental factors in influencing the initiation and success of an organization's personal and institutional Capacity Building program.

3. Regulatory Reform.

The regulation must be dynamic following changes without sacrificing value. Regulatory reform is a part of program implementation that is strongly influenced by leadership factors that exist in an organization.

4. Institutional reform.

Institutional reform in essence refers to the development of a conducive climate and culture for the implementation of the Commitment program.

5. Identify Capacity

An organization must have a capacity identification result for its capacity development. For this identification, there must be an acknowledgment of the personal and institutional strengths and weaknesses of the existing capacities. Capacity building is one part of organizational performance. According to Utami et al. (2021) the factors that influence performance are organizational commitment, organizational climate, and capacity development. Meanwhile, according to (Wulandari, 2017) these factors are Islamic Work Ethics and experience. While (Chen & Fang, 2008) revealed a factor that affects Capacity Building is organizational politics.

Capacity Building can be measured using several indicators. The indicators of Capacity Building according to the Secretary-General of the DPR of the Republic of Indonesia in 2013 and as a reference in this research are as follows.

1. Strengthening institutional capacity with a superior level of competence following the vision, mission, goals, objectives, and performance indicators of the organization.
2. Increasing the capacity of the structure and work procedures of organizational units with the right sizing organizational posture to create a professional, effective and efficient bureaucratic organization.
3. Capacity Building in responding to the dynamic needs of the DPR.

According to Aragae (2006), there are 5 indicators to measure Institutional Strengthening/Capacity Building, namely authority, characteristics, potential and needs, and ability.

Organizational Commitment

Every member or element of the organization must demonstrate commitment, and the leader must always be ready for himself and his members to accept the commitment. (Anik & Arifuddin, 2003). This statement can mean that organizational involvement is more than just passive loyalty, but includes positive relationships and the desire of employees to make meaningful contributions to the organization. Organizational involvement is closely related to individual and organizational work productivity. According to (Chairy, 2011), members (employees) of an organization with a high level of commitment in the organization are more stable and productive, which in turn makes them more profitable. (Mowday, Porter, & Steers, 2013) define work commitment as the relative strength of an individual's identification and involvement with the work organization. On the other hand (Guay, Choi, Oh, & Mitchell, 2015) see work engagement as a direction of values for work.

(Greenberg & Baron, 2007), statement that commitment is an explanation of the extent to which an individual identifies and participates in an organization and the desire to remain in the organization. (Bakhshi & Kumar, 2011), on the other hand, define organizational involvement as the relative strength of individuals in identifying involvement in an organization. This attitude has the following three characteristics:

- a. Strong belief and acceptance of the values and goals of the organization, or employees have confidence in the existence of the organization and the goals to be achieved by the organization.
- b. Willingness of employees to try seriously on behalf of the organization, meaning that employees are willing to sacrifice in improving organizational performance
- c. A strong desire to maintain membership in the organization, meaning that employees have a strong desire to support organizational performance

Member commitment to the organization does not just take place but through a long and gradual process. Member commitment to the organization is also determined by several factors or determinants.

According to Fahmi (2020), the factors that influence commitment are Islamic work ethics and professional commitment. Suarningsih et al. (2013), the factor that influences commitment is organizational climate. (Gunawan & Santosa, 2012), the factors that influence commitment are organizational politics, job satisfaction, and organizational citizenship behavior.

Member commitment to the organization itself is relative to the individual in identifying his involvement in the organization itself (Wibowo, 2015). The indicators used to assess commitment are:

1. Sense of belonging to the organization
2. A sense of attachment to the organization.
3. The meaning of the organization personally
4. Will not leave the organization.
5. Proud of the organization
6. Loyalty

This study will use indicators from (Wibowo, 2015), namely Sense of belonging to the organization, Sense of attachment to the organization, Meaning of the organization personally, Will not leave the organization, Proud of the organization, and Loyalty

Islamic Work Ethics

Apart from other factors that have been considered common so far, the existence and application of an Islamic work ethic are believed to have a significant impact on organizational engagement and Capacity Building. The Islamic work ethic is a personality attitude that gives rise to a very deep belief that work not only beautifies oneself and shows one's humanity but also functions as a manifestation of good deeds (Masruhin, 2013). This work is based on the principle of faith, and his dignity as a servant of Allah, which not only shows the essence of Muslims but also suffers from the longing to present himself as a credible person. Man. The Islamic work ethic can be further defined as a set of values or belief systems derived from the Qur'an and Sunnah that are related to work and perseverance in life and human life. The Islamic work ethic is labor-oriented and almost the same as goodness in human life (Ahmad & Owoyemi, 2012).

In the study of experts, five things underlie Islamic Work Ethics, namely First, unity,

this concept is related to the concept of the oneness of God (tawhid) as a form of the vertical relationship between humans and their God. As Muslims, we must see that everything in this world belongs to Allah and will be returned to Him. Second, equilibrium, this concept is related to the concept of 'adl (justice and ownership). Third, free will (freedom of will) everyone is given the freedom to do what he wants to a certain level, but that freedom must be accompanied by the responsibility to God and others. Because Allah does not change a person's destiny until he changes it himself. Fourth, responsibility, which refers to one's own responsibility for all actions taken both against humans and against God (Adab & Rokhman, 2015). From the above understanding, Islamic work ethic is a work ethic based on the Qur'an and hadith, which works not only as an activity in the world or secular but also as worship to receive rewards at a time. It works according to Islamic principles. Work ethic has been a topic studied by many scholars since Max Weber introduced the Protestant work ethic related to productivity and economic development of Protestant Christian-based countries in Europe (A. Ali, 1988).

(A. Ali, 1988), AbuSaad also found that this bias occurs when indicators of work ethic are used in the context of different cultures and beliefs. As a solution, (A. Ali, 1988) developed a concept called Islamic Work Ethics (IWE). It is based on the system of values and beliefs of the majority of Arabs, based on two guidelines, the Qur'an and the Sunnah. Indonesian society is the largest Muslim in the world, but as far as observed there has been no study of work ethic that uses the IWE concept. This fact is what drives the IWE test in the context of Indonesian Muslims. As a model development, the organizational basis where teaching staff work is suspected to have a moderating role in the influence of Commitment and Islamic Work Ethics on individual and organizational performance.

Islamic Work Ethics are principles, value systems, or orientations that guide an organization in carrying out actions at work or making correct business decisions based on Sharia, namely the Qur'an and the hadith of the prophet Muhammad Shallallahu'alihi wa sallam (Ahmad & Owoyemi, 2012).

Indicators of Islamic Work Ethics according to (Ahmad & Owoyemi, 2012) are:

1. Work value based on intention
2. Dedication to work
3. Contribution to broad prosperity
4. Cooperation and consultation
5. Work for a living.

Organizational Climate

Many experts' views are related to the definition or definition of Organizational Climate. The opinion of many experts shows that there are limitations in translating the organizational climate. Every organization has its own or different way of presenting a business for its organization. Some organizations have a different climate than others. The organizational climate can be oppressive, neutral, or supportive, depending on how it is managed. Every organization always has its own work environment and organizational climate. Organizations tend to attract and retain people who are in the organization according

to the climate so that at a certain level the pattern can be sustainable or lasting (Basri & Kadir, 2019).

The organizational climate then affects a person's cognitive status (perception of organizational politics) and effectiveness (emotional) at work. There are at least four factors that determine Organizational Climate. Namely, the policy structure, technology, external environment, management policies, and organizational practices. Every organization has a different climate from the others. (Steers, 1984). There are many things and situations that influence the formation of Organizational Climate. For example, a) persistence, hard work, and imbalance with expected results will ultimately affect the people in the organization. b) Cooperation between leaders and subordinates is not discriminatory or favoritism. Each other creates a comfortable atmosphere in the organization, and harmonization of participation and cooperation within the organization further increases organizational efficiency. c) Regulations that serve as guidelines in their implementation, and if there are deviations, appropriate and fair sanctions must be dealt with firmly. The developing environment represents the perceptions of individuals and members of collective organizations, as well as those who are in constant contact with royal organizations that serve Politics, under the control of superiors, managers, lower managers, and permanent workers. The value is not following the theory that we are studying. Organizational climate is an effective management tool for integrating individual motivation with organizational goals and tasks. Organizational climate is the employee's perception of the characteristics of existing procedures in the company.

Organizational climate is the perception of organizational members, both individuals and groups, and other parties related to the organization. Meanwhile, the indicators of organizational climate according to (Stringer, 2002) are: 1) Organizational structure, 2) Work standards, 3) Responsibilities of members, 4) Cleanliness of the office environment, 5) Office layout, 6) Noise, 7) Air temperature and 8) Space to move.

According to (Wirawan, 2007) states that the dimensions that can measure organizational climate consist of 1) The state of the physical environment at work, 2) The state of the social environment, 3) Implementation of the management system, 4) Products, 5) Consumers, 6) Physical conditions and psychology of organizational members, 7) Organizational culture

Meanwhile, according to (Lussier, 2016) organizational climate indicators include:

- a) Structure
- b) Responsibility
- c) Rewards
- d) Warmth
- e) Support
- f) Organizational identity and loyalty.
- g) Risk

Perception of Organizational Politics

In essence, all Perception of Organizational Politics focuses on the use of power to influence the process and results of decision-making within the organization or on the

behavior of its members who are selfish and organizationally do not have any sanctions (Robbins & Judge, 2017).

It is interesting to pay attention to the statement of (Kreitner & Kinicki, 2014) which describes organizational politics as an act to influence intentionally to increase or protect the desires of individuals or groups. In this case, it is more important how the organization protects the wishes of individuals and groups in an organization. Ideally, individual desires are synonymous with the group and organizational goals. This is indeed difficult to achieve simultaneously but leaders at various levels of the organization must direct these goals. Furthermore, the view (Robbins & Judge, 2017) defines political behavior in organizations or organizational politics as a series of activities that are not requested as part of a person's formal role in the organization, but that influence, or try to influence, the distribution of advantages and disadvantages within the organization.

In organizational politics not all have political similarities, in some organizations, for example, the political game is open and rampant, while in other organizations it turns out that politics plays a small role in influencing the results.

Related to political tactics in a political organization that is practically found in the House of Representatives, (Kreitner & Kinicki, 2014) further explained that there are 8 political tactics used by employees in organizational political tactics. These political tactics include:

1. Attacking or blaming others. Used to avoid or minimize failure associations.
2. Use of information as a political tool. Involves meaningfully with retaining or rejecting information.
3. Creating a good picture (impression management). Management for success, maintaining organizational norms, and drawing attention to one's success and influence.
4. Develop a base of support. Provide primary support for a decision. Build commitment with others for a decision through participation.
5. Praising others (ingratiation) Making an impact to feel good
6. Formation of coalition forces with strong partners. Alliance with strong people who can earn.
7. Connect with influential people. Build a support network both inside and outside the organization.
8. Creating obligations (reciprocity) Creating social debt (I did a favor to you, then you owe me a favor).

In this study/research, the Perception indicator of political organization used by the researcher refers to the indicator developed by (Chen & Fang, 2008) which has three indicators, including:

1. Organizational practices and policies (Organizational practices and policies) Organizational political perceptions in organizational practices and policies are needed to determine a person's position and the amount of salary or wages that the organization provides to members of the organization.
2. Co-worker behavior (Colleagues behavior)

The behavior of employees in interacting with other members.

3. To continue to achieve the goal (Go along to get ahead)

Perception of organizational politics is used as a tool to facilitate a member of the organization to achieve the position he expects.

3. Research Method

Population and Research Sample

The research population was all members of the DPRK Pidie, Indonesia, amounting to 40 people. All elements of the population were sampled, or what is called the census technique, where the entire population of 40 members of the DPRK Pidie were used as a sample. The data required/collected for this research analysis includes primary data and secondary data.

Data Collection Technique

The data were analyzed using the Partial Least Square (PLS) method According to Gaston in (Yamin & Kurniawan, 2011) states PLS can be used for confirmation purposes, such as hypothesis testing and exploration purposes. The design of the Structural Model of the relationship between latent variables is based on the formulation of the problem or the proposed research hypothesis. A partial least squares model in this study and its hypotheses can be seen below.

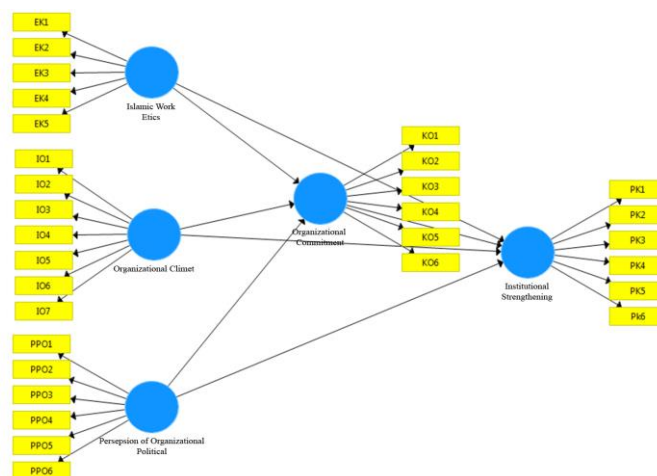


Figure 1. Research Model on Partial Least Square (PLS)

- H1: Islamic Work Ethics affects Commitment,
- H2: Organizational Climate affects Commitment,
- H3: Organizational Political Perceptions affects Commitment,
- H4: Islamic Work Ethics affects Institutional Strengthening,
- H5: Organizational Climate affects Institutional Strengthening,
- H6: Perception of Organizational Politics affects Institutional Strengthening,
- H7: Commitment affects Institutional strengthening
- H8: Commitment mediates the Islamic Work Ethics effect on Institutional Strengthening,

H9: Commitment mediates the Organizational Climate effect on Institutional Strengthening, and,

H10: Commitment mediates the Organizational Political Perception effect on Institutional Strengthening

4. Research Results

Evaluation of Measurement (Outer) Model

The measurement model is shown in Figure 2 below:

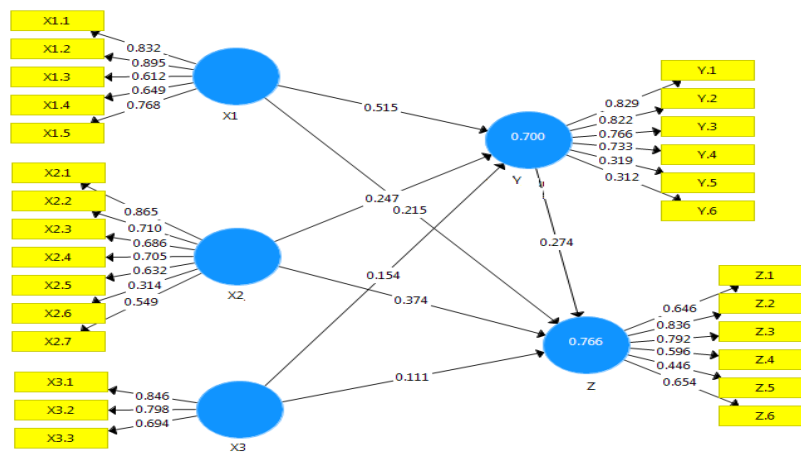


Figure 2. PLS Result

1. Convergent Validity

The average value of variance extracted from each different research variable ranges from 0.576 to 0.814 as shown below:

Table 1. Average Variance Extracted (AVE)

Variable	AVE
Islamic Work Ethics	0.576
Organizational Climate	0.713
Perception of Organizational Politics	0.611
Commitment	0.811
Institutional strengthening	0.814

Source: Data processing with PLS, 2021

Based on the results of the measurement model testing shown in Figure 2, it can be explained as follows:

- The Islamic Work Ethics construct shows all indicator's loading factors above 0.6 and AVE > 0.5.
- The Organizational Climate construct shows all indicator's loading factors above 0.6 and AVE > 0.5.

- c) The Perception of Organizational Politics constructs show all indicator's loading factors above 0.6 and AVE > 0.5.
- d) The Commitment construct shows all indicator's loading factors above 0.6 and AVE > 0.5.
- e) The DPRK Institutional strengthening construct shows all indicator's loading factors above 0.6 and AVE > 0.5.

Based on the results of the loading factor above, it can be concluded that the construct has good convergent validity.

2. Composite Reliability dan Cronbach's Alpha

In addition to the construct validity test, a construct reliability test was also carried out as measured by composite reliability and Cronbach's alpha. The following are the results.

Table 2. Composite Reliability dan Cronbach's Alpha

Variable	Cronbach's Alpha	Composite Reliability
Islamic Work Ethics	0.814	0.869
Organizational Climate	0.769	0.833
Perception of Organizational Politics	0,846	0,824
Commitment	0.713	0.812
Institutional strengthening	0.750	0.828

Source: Data processing with PLS, 2021

A construct is declared reliable if it has a composite reliability value above 0.70 and Cronbach's alpha above 0.60. From the results of the output above, all constructs have a composite reliability value above 0.70 and Cronbach's alpha above 0.60. So it explains that the construct has good reliability.

Structural Model Testing (Inner Model)

To assess the significance of the prediction model in structural model testing, it is show from the t-statistic value between the independent variables to the dependent variable in the Path Coefficient below.

Table 3. Path Coefficient

Variable	Original Sample	Sample Mean	Standard Deviation	T-statistics	P-values
X1 → Y	0.515	0.538	0.128	4.033	0.000
X1 → Z	0.215	0.230	0.134	0.600	0.110
X2 → Y	0.247	0.241	0.115	2.148	0.032
X2 → Z	0.374	0.385	0.092	4.065	0.000
X3 → Y	0.154	0.137	0.116	1.325	0.186
X3 → Z	0.111	0.104	0.134	0.831	0.406
Z → Y	0.274	0.254	0.117	2.153	0.032

Source: Data processing with PLS, 2021

Hypothesis Test Result

This study proposes several hypotheses including the descriptive hypothesis. The test results are shown as follows:

H1: Testing Islamic Work Ethics Effect on Commitment

The first test was conducted to see whether Islamic Work Ethics affected Commitment. From Table 3 above, it reveals that the original sample value of the LS estimate is 0.515 with a significance below 5%. The original sample estimate value is positive indicating that Islamic Work Ethics affects Commitment.

H2: Testing Organizational Climate Effect on Commitment

The second test was conducted to see whether Organizational Climate affected Commitment. From Table 3 above, it explains that the original sample value of the LS estimate is 0.247 with a significance below 5%. The original sample estimate value is positive indicating that Organizational Climate affects Commitment.

H3: Testing Organizational Politics Perception Effect on Commitment

The third test was conducted to see whether the Perception of Organizational Politics affected Commitment. From Table 3 above, it indicates that the original sample estimate LS value is 0.154 with a significance above 5%. The original sample estimate value indicates that the Perception of Organizational Politics does not affect Commitment.

H4: Testing Islamic Work Ethics Effect on Commitment

The fourth test was conducted to see whether Islamic Work Ethics affects Institutional strengthening. From Table 3 above, it figures that the original sample estimate LS value is 0.215 with a significance above 5%. The original sample estimate value is positive indicating that Islamic Work Ethics does not affect Institutional strengthening.

H5: Testing Organizational Climate Effect on Institutional strengthening

The fifth test was conducted to see whether Organizational Climate affected Institutional strengthening. From Table 3 above, it shows that the original sample estimate LS value is 0.374 with a significance below 5%. The original sample estimate value is positive indicating that Organizational Climate affects Institutional strengthening.

H6: Testing Organizational Politics Effect on Institutional strengthening

The sixth test was conducted to see whether the Perception of Organizational Politics affected Institutional strengthening. From Table 3 above, it reveals that the original sample estimate LS value is 0.111 with a significance above 5%. The positive original sample estimate value indicates that the Perception of Organizational Politics does not have a positive effect on Institutional strengthening.

H7: Testing Commitment Effect on Institutional strengthening

The seventh test was conducted to see whether Commitment affects Institutional strengthening. From Table 3 above, it explains that the original sample estimate value of LS is 0.274 with a significance below 5%. The original sample estimate value is positive indicating that Commitment affects Institutional strengthening performance.

H8: Testing Commitment Mediation Effect on the Islamic Work Ethics Affects Institutional strengthening

Testing Commitment Mediation Effect on the Islamic Work Ethics Affects Institutional strengthening is explained as follows:

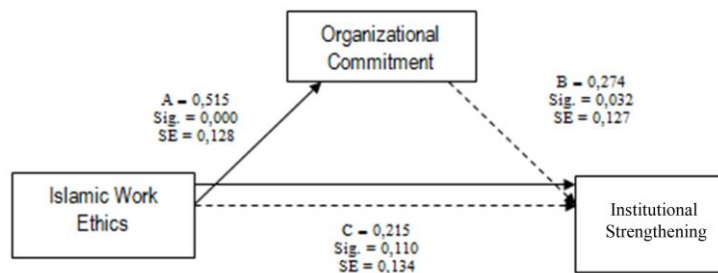


Figure 3. Islamic Work Ethics Effect on Institutional strengthening through Commitment

Figure 3 reveals that Islamic Work Ethics affects Commitment and Commitment affects on Institutional strengthening. The results of the Sobel scores are as follows.

Table 4. Sobel Test I

Input:		Test statistic:	Std. Error:	p-value:
a	0.515	Sobel test: 2.02398797	0.06971879	0.04297139
b	0.274	Aroian test: 1.97884923	0.07130912	0.04783298
sa	0.128	Goodman test: 2.0723636	0.06809133	0.03823155
sb	0.117	Reset all	Calculate	

From the results of the Sobel test calculation, the Z value of 2.023 > 1.98 in a significance level of 5% explains that Commitment mediates the Islamic Work Ethics effect on Institutional strengthening. The mediation test result shows it is fully mediated. This conclusion provided is related to the previous results because the Islamic Work Ethics also affects Commitment and has no effect on Institutional strengthening, and the Commitment which affects Institutional strengthening.

H9: Testing Commitment Mediation Effect on Organizational Climate Affects Institutional strengthening

Testing Commitment Mediation Effect on Organizational Climate Affects Institutional strengthening is explained as follows:

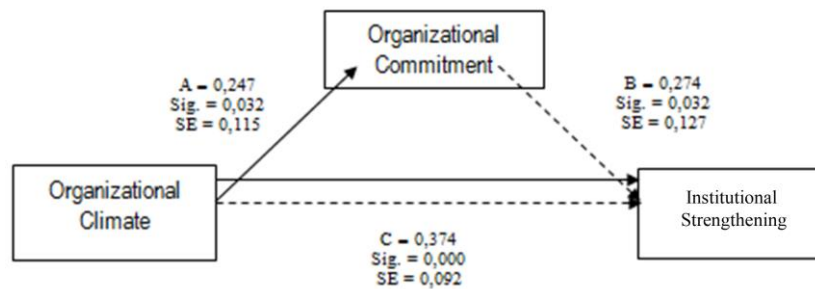


Figure 4. Organizational Climate Effect on Institutional strengthening through Commitment

Figure 4 explains that Organizational Climate affects Commitment and Commitment also affects Institutional strengthening. The results of the Sobel scores are as follows.

Table 5. Sobel Test II

Input:		Test statistic:		Std. Error:	p-value:
a	0.247	Sobel test:	1.58290767	0.04275549	0.11344251
b	0.274	Aroian test:	1.5099065	0.04482264	0.13106728
sa	0.115	Goodman test:	1.6676363	0.04058319	0.09538795
sb	0.117	Reset all		Calculate	

From the results of the Sobel test calculation above, the Z value of 1.158 < 1.98 proves that Commitment does not mediate the Organizational Climate effect on Institutional strengthening.

H10: Testing the Commitment Mediation Effect on the Effect of Perception of Organizational Politics on Institutional strengthening

Testing the Commitment Mediation Effect on the Effect of Perception of Organizational Politics on Institutional strengthening is explained as follows:

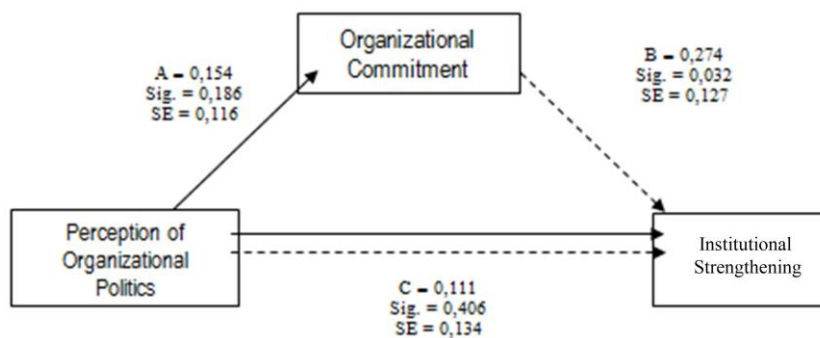


Figure 5. Organizational Politics Perception Effect on Institutional strengthening through Commitment

Figure 5 reveals that the Perception of Organizational Politics affects Commitment and Commitment which also affects Institutional strengthening. The results of the Sobel scores are as follows.

Table 6. Sobel Test III

Input:		Test statistic:		Std. Error:	p-value:
a	0.154	Sobel test:	1.1549193	0.03653589	0.24812348
b	0.274	Aroian test:	1.08263576	0.03897525	0.27897013
s _a	0.116	Goodman test:	1.24392888	0.03392155	0.21352574
s _b	0.117	Reset all	Calculate		

From the results of the Sobel test calculation above, the Z value of $1.154 < 1.98$ with a significance level of 5% proves that Commitment does not mediate the Perception of Organizational Politics effect on Institutional strengthening.

5. Conclusion

Based on the results the conclusions were obtained are

1. Islamic Work Ethics affects Commitment in the DPRK Pidie.
2. Organizational climate affects Commitment in the DPRK Pidie.
3. Perception of Organizational Politics does not affect Commitment in the DPRK Pidie.
4. Islamic Work Ethics does not affect the Institutional strengthening of the DPRK Pidie.
5. Organizational climate affects the institutional strengthening of the DPRK Pidie.
6. Perception of Organizational Politics does not affect the Institutional strengthening of DPRK Pidie.
7. Commitment affects the Institutional strengthening of the DPRK Pidie.
8. Commitment fully mediates the Islamic Work Ethics effect on the Institutional strengthening of DPRK Pidie.
9. Commitment does not mediate the Organizational Climate effect on the Institutional strengthening of DPRK Pidie.
10. Commitment does not mediate Organizational Politics effect on the Institutional strengthening of DPRK Pidie

These findings prove that it turns out that the institutional improvement model is a function of increasing the strengthening of Islamic Work Ethics and Organizational Climate Conformity, and Increasing Commitment, where Commitment serves as a full mediator on the role model of Islamic Work Ethics on institutional Strengthening. Meanwhile, organizational politics perception does not play a significant role in the model. This academically proven model can be the basis for the development of further research models, it can add other variables such as competence and leadership. This model can also be the basis for practitioners, especially those related to research subjects to take advanced management policies.

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