

Implementation of Islamic Spiritual Guidance in Growing Work Ethic for Employees at JNE Tangerang Office 1

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Abstrak:

Penelitian ini berjudul Implementasi bimbingan rohani Islam dalam menumbuhkan etos kerja bagi Karyawan di Kantor JNE Tangerang. Bimbingan rohani Islam adalah suatu bantuan yang dilakukan oleh para ahli di bidang kerohanian islam yang mampu membantu membangkitkan semangat dan motivasi spiritual agama. Tujuan dari penelitian ini adalah untuk menganalisis dan implementasi model bimbingan rohani islam dalam menumbuhkan etos kerja karyawan di kantor JNE Tangerang. Metode penelitian ini menggunakan teknik pengumpulan data dengan wawancara serta data sekunder yang diperoleh dari karyawan JNE Tangerang, sumber buku, dan jurnal. Partisipan yang terlibat yaitu Ketua Departemen Kerohanian JNE Tangerang dan beberapa karyawan kantor JNE Tangerang. Hasil dari penelitian ini adalah menunjukkan bahwa proses layanan bimbingan rohani islam di kantor JNE dilakukan dalam beberapa tahap, yaitu: mulai dari memberikan bimbingan terkait dengan tadarus Al-Qur'an, memberikan kilasan tafsir, dan memberikan bimbingan fiqh. Layanan bimbingan rohani islam dalam menumbuhkan etos kerja karyawan dilaksanakan dalam bentuk penyampaian materi. Penyampaian materi yang dilakukan itu dengan memberikan penyadaran kepada seluruh karyawan JNE Tangerang, bahwa sebagai muslim selain dia punya amanah kontrak bekerja, tentu nilai-nilai keagamaan dan keislaman tidak boleh ditinggal.

Kata Kunci : Bimbingan Rohani Islam, Etos Kerja, Karyawan

Abstract:

This research is entitled Implementation of Islamic spiritual guidance in fostering work ethic for employees at the JNE Office Tangerang. Islamic Spiritual Guidance is an aid carried out by experts in Islamic Spirituality that can help arouse the spirit and spiritual motivation of the religion. This study aims to analyze and implement Islamic spiritual guidance models in fostering employees' work ethics at the JNE office. The study methods used data collection techniques with interviews and secondary data obtained from employees of JNE Tangerang, book sources, and journals. The participants involved were the Chairman of the Spiritual Department of JNE Tangerang and several employees of the JNE Tangerang office. This study shows that the process of Islamic spiritual guidance services at the JNE Tangerang Office is carried out in several stages, namely: starting from providing guidance related to the tadarus Qur'an, providing flashes of interpretation, and providing fiqh guidance. Islamic spiritual guidance services foster employee work ethic in material delivery. The delivery of the material by carried out, giving awareness to all employees of JNE Tangerang that as a Muslim beside him, he has the mandate to work contract. Of course, Islamic religious values should not be left behind.

Keywords: Islamic Spiritual Guidance, Work Ethic, Employees

A. INTRODUCTION

Human beings need to work to be happy and prosperous in certain positions or jobs. Not infrequently, this work is solely to meet his life needs in his life. A person must be able to make his plans and decisions in the career world in his future to achieve and hold a position that suits the needs of his life. Therefore religion commands its people to work or strive to support their lives. In carrying out duties and responsibilities, man also needs to implement his faith so that the world and the afterlife must run in balance. Therefore, man needs spiritual guidance to balance his spiritual and physical needs.

Regarding understanding Islamic spiritual guidance, Arifin in (Nurul Hidayati, 2014) explains that Islamic spiritual guidance is a series of activities carried out by a person to help others experiencing spiritual difficulties in their living environment. Musnamar also explained that Islamic spiritual guidance is a process of spiritual help to the soul to live following the provisions and instructions of Allah SWT. (Aliya Andriyani, 2018) To achieve the happiness of living in the world and the afterlife.

This spiritual guidance by carried out with a definite purpose, namely the provision of inner brightness by religious teachings. In addition to arousing the spirit and spiritual motivation of religion, this Islamic spiritual guidance activity is expected to foster workers' work ethic to practice their worship practices with the energy obtained from this spiritual guidance. So the work ethic has a close relationship with expectations and how a worker gives meaning to their work. A man works with his consciousness or sincerely in working to make an obligation as a Muslim person. According to Pahmawati, Darna, and Herlina (2020) work ethic is a morale that characterizes a person or group of people who work, which is based on work ethics and perspectives that are believed and realized through determination and concrete behavior in the world of work. Tasmara (2002) asserts that work ethic is the totality of personality and how to express, look at, belief, and give meaning to something that encourages him to work hard optimally.

Its implementation is needed to foster a work ethic for workers in this spiritual guidance activity. According to Agustino, Implementation is a dynamic process of implementing a policy by carrying out an action or activity so that it will eventually get an outcome that follows the goals or objectives of the procedure itself. So according to Paramita and Fahmie (2014) that goal setting related to employee work ethic is very important for the company to facilitate increasing the motivation of its employees so that it can have a positive influence on the company.

The research related to our title is from Debby Styana, Nurkhasanah, and Hidayanti (2016), which examines Islamic Spiritual Guidance in Cultivating Adaptive Spiritual Responses for Stroke Patients in Islamic Hospitals. This study revealed that the adaptive spiritual response of stroke patients who received Islamic spiritual guidance services in Islamic hospitals showed an increasingly positive reaction seen from three aspects, the first of which was the support, attention, and affection of the family and those around them. Furthermore, based on Fenti Agustias Hasibuan (2013) research on the Effectiveness of

Islamic Spiritual Guidance in Cultivating the Work Ethic of the Air Force Education Command Workforce. The research concluded that members and mentors have effectively stated Islamic spiritual guidance that they feel the benefits and achievement of goals, in addition to it can cultivate a work ethic, and activity spurs personnel to be more active in worship and work. The third research by (Syatibi ,2018) on Islamic Spiritual Guidance in Fostering Work Ethics for the Homeless and Beggars in Bina Karya Social Care can conclude that there are several efforts to foster work ethics for assisted residents in Bina Karya Social Care, namely delivering material related to work ethic, and methods are adapting to the conditions of the assisted residents.

The research raised the theme of Implementing Islamic Spiritual Guidance in fostering a work ethic for JNE Tangerang employees who focused on expedition office employees. Based on several previous studies related to our title (Reeza Juwita ,2021), researchers concluded that researchers had previously focused more on Islamic spiritual guidance for patients and hospital employees, the authors also conclude that the study is rarely found and carried out in the expedition office.

Therefore, the research wants to know the implementation of Islamic spiritual guidance in fostering a work ethic for employees at the JNE Tangerang expedition office, the functions and authorities of Spirituality in the JNE Tangerang office, and How the work ethic of JNE employees after participating in Islamic spiritual activities. The author wants readers to know that this spiritual guidance of Islam can be found in the expedition office.

B. METODOLOGI

This research method uses a qualitative descriptive approach. David Williams (Moleong J Lexy ,2005) suggests that qualitative research collects data on a natural background using biological processes and carrying it out by people or researchers interested in nature. On the other side (Rijal Fadli ,2021), qualitative research uses open interviews to examine and understand individuals' attitudes, opinions, feelings, and behaviors of groups of people John W Creswell (2018) defines it as an approach or study to find and understand the main symptom. To understand the main symptoms, the researchers interviewed study participants or participants by asking questions that were common and broad enough.

To get the results of this study, the author obtained the necessary data through data collection methods in the form of interviews and observations directly to the field and presented in the form of a description of how the implementation of Islamic spiritual guidance in growing the work ethic of employees in the JNE Tangerang office.

The subjects of this study are one Chairman of the Spiritual Department of JNE Tangerang and four employees of JNE Tangerang. As for this study, researchers used purposive sampling techniques, which are techniques used to dig up information that will be the basis of emerging designs and theories so that they are relevant to the research, with good considerations from participants, specific characteristics, and others in the determination of samples. The author of this research was conducted directly at the residence of the Chairman Spiritual Department of JNE Tangerang and the office of JNE Tangerang.

This data collection technique uses (1) Interviews, conducting interviews to find out the complete data, and efforts to obtain accurate data and appropriate data sources. (2) Observation, the author makes observations in a place directly related to the research. In quantitative data analysis, the study comes from interviews and observational data. This data is obtained from direct observation through interviews with spiritual supervisors and several employees regarding implementing Islamic spiritual guidance in fostering work ethic for employees at the JNE Tangerang Office in the research report. This interview is a question of 10 questions. These questions have one purpose and relate to Islamic spiritual guidance carried out on employees at the JNE Tangerang office to grow employees' work ethic. These research steps include 1) Developing and creating research designs, 2) Determining the location and subject of research, 3) Collecting data and analyzing data, 4) Presenting research data, and 5) Concluding research.

C. RESULT AND DISCUSSION

Implementation of Islamic Spiritual Guidance in Employees

Implementing research on Islamic Spiritual Guidance in fostering a work ethic for JNE Tangerang employees entirely focuses on this research's crucial points. The focus of the study is (1) the implementation of Islamic spiritual guidance in fostering work ethic at the JNE Tangerang Office, (2) Islamic Spiritual Guidance Material at the JNE Tangerang office (3) Employee work ethic after following Islamic spiritual guidance (4) The effectiveness of Islamic Spiritual Guidance in cultivating Employee Work Ethic at the JNE Tangerang office.

Researchers can elaborate on implementing Islamic spiritual guidance for employees in the JNE Tangerang office based on the interviews and observations. In this study, researchers obtained results on implementing Islamic spiritual guidance in the JNE Tangerang office directly with NHS speakers as the Head of the Spiritual Department at the JNE Tangerang Office. The NHS revealed that implementing this Islamic spiritual guidance reminds the employees that as Muslims who have a mandate in the context of work, the values towards Islam should not eliminate in their respective persons.

"For the implementation in the field, it is reminders and awareness to the entire JNE Tangerang extended family. As a Muslim, he has a mandate in the context of transactions, and work contracts for religious and Islamic values should not abandon. It works well and earnestly with full honesty and discipline. And by the mandate given to him, of course, in Islam is part of a unified understanding of good Islam." Researchers also elaborate on Islamic spiritual guidance materials delivered by supervisors to JNE Tangerang employees in the interviews and observations. Basically (Jannah SN ,2020), the material of Islamic spiritual guidance is the same as the material of Islamic proselytizing, because what is contained in the material depends on the goals to be achieved. As mentioned in the Qur'an, that: "The general purpose of proselytizing is to invite the human ummah (including believers or infidels or musyriks) to the right path that Allah Almighty has given, in order to live happily and prosperously in the world and the Hereafter".

NHS said that the material presented was in the form of understanding interpretations in the Qur'an, Providing guidance related to the tadarus of the Quran, providing fiqh guidance, practical fiqh-fiqh, etc.

"The material understanding the short letters in the Quran is meaning interpretation in juz 30, the hadiths of the apostles of commitment in work professionally there is related to the Sirah of the Prophet Muhammad SAW, material Akhlakul Karima, and last the material of practical fiqh in the context of worship. it included in the fiqh that is mahdhob or the fiqh whose nature is part of the employees' lives."

NHS revealed that all employees of JNE Tangerang must carry out activities every day before starting work to provide for the importance of good practices for them and other activities related to Islam with the aim that employees enthusiastic in carrying out their daily activities.

"These activities must be carried out by JNE Tangerang employees, Muslims, praying together. It is a commitment always to study the Quran for time to adjust the schedule in each office or warehouse. There are also mandatory activities, like Islamic celebrations; Maulid Nabi, Isra Miraj, Idul Adha, Qurban, etc. And the implementation of every working day alternates depending on each location, such as the office and the warehouse. There is their respective person in charge to provide provisions for the importance of these good practices".

Researchers can elaborate on the work ethic of JNE Tangerang employees after following this spiritual guidance. The NHS revealed that it turned out that after participating in this Islamic spiritual guidance activity, the Employees of JNE Tangerang felt a comfortable atmosphere, and also they were able to understand the meaning of the faithful and good religion.

"Employees are getting better at carrying out work, and they feel a comfortable atmosphere. It turns out that understanding the true and good understanding of religion is certainly not a burden for them. Still, instead, they feel the togetherness of a comfortable atmosphere, most importantly they constantly want to get an additional understanding related to the religion we believe in".

When the researcher asked a similar question to one of the employees with the initials TF, he felt that his work ethic increased after this Islamic spiritual guidance activity. It was very effective for him in *charging* his faith inseparable from his obligations at work. In this case, the researcher can elaborate on whether the effectiveness of Islamic spiritual guidance in cultivating employee work ethic in the JNE Tangerang office. The NHS said this spiritual guidance was effectively done to employees in these interviews and observations. When they realize that they have God, religion, and responsibility, if the employees are more committed to that belief, the more they will get the best retribution on the side of Allah Almighty. The conclusion can be influential in employee performance, and when they are weak or not optimal, they have an excellent religion to maintain their work ethic.

"This Islamic spiritual guidance is certainly very effective for JNE Tangerang employees. To get the mandate and duty of responsibility according to their respective fields, the backup of religion strengthens and responsibility. Because of course at times, perhaps the supervision side is weak or not optimal, the awareness of a person who has a good religion will always maintain his condition and performance in work ethic".

Employees in Islamic Spiritual Guidance Activities

Researchers focus on Islamic spiritual guidance given to JNE Tangerang employees. The activities of the Islamic spiritual guidance given to JNE employees it can be seen from several factors: First, JNE employees are under the auspices of the JNE office, a measure of

the time of JNE employees who relatively long have specific competencies in understanding, experience, and dissemination of Islamic teachings. This Islamic spiritual guidance activity to employees was carried out in the mosque of the JNE office, whose implementation system is by providing reminders and awareness to all employees of JNE Tangerang as Muslims. In addition to having a mandate in work contracts and transactions, religious and Islamic values should not be abandoned, as a Muslim works well and earnestly with complete honesty and discipline. His mandate is undoubtedly part of a unified understanding of good Islam. The methods employed in this spiritual guidance begin with tadarus, tausiyah, interpretive commentary, and fiqh guidance. Second, faith and success in fostering employees so that they become people who understand and obey the teachings of Islam and can shape the image of the JNE Tangerang office to be more Islamic. Third, also because the employees interact directly with many people, the success in fostering employees has strengthened the function of the JNE Tangerang office as an expedition office and as a medium for proselytizing.

The Relationship of Islamic Spiritual Guidance with The Work Ethic of Employees

Islamic spiritual guidance relates to the employee's work ethic, which is realized through Islamic guidelines and advice and an Islamic work ethic. Some Islamic work ethic concerns the employment relationship, so there is a relationship between Bimroh and the employee. The ties can build as follows: The first is the happiness of the world and the afterlife. For example, Islamic spiritual guidance aims to achieve satisfaction in this world and the hereafter. This goal aligns with the Islamic work ethic, balancing worldly work with ukhrawi work, working for physical and spiritual needs. The second is a humane working relationship. The same exercise of human nature, *fitrah*, and dignity become a working relationship where all parties participate, especially by paying attention to each person's needs. As the Prophet Muhammad Saw explained, the Prophet Saw. Forbade hiring a worker if it was not clear how much wage the worker got.

D. CONCLUSIONS

Based on the research findings on the Implementation of Islamic Spiritual Guidance in growing employee work ethic at the JNE Tangerang office, the researchers concluded that this Islamic Spiritual Guidance activity is an obligation for all Muslim employees in the JNE Tangerang office. For the implementation in the field, of course, provide reminders and provide awareness to the entire JNE Tangerang extended family, about as a Muslim besides he also has a mandate in the context of transactions and work contracts, religious and Islamic values should not be abandoned. Likewise, how a Muslim works well and earnestly with full honesty, whole discipline, and according to the mandate given to him in Islam is part of a unified understanding of good Islam. Islamic spiritual guidance has a relationship with the employee's work ethic, which is realized through Islamic guidelines and advice and an Islamic work ethic. Have the ultimate goal of achieving happiness in this world and the afterlife. This goal aligns with the Islamic work ethic, balancing worldly work with ukhrawi work, working for physical and spiritual needs.

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