

THE ROLE OF RELIGIOSITY ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR OF EMPLOYEE OF ISLAMIC BANKING

Ugung Dwi Ario Wibowo, Dinar Sari Eka Dewi

Muhammadiyah University of Purwokerto, Indonesia

Authors e-mail: ugungs@yahoo.com

Abstract

The purpose of this study is to provide that there is the role of religiosity on organizational citizenship behavior of employee of Islamic banking. This study uses 76 employees of Islamic banking on Purwokerto. Data were collected through 2 scales: Religiosity Scale and Organizational Citizenship Behavior Scale. The result is $F_{score} > F_{table}$ ($78,780 > 4,000$), with t_{score} ($8,876$) $> t_{table}$ ($2,000$). With H_0 rejected, it means that religiosity contributes significantly to the organizational citizenship behavior. The results provided that there was a significant role of religiosity on organizational citizenship behavior of employees of Islamic banking.

Keywords: *religiosity, organizational citizenship behavior.*

INTRODUCTION

Majority of the population of citizens in Indonesia is Muslim, so Indonesia has a lot of organizations affiliated to the Islamic law. Some organizations that referred to Islamic law, called Islamic organization, or more specifically for the field work such as Islamic finance, Islamic insurance and Islamic banking. The development and contribution of Islamic banking in Indonesia, including the rapid and impressive. In general, the growth of Islamic banking in Indonesia in the past 10 years reached 40 percents, with the number of Islamic banking services in Indonesia until the beginning of 2016 consisted of: 11 Islamic banks, 24 sharia business unit of banks, and 156 sharia rural banks (<http://www.ojk.go.id/>).

The growth of Islamic banking in Central Java also can also be seen from the data from Bank Indonesia, central bank of Indonesia, that shows up in Central Java province, there are: 8 Islamic banks, 48 sharia business unit of banks, and 23 sharia rural banks. The rapid growth of Islamic banking in Central Java also can also be seen from the data from Bank Indonesia, which shows the number of Islamic banking sector workforce totaled 42.000 employees. Based on these data, the average workforce development needs in this sector rose by 20 percents per year (<http://www.bi.go.id/>).

From the preliminary study on employees of Islamic banking in Purwokerto, different results obtained mostly Islamic banks in Central Java has a program of non-job outside office hours, such as recitation, writing Qur'an, kultum (short Islamic sharing) pre-post office hours, exercise together, weekend though raga between Islamic banks, Islamic art, and participation in the expo Islamic banks. All Islamic banks held a special event in the month of Ramadhan, followed by employees, for

example: *safari ramadan* (goes to the mosques), *jamaah tarawih* (praying at night in the mosque), *i'tikaf* (stay a night in the mosque), and so forth. Anchored struggle against usury and part of the symbols, some employees expressed auto-marketing activities as the socialization efforts of Islamic banking in the surrounding environment. Participation and contribution in the activities shown if their roles are not only in-role behavior, but indicate an extra-role behavior in their work setting (Podsakoff, etc, 2000).

In an organization of Islamic banking, extra-role behavior as a kind of proactive participation from the employees in their jobs would be indicated as organizational citizenship behavior (OCB). Ideally, as a Muslim who works at Islamic banking, they must prove that work is not merely to make a living, but also as a religious value. Diana (2012) stated that examines the theory of OCB in accordance with the values taught in Islam, namely the values of sincerity, *taawun*, brotherhood, and *mujahadah* which becomes part of one's religiosity.

In the Islamic organization, religiosity occupies an important role in the application of those values above the underlying someone in the Islamic work. Religiosity as a religious gesture (Ancok and Suroso, 2001), which means there is an element of religious internalization into themselves, it is important to be seen how big it contributes to the emergence of organizational citizenship behavior as conduct *fastabiqul khairat* (competition in a good way) at work.

The problem statement in this research is: how is the role of religiosity to organizational citizenship behavior? And the purpose of this paper is to propose a model of the role of religiosity on organizational citizenship behavior of employees of Islamic banking.

METHODOLOGY

This study uses an explanatory research that highlights the relationship between the variables of research and testing hypotheses have been put forward before (Hadi, 2000). This study focused on how the effect of religiosity on organizational citizenship behavior. Thus, it will be the roles and relationships between the variables. The independent variable in this study is religiosity, and the dependent variable in this study is organizational citizenship behavior.

Subjects were employees of Islamic banks, by taking the population of Islamic banking on Purwokerto, Central Java, Indonesia. Researcher using multistage sampling, which involves each type of Islamic banking in Indonesia as a sample. Stage 1 sampling based on the province, determined Central Java province as the study sample. Stage 2 sampling by district/city, designated the town of Purwokerto, as the study sample. Stage 3 sampling by type of Islamic banking, bank the sample set as follows: (1) BPRS Khasanah Ummat Banyumas for this type of sharia rural bank; (2) Bank Jateng Syariah branch of Purwokerto for this type of sharia business unit of bank; and (3) Bank Syariah Mandiri branch of Purwokerto for the type of Islamic bank.

Collecting data using the questionnaire method, those are Organizational Citizenship Behavior Questionnaire and Religiosity Questionnaire. The total of questionnaires that collected and worth analyzed are 76 scales.

RESULT

Based on the calculation of the structural analysis of the groove, then the following are the findings of data calculation results in a simple regression analysis using the program SPSS for Windows, the result can be seen below in the tables.

The Correlation Coefficient

Table. 1. Correlation

		<i>OCB</i>	<i>Religiosity</i>
<i>Pearson Correlation</i>	<i>OCB</i>	1.000	.718
	<i>Religiusitas</i>	.718	1.000
<i>Sig. (1-tailed)</i>	<i>OCB</i>	.	.000
	<i>Religiusitas</i>	.000	.
<i>N</i>	<i>OCB</i>	76	76
	<i>Religiusitas</i>	76	76

It is describe the extent of the relationship between religiosity (X) with organizational citizenship behavior (Y). From the analysis results obtained correlation coefficient of 0.718, meaning that there is a relationship between religiosity and organizational citizenship behavior amounted to 71.8 percents.

R-Square or the Coefficient of Determination

Table. 2. Summary Model for Finding Coefficient of Determination

<i>Model</i>	<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>	<i>Change Statistics</i>				
					<i>R Square Change</i>	<i>F Change</i>	<i>df1</i>	<i>df2</i>	<i>Sig. F Change</i>
<i>1</i>	.718 ^a	.516	.509	7.488	.516	78.780	1	74	.000

The coefficient of determination explains how variations Y caused by X. From the table can be read that $R_{\text{square}} = 0.516$ that means that the variations that occur on organizational citizenship behavior amounted to 0.516 due to religiosity and the remaining 42.4 percents influenced by other things outside this equation.

Result of ANOVA

Table. 3. ANOVA

<i>Model</i>		<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
<i>1</i>	<i>Regression</i>	4417.520	1	4417.520	78.780	.000 ^a
	<i>Residual</i>	4149.466	74	56.074		
	<i>Total</i>	8566.987	75			

Obtained $F_{\text{count}} = 78.780$. While the F_{table} at a significance level of 5% ie 4,05. From the above results it can be seen that $F_{\text{count}} > F_{\text{table}}$ ($78.780 > 4.000$), concluded that the linear models, $Y = a + bX$ own right and can be used. It can be seen that the probability value is $0.000 < 0.05$, means that the model is accepted or it can be concluded that the shape of the linear equation $Y = a + bX$ own right. Obtained the regression equation $Y = 4,823 + 0918 X$

Significance Test

Table. 4. Coefficients

<i>Model</i>		<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	<i>T</i>	<i>Sig.</i>
		<i>B</i>	<i>Std. Error</i>	<i>Beta</i>		
<i>1</i>	<i>(Constant)</i>	4.823	10.588		.456	.650
	<i>Religiusitas</i>	.918	.103	.718	8.876	.000

Founded if $t_{count} > t_{table}$ ($8.876 > 2.00$), then H_0 is rejected, it means that religiosity affect significantly towards organizational citizenship behavior.

DISCUSSION

Based on the analysis of research, three research variables measured using a scale and simple regression test conducted to see the effect of one variable to another variable. From the analysis of the data obtained the data that there is influence of religiosity contribute significantly to organizational citizenship behavior on teachers and employees of Islamic banking in Purwokerto, evidenced by $F_{count} > F_{table}$ ($78.780 > 4.000$) so that it complies with the criteria of simultaneous test is rejected H_0 , meaning that the variable religiosity have a role on organizational citizenship behavior. Reinforced by the results of $8.876 t_{count} > t_{table}$ ($2,000$), which then means that H_0 is rejected, it means that religiosity significantly influences organizational citizenship behavior.

The results also show that by a simple regression analysis found a significant relationship between religiosity to organizational citizenship behavior with a total effect of 0.516, and the remaining 0.42 is the influence of other variables that are not investigated.

The results indicate that religiosity variable contribution to organizational citizenship behavior that contributions to the correlation coefficient of 0.718 or more than 50 percents, it can be said the selection of variables in this study is good because it can absorb the information variables influencing the organizational citizenship behavior.

As research conducted Ardyansyah (2008) which resulted in the conclusion that there was a significant relationship between the values of religiosity and social competencies with organizational citizenship behavior on employees of PT. Qolbu Management and PT. Hadji Kalla. The test results showed that there was difference between group mean difference organizational citizenship behavior are very significant between the employees of PT. Qolbu Management and PT. Hadji Kalla ($0.002 p < 0.050$; $XA170.050 > XA2 66,900$). This shows that religiosity has a significant relationship with organizational citizenship behavior, especially in organizations affiliated with the values of Islamic or sharia organization.

Psychological research to distinguish between religiosity (the pros - religion in general, the common belief and religious practice) and a powerful form of religiosity such as fundamentalism, which is defined as a way dogmatic and intolerant become a religion (Batson, Schoenrade, and Ventis, 1993, in Blogowska and Saroglou, 2011). Added that religiosity was associated with a desire to help for the welfare of others, namely, values, properties, and prosocial behavior.

According Blogowska and Saroglou (2011), people who have a religious high tend to show a two-dimensional basic personality related to morality, which agreeableness (prosocial, selflessly for others, trust and generosity) and awareness (socially determined control impulse behaviors that facilitate task-oriented goals or extra role). This means that this statement supports the findings that religiosity affect significantly towards organizational citizenship behavior.

CONCLUSION AND RECOMMENDATIONS

Based on the results of the descriptions that have been made in previous chapters, the authors conclude as follows: religiosity have a significant influence to organizational citizenship behavior of employees of Islamic banking with the total effect of 0.516.

Based on the results of the study investigators suggested that the management pays religiosity since become antesenden positive organizational citizenship behavior by developing a religious climate in the work environment. For further research, should be considered to develop a more comprehensive study, linking with other variables, such as emotional intelligence, self-control, confidence, integrity, and so forth.

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ABOUT THE AUTHORS

Ugung Dwi Ario Wibowo (Dr): is currently working as lecturer, in Faculty of Psychology, Muhammadiyah University of Purwokerto, Indonesia, research interest is islamic industrial/organizational psychology (corresponding authors e-mail: ugungs@yahoo.com).

Dinar Sari Eka Dewi: is currently working as lecturer, in Faculty of Psychology, Muhammadiyah University of Purwokerto, Indonesia, research interest is transformational and clinical psychology (corresponding authors e-mail: dinardewi3@gmail.com).