

The Influence of Equal Employment Opportunities and Islamic Work Values on The Quality of Work Life of Employees CV. Profish International

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Abstract: Nowadays, several companies recognize the value of employee loyalty as one of the tools for their growth. Improving the quality of work life of employees is one approach to maintaining employee loyalty and increasing job satisfaction. The purpose of this study is to find out how the influence of equal employment opportunities and Islamic work values variables on the quality of work life. This research was conducted at CV. Profish Internasional which is a company that has a focus on the world of fisheries from cultivation to the distribution of fresh water fish. The population used in the study were all employees of C.V Profish Internasional, totaling 113 people. By using the Isaac and Michael formula, the sample in this study was 89 people. Data analysis used Partial Least Square-Structural Equation Model or PLS-SEM analysis using SmartPLS. The results show that equality of employment opportunities and Islamic work values have a significant influence on the quality of work life of CV Profish International employees

Keywords: Quality of work life, equal employment opportunities, Islamic work values, PLS-SEM

Abstrak: Saat ini, beberapa perusahaan menyadari nilai loyalitas karyawan sebagai salah satu alat untuk pertumbuhan mereka. Peningkatan kualitas kehidupan kerja karyawan merupakan salah satu pendekatan untuk menjaga loyalitas karyawan dan meningkatkan kepuasan kerja. Tujuan dari penelitian ini adalah untuk mengetahui bagaimana pengaruh variabel kesempatan kerja yang setara dan nilai-nilai kerja Islami terhadap kualitas kehidupan kerja. Penelitian ini dilakukan di CV. Profish Internasional yang merupakan perusahaan yang mempunyai fokus pada dunia perikanan mulai dari budidaya hingga distribusi ikan air tawar. Populasi yang digunakan dalam penelitian adalah seluruh karyawan C.V Profish Internasional yang berjumlah 113 orang. Dengan menggunakan rumus Isaac dan Michael, sampel dalam penelitian ini berjumlah 89 orang. Analisis data menggunakan Partial Least Square-Structural Equation Model atau analisis PLS-SEM menggunakan SmartPLS. Hasil penelitian menunjukkan bahwa kesetaraan kesempatan kerja dan nilai-nilai kerja Islami mempunyai pengaruh yang signifikan terhadap kualitas kehidupan kerja karyawan CV Profish International

Kata Kunci: Kualitas kehidupan kerja, kesetaraan kesempatan kerja, nilai-nilai kerja Islami, PLS-SEM

Introduction

Currently, some companies recognize the value of employee loyalty as one of the tools for their growth. Improving the quality of work life is one approach to maintaining employee loyalty (Widyastuti & Purwana, 2012). With a good quality of work life, companies can increase employee satisfaction because workers' wants, needs, and values are met (Yulianti, 2010).

Many studies discuss the quality of work life, ranging from its effect on other variables, to factors or aspects that affect the quality of work life. One study conducted by Narehan et al. (2014) shows that the quality of work life has a significant influence on the quality of life of employees. All elements of the quality of work life program including the work environment and work aspects were also found to correlate with the overall quality of life of employees. Given the fact that quality of work life programs in organizations contribute to better quality of life among employees and reduce employee turnover rates, organizations need to consider continuously introducing, improving, and enforcing quality of work life programs within the organization.

Researchers also observed how the quality of work life of employees in the place where this study was carried out, namely C.V Profish International, where factors or elements that affect the quality of work life are fulfilled, including the fulfillment of employee needs both personal and social. This is also supported by testimonials issued by workers through interviews with a number of employees, where the majority of workers feel changes in the quality of their work life when they become employees of the company, and they state that this is directly proportional to their quality of life which is getting better. However, there are some things that workers are concerned about, such as equality of employment opportunities and work values in the company.

The value of one's work in this study specifically refers to Islamic work values, this is because the researcher is a Muslim who certainly always studies and finds out Islamic values in all aspects of life. As referred to in Antonio (2012) regarding the five foundations of the Qur'an that can be utilized as a source of

value for work: (1) God provides the sustenance of each of His servants (Q.S. Hud verse 6); (2) God's command is to seek sustenance or try to find it (Q.S. Al-Jumuah verse 10); (3) Optimize potential and skills to get superior results (QS. An-Najm, verse 39); (4) The spirit of effort, optimism, and perseverance (Q.S. Al-Imran verse 139; Q.S. Fussilat verse 30; Q.S. Yunus verse 62); (5) Trust in God in seeking income (Q.S. Ali Imran verses 173-174; Q.S. Fathir verse 2; and Q.S. At-Thalaq verse 3).

Method

This research uses a descriptive approach to determine whether the quality of work life and Islamic work values have an impact on the quality of work life of C.V. Profish International Workers. The sampling technique is carried out by Non probability sampling or convenience sampling, which means that each element or member of the population will be selected by the researcher if the member or element has met the requirements to be used as a sample of this study. The research location was carried out at the workplace of the company C.V. Profish International, and the data collection approach of this study used a questionnaire-based survey as the main instrument, with quantitative data type.

The population in this study is all employees of the C.V Profish International company, where according to the HR division manager, all employees of the C.V Profish International company are 113 people. From the size of the population of C.V. Profish International employees, in order to obtain more accurate study findings, an accurate sampling strategy is needed so that it can reflect the population. By using mathematical and statistical methods, reliable sampling can be carried out based on the expertise of mathematicians and statisticians, one of the formulas that can be used is the Isaac and Michael formula (Sugiyono, 2020).

This study uses the PLS research model and data processing method. This is because the purpose of this research is to assess the effect / influence, thus making this research a form of associative or causal research. Thus, the analysis

method used is a method that suits the type of research, namely Partial Least Square (PLS) path analysis.

Hair et al. (2017) states that the first step in creating a PLS model is to connect variables and constructs based on theory and logic. In creating a model path, it is important to determine the exogenous and endogenous variables where the location of the constructs and the relationship between them can be determined through these two variables. PLS-SEM analysis consists of two sub models, namely the measurement model or often called the outer model and the structural model or often called the inner model (Ghozali & Latan, 2015).

Result and Discussion

Characteristics of Respondents

The following is a table of respondent criteria in this study:

Table 1
Characteristics of Respondents

Description	Total	Percentage
Gender		
Male	79	88.8%
Female	10	11.2%
Age		
<25 years	18	20.2%
25 – 35 years	51	57.3%
36 – 45 years	12	13.5%
46 – 55 years	7	7.9%
>55 years	1	1.1%
Position		
Organizer	70	78.7%
Staff	9	10.1%
Supervisor	6	6.7%
Manager	4	4.5%
Duration of Employment		
<1 years	21	43.8%
1 – 3 years	39	23.6%
4 – 6 years	14	15.7%
>6 years	15	16.9%

Education		
Elementary	7	7.9%
Junior High School	20	22.5%
High School	54	60.7%
Bachelor (S1)	8	9%

Source: Processed Data

From the table above, it can be seen that the proportion of male employees is greater than that of women. Then, in terms of age, overall employees can be said to be still in productive age. At the position level, the majority is an executive employee, with the length of work of the majority in the range of 1 - 3 years. At the education level, the largest proportion is at the high school level of 60.7% (54 people).

Testing the Measurement Model or Outer Model

1) Convergent validity

Convergent validity is the loading factor value on latent variables with related indicators, where the predicted value is greater than 0.7. Measurement of convergent validity involves testing the value of outer loadings which can be seen in the following tables:

Table 2
Value of Outer Loading

Dimention	Code	Indicator	Outer loadings
Equal Employment Opportunity			
Fair treatment in all matters (EEO1)	EEO1.1	Fair treatment for both men and women	0,729
	EEO1.2	Fair treatment for people with and without special needs	0,731
	EEO1.3	Fair treatment in treating every worker	0,740
	EEO1.4	Fair treatment in providing career advancement opportunities	0,734
	EEO1.5	Fair treatment in education of work procedures	0,725
Based on merit (EEO2)	EEO2.1	Providing career advancement opportunities based on merit	0,748
	EEO2.2	Placing human resources according to achievement	0,738
Efficiency in work (EEO3)	EEO3.1	Efficiency in division of labor	0,776
	EEO3.2	Efficiency in handling employee problems	0,746

Active and potential inclusion of all workers (EEO4)	EEO4.1	Active participation of workers in handling problems that occur	0,741
	EEO4.2	Workers' participation in providing suggestions and criticism to develop the company	0,732
	EEO4.3	Activeness and responsibility of workers in reporting and work activities	0,735
Relating to all aspects of employment including recruitment, wages, compensation, development (EEO5)	EEO5.1	Equality of employment opportunities related to aspects of recruitment and wages	0,734
	EEO5.2	Equal employment opportunity in relation to compensation and career development	0,700
Islamic Work Values			
Gratitude (I WV1)	I WV1	Workers instill gratitude in themselves for their work and what they do.	0,743
Discipline (I WV2)	I WV2	The company applies rules for workers to be disciplined at work	0,739
Benevolence (I WV3)	I WV3	The company applies rules for workers to be virtuous in their activities.	0,751
Perfectionism (I WV4)	I WV4	Workers complete work according to directions until it is finished	0,732
Responsibility (I WV5)	I WV5	Workers are responsible for what they have done, are doing, and will do.	0,763
Competence (I WV6)	I WV6	The company places workers in accordance with their competencies	0,721
Piety (I WV7)	I WV7	The company provides facilities for workers' religious activities so that workers can carry out religious activities solemnly.	0,719
Cooperation (I WV8)	I WV8	The company provides space for workers to cooperate with other workers to solve problems in the world of work.	0,737
Continuous self-evaluation (I WV9)	I WV9	The company always evaluates each worker's work	0,715
Patience (I WV10)	I WV10	Workers instill a sense of patience in carrying out their activities	0,718
Quality of Work Life			
The fulfillment of adequate, fair compensation and a safe and healthy workplace	QWL1	Compensation from the company to workers is adequate in accordance with the work and contribution of workers and fair for all workers.	0,742
	QWL2	Workplace conditions are safe for workers and healthy so that work safety is fulfilled.	0,715
Opportunities for employees to develop competencies, as well as career growth and security.	QWL3	How the organization provides opportunities for its employees to develop and use their abilities in completing work.	0,768
	QWL4	Opportunities for all workers for continuous career growth and security	0,818
The existence of social solidarity, as well as social integration, constitutionalism and the total living space of the organization for employees.	QWL5	The relationship between employees and coworkers and the company, where employees have a good relationship and can work together with coworkers and superiors, and have an attachment to the company.	0,812
	QWL6	Limiting the power of the work organization over the employee in the employee's entire life, so that the company only has the power to regulate how the employee works and runs the work organization.	0,800

	QWL7	Employees have total living space in their personal and work lives.	0,754
The existence of work-life social relations.	QWL8	The company's social responsibility towards the environment and the surrounding community as well as the employees who work in the company.	0,737

Source: Processed Data

From this table, it can be seen that all variables have a value of > 0.7 . So it can be concluded that all indicators in the variable are valid and there is no elimination. From the table, it can also be seen that in the equal employment opportunity variable, the largest outer loading value is owned by the efficiency dimension in the division of labor (EEO3.1) with a value of 0.776. So it can be concluded that to achieve equal employment opportunities, the dimension of efficiency in work is the most important factor for CV employees. Profish International. Furthermore, in the Islamic work values variable, the highest outer loading value is in the responsibility indicator (IWV5) with 0.763. So it can be concluded that for CV employees. Profish International, a person's responsibility is the most necessary Islamic work values in carrying out their work. Furthermore, in the Quality of Work Life variable, the highest outer loading value is found in the indicator of opportunities for all workers for sustainable career growth and security (QWL4) of 0.818. It can be concluded that with the opportunity for career growth and security for employees, it will improve the quality of work life of CV Profish International employees with high enough.

2) Discriminant validity

Discriminant validity is the value of the cross-loading factor which is useful for determining whether the construct has sufficient discriminant. Discriminant validity in this study can be seen in the following table:

Table 3
Fornell-Larcker Criteria

	EEO	IWV	QWL
Equal Employment Opportunity (EEO)	0,736	-	-
Islamic Work Values (IWV)	0,133	0,734	-
Quality of Work Life (QWL)	0,480	0,548	0,769

Source: Processed Data

From the table, the square root of AVE and the correlation value of a latent variable (construct) with other constructs have a higher value. Therefore, the findings of the discriminant validity analysis based on the Fornell-Larcker criterion for the latent concept as a whole, have a valid discriminant validity value.

3) Composite reliability

The following is a table of calculation results from the Cronbach's Alpha, Rho A, and Composite Reliability tests :

Table 4
Result of Cronbach's Alpha, Rho A, dan Composite Reliability Test

Variable	Cronbach's Alpha	rho_A	Composite reliability
Equal Employment Opportunity (EEO)	0,935	0,937	0,943
Islamic Work Values (IWV)	0,905	0,913	0,921
Quality of Work Life (QWL)	0,901	0,905	0,920

Source: Processed Data

Composite reliability If the reliability value is > 0.70 , then the construct value has a high dependency value. Table 3.6 shows that each variable has a composite reliability value > 0.70 , so it can be said that each variable meets the composite reliability criteria.

Cronbach alpha includes calculations to show composite reliability when the predicted value for all structures is > 0.60 . Table 3.6 shows that Cronbach's alpha > 0.6 , so it can be said that all variables have a Cronbach's alpha value > 0.6 and are reliable or reliable.

Structural Model Testing or Inner Model

Inner model testing aims to test the relationship between latent constructs.

1) Coefficient of determination (R Square)

R square shows the cumulative effect of exogenous factors on endogenous variables. This effect ranges from 0 to 1, with 1 reflecting perfect accuracy in prediction. Hair et al., (2014) mentioned that because R square is believed by various disciplines, researchers must rely on a rough rule of thumb regarding the acceptability of R square. with 0.75 (Substantial/strong), 0.50 (medium), 0.25 (weak).

Table 5
Result of R-Square Test

	R Square	R Square Adjusted
Quality of Work Life	0,470	0,457

Source: Processed Data

The R-Square value of the quality of work life variable is 0.470 so that if you rely on the rule of thumb, then this value is in the medium category. In addition, the value also shows that the variable quality of work life can be explained by the variable equal employment opportunities, as well as the variable Islamic work values worth 0.470 or 47% and the remaining 53% is explained by other variables outside the study.

2) Goodness of Fit (GoF)

Goodness of Fit (GoF), used to validate the overall structural model. The criteria for assessing GoF are 0.1 (small GoF), 0.25 (medium GoF), and 0.36 (large GoF) (Ghozali, 2015). The Goodness of Fit (GoF) value in this study is presented in the following calculation:

Average R Square = 0.470

AVE = $(0.542+0.539+0.591): 3 = 0,557$

$GoF = \sqrt{(rata-rata AVE \times rata-rata R^2)}$

$GoF = \sqrt{(0,557 \times 0,470)}$

$GoF = \sqrt{0,262}$

$GoF = 0,512$

The GoF value in this study is 0.512 and is in the large category.

Hypothesis Testing

Multiple linear regression is the study of how one or more independent variables affect the dependent variable. The goal is to estimate or predict the population mean or the mean value of the dependent variable based on the value of the independent variable (Ghozali, 2018). The results of multiple linear regression testing are shown in the table below:

Table 6
Bootstrapping Results

	Original samel (O)	Mean Sampel (M)	Stan Deviation (STDEV)	T-stat (O/STDEV)	P Values
Equal employment opportunity (X1) -> Quality of work life (Y)	0,414	0,420	0,082	5,030	0,000
Islamic work values (X2) -> Quality of work life (Y)	0,493	0,502	0,066	7,471	0,000

Source: Processed Data

1) Equality of employment opportunities affects the quality of work life of employees of C.V Profish International (H1)

In the first hypothesis test results, through the bootstrap technique, based on Table 3.8 with a significance of 5% ($df = n - k - 1 = 89 - 2 - 1 = 86$) for atwo-tailed test, the t-table is 1.988 and the t-statistic is 5.030. This shows that the equal employment opportunity variable in the quality of work life variable has a t-statistic value > t-table that has been determined. In addition, the variables of equal employment opportunity and quality of work life have a significant P-Value relationship in the form of a P-Value of 0.000 or 0% which is still below the 5% significance level so that it can be said that the equal employment opportunity variable is significant.

This shows that H1 can be accepted and the equal employment opportunity variable has a significant influence or impact on the quality of work life of CV Profish International employees.

2) Islamic work values affect the quality of work life of employees of C.V Profish International (H2)

In the results of the second hypothesis test, through the bootstrap technique, based on Table 3.8 with a significance of 5% ($df = n - k - 1 = 89 - 2 - 1 = 86$) for a two-tailed test, a t-table of 1.988 is obtained and a t-statistic of 7.471 is obtained. This shows that the Islamic work values variable on the quality of work life variable has a t-statistic value > t-table that has been determined. In addition, the Islamic work values and work life quality variables have a significant P-Value relationship in the form of a P-Value of 0.000 or 0% which is still below the 5%

significance level so that it can be said that the Islamic work values variable is significant.

This shows that H2 can be accepted and the Islamic work values variable has a significant influence on the quality of work life of CV Profish International employees.

Conclusion

Equal employment opportunity has a significant influence or impact on the quality of work life of CV Profish International employees, which means that the better the application or application of aspects of equal employment opportunity in the workplace will improve the quality of work life of these employees. Equality of employment opportunities is measured by 5 dimensions that reflect equal employment opportunities in the workplace, namely fair treatment in all matters, based on achievement, efficiency in work, actively and potentially involving workers, and relating to all aspects of the world of work. Of the five dimensions, the dimension of efficiency in work has the greatest influence and can represent the employment opportunity variable that best suits CV employees. Profish international.

Islamic work values have a significant influence or impact on the Quality of Work Life of CV Profish International employees. Which means that the better the application or implementation of the aspects and principles of Islamic work values in the workplace, it will improve the quality of work life of these employees. These Islamic work values are measured by 10 dimensions, namely gratitude, discipline, virtue, perfectionism, responsibility, competence, piety, cooperation, continuous self-evaluation, and patience. Of the ten dimensions, the responsibility dimension is the dimension that has the highest influence and is the most necessary Islamic values in the implementation of the work of CV Profish International employees.

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