

ABSTRAK

Penelitian ini dilatarbelakangi oleh pentingnya penerapan etos kerja Islami dalam meningkatkan kualitas kinerja karyawan pada lembaga keuangan syariah, khususnya di BMT NU Blega Bangkalan. Etos kerja Islami merupakan sikap dan perilaku kerja yang berlandaskan nilai-nilai Islam seperti kejujuran, amanah, kerja keras, tanggung jawab, disiplin, dan niat ibadah. Dalam pelaksanaannya, BMT NU Blega Bangkalan tidak hanya menekankan pencapaian target kerja, tetapi juga menerapkan budaya kerja Islami dalam aktivitas sehari-hari. Penelitian ini bertujuan untuk menjawab pertanyaan: 1) Bagaimana penerapan etos kerja Islami karyawan BMT NU Blega Bangkalan? dan 2) Bagaimana penerapan etos kerja Islami dalam meningkatkan kinerja karyawan BMT NU Blega Bangkalan?

Penelitian ini menggunakan jenis penelitian kualitatif dengan pendekatan deskriptif. Sumber data diperoleh melalui wawancara, observasi, dan dokumentasi yang dilakukan kepada pihak pimpinan, karyawan, dan nasabah BMT NU Blega Bangkalan. Analisis data dilakukan menggunakan aplikasi NVivo untuk membantu proses pengolahan dan analisis data hasil penelitian. Penelitian ini memfokuskan pada indikator etos kerja Islami seperti ikhtiar, kejujuran, kerja keras dan sungguh-sungguh, komitmen, konsekuensi dan berani menghadapi tantangan, niat ibadah, percaya diri, serta tanggung jawab sosial dan kerja sama.

Hasil penelitian menunjukkan bahwa penerapan etos kerja Islami di BMT NU Blega Bangkalan telah diterapkan dengan cukup baik melalui sikap disiplin, amanah, tanggung jawab, kerja sama, dan pelayanan yang baik kepada nasabah. Selain itu, kegiatan keagamaan seperti shalat dhuha bersama, pembacaan rotibul haddad, tahlil, dan doa bersama turut memperkuat budaya kerja Islami di lingkungan kerja. Penerapan etos kerja Islami juga memberikan pengaruh positif terhadap peningkatan kinerja karyawan, terlihat dari meningkatnya semangat kerja, kedisiplinan, tanggung jawab, kemampuan mencapai target kerja, serta kualitas pelayanan kepada nasabah. Dengan demikian, etos kerja Islami tidak hanya menjadi pedoman moral dalam bekerja, tetapi juga menjadi faktor penting dalam meningkatkan kualitas kinerja karyawan di BMT NU Blega Bangkalan.

Kata Kunci : BMT NU Blega Bangkalan, Etos Kerja Islami, Kinerja Karyawan

ABSTRACT

This research is motivated by the importance of implementing an Islamic work ethic in improving employee performance at Islamic financial institutions, particularly at BMT NU Blega Bangkalan. An Islamic work ethic is a work attitude and behavior based on Islamic values such as honesty, trustworthiness, hard work, responsibility, discipline, and devotional intentions. In its implementation, BMT NU Blega Bangkalan not only emphasizes achieving work targets but also implements an Islamic work culture in daily activities. This study aims to answer the following questions: 1) How is the Islamic work ethic implemented by BMT NU Blega Bangkalan employees? and 2) How does the Islamic work ethic improve employee performance at BMT NU Blega Bangkalan?

This study employed a qualitative approach with a descriptive approach. Data sources were obtained through interviews, observations, and documentation conducted with management, employees, and customers of BMT NU Blega Bangkalan. Data analysis was conducted using the NVivo application to assist in the processing and analysis of the research data. This study focuses on indicators of an Islamic work ethic, such as effort, honesty, hard work and sincerity, commitment, conscientiousness in facing challenges, intention to worship, self-confidence, social responsibility, and cooperation.

The results indicate that the implementation of an Islamic work ethic at BMT NU Blega Bangkalan has been quite effective, demonstrating discipline, trustworthiness, responsibility, cooperation, and excellent customer service. Furthermore, religious activities such as communal Dhuha prayers, recitation of the Quran, tahlil (Islamic recitation), and communal prayers contribute to strengthening an Islamic work culture in the workplace. The implementation of an Islamic work ethic also positively impacts employee performance, as evidenced by increased work enthusiasm, discipline, responsibility, the ability to achieve work targets, and the quality of customer service. Thus, an Islamic work ethic not only serves as a moral guideline for work but also plays a crucial role in improving employee performance at BMT NU Blega Bangkalan.

Keywords: BMT NU Blega Bangkalan, Islamic Work Ethic, Employee Performance