

The Influence of Islamic Work Ethic, Motivation, and Work Environment on Employee Performance at Muslimah Beauty Salon in Samarinda

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Abstract:

Human resources are a crucial factor in achieving targets and goals in business. One of the businesses overgrowing today is the Muslim beauty salon business. Employees mainly support the success of this business with good performance. However, employee performance is influenced by various factors. This study aims to determine the influence of Islamic work ethic, motivation, and environment on employee performance at the Muslimah beauty salon in Samarinda. This study is a quantitative study with a study population of 15 employees. Data collection techniques use questionnaires and documentation, while data analysis uses multiple

regression analysis. The study's results found that motivation affects the performance of employees in the Muslimah beauty salon in Samarinda. However, Islamic work ethic and environment have no bearing on employee performance. Simultaneously, Islamic work ethic, motivation, and work environment influenced employee performance at the Muslimah beauty salon in Samarinda with an influence of 78.6%. Other factors outside this study influenced the remaining 21.4%.

Keywords: islamic work ethic, motivation, work environment, performance, muslimah beauty salon

A. Introduction

Human resources are the most important actors in a company or business. Human resources are needed to support the achievement of targets and goals that the company has set. Therefore, companies must create quality human resources and have strong motivation so that they can face various changes and challenges. A leader will encourage employees to be motivated to work hard and produce a good performance to achieve business success¹.

One business that is quite developed today is the Muslim beauty salon business. The success of Muslimah beauty salons is largely determined by the quality of their employees, where one of the measures of the quality of human resources is performance. Performance can also be interpreted as work achievements or results in quality and quantity achieved by an employee union of periods and carrying out his duties by the responsibilities assigned to him. Good performance is important in a company so that the company can achieve targets and profits increase².

Muslimah beauty salon is engaged in services that owners are required to provide the best service to customers, including competent and skilled employees in the

¹ M. Iqbal Nurfaizi, and Muafi Muafi, 'The Impact of Islamic Work Ethics and Transformational Leadership on Job Performance with Mediating Role of Intrinsic Motivation', *International Journal of Research in Business and Social Science* (2147- 4478), 11.3 (2022), 120–29 <<https://doi.org/10.20525/ijrbs.v11i3.1779>>; Muli Umiaty Noer, 'Islamic Work Ethic: The Role of Religious Principles on Working Performance in Higher Education', *Borneo International Journal of Islamic Studies (BIJIS)*, 4.2 (2022), 1–20 <<https://doi.org/10.21093/bijis.v4i2.4788>>.

² Muhammad Tahir and Sri Rayhaniah, 'Implementation of The Principles of Islamic Communication In The Digital Era', *Borneo International Journal of Islamic Studies (BIJIS)*, 4.1 SE-Articles (2021) <<https://doi.org/10.21093/bijis.v4i1.4477>>.

field of beauty services and treatments, the materials used are maintained halal³. Of course, the salon is safe for Muslimah. The name of the Muslimah salon is not just a name but also seen from the procedure whether it has used the principles of Islamic work ethic so that Muslimah who want to look beautiful no longer hesitate to come to the Muslimah salon. The Muslimah salon business must be based on Islamic values. Therefore, the employee who works in an Islamic company or business is obliged to apply the values of Islamic work ethics. However, this is not something easy. The application of Islamic work ethics for employees is influenced by leaders who show good manners and Islamic values to achieve high performance during work⁴.

The Islamic work ethic is an earnest effort to mobilize all assets and thoughts to actualize or appear as a servant of Allah who must subdue the world and position as part of the best society (*khairul ummah*), or working does man give himself⁵. Many studies link Islamic work ethics to employee performance. For example, ⁶ found that Islamic work ethics affect employee performance. However, Sutono

³ Maisyarah Hasan, 'The Importance of Halal Certified Products in Samarinda City: In the Light of Maqasid Al-Syari'ah', *Borneo International Journal of Islamic Studies (BIJIS)*, 2.1 SE-Articles (2019) <<https://doi.org/10.21093/bijis.v2i1.1832>>.

⁴ Nurfaizi, and Muafi.

⁵ Toto Tasmara, *Membudayakan Etos Kerja Islami*, Seri Pengembangan SDM (Gema Insani, 2002).

⁶ Ahmad Hazas Syarif, Afida Rahmawati, and Muhammad Iqbal Fasa, 'The Effect of Islamic Work Ethic and Productivity on Work Quality Through The Employee Performance', *Review of Islamic Economics and Finance*, 2.2 (2019), 40–52 <<https://doi.org/10.17509/rief.v2i1.22375>>; Nurfaizi, and Muafi; Jihad Mohammad and others, 'The Relationship between Islamic Work Ethic and Workplace Outcome: A Partial Least Squares Approach', *Personnel Review*, 47.7 (2018), 1286–1308 <<https://doi.org/10.1108/PR-05-2017-0138>>; Udin Udin and others, 'Islamic Work Ethics, Affective Commitment, and Employee's Performance in Family Business: Testing Their Relationships', *SAGE Open*, 12.1 (2022) <<https://doi.org/10.1177/21582440221085263>>; Kuntarno Noor Aflah, Suharnomo Suharnomo, and Fuad Mas'ud, 'The Effect of Islamic Work Ethics toward Employee Performance', *Electronic Journal of Business Ethics and Organization Studies*, 15.1 (2010), 21; Ahnaf Fadhlurrohman and Fuad Mas'ud, 'The Effect of Islamic Work Ethics and Islamic Organizational Culture on Employee Performance', *Budapest International Research and Critics Institute (BIRCI-Journal)* :, 10.3 (2021), 177–88 <<https://doi.org/10.20525/ijrbs.v10i3.1123>>; Jamal Ahmed Al-Douri and others, 'The Impact of Islamic Work Ethics on Job Performance with Mediating Role of Intrinsic Motivation', *Academy of Strategic Management Journal*, 19.2 (2020), 1–11.

and Budiman found that Islamic work ethics did not affect employee performance⁷.

In addition to Islamic work ethics, work motivation can also affect employee performance. Work motivation is the encouragement or enthusiasm that arises in a person or employee to do something due to external stimuli, be it from the superior or the work environment, as well as the existence of a basis for meeting needs and fulfilling responsibility for tasks assigned by superiors. Motivation can be interpreted as an inner impulse that channels man to achieve goals. Motivation also stimulates a person to get the desired action or press the right button⁸.

Research on motivation affects performance was conducted by⁹, while Jatmika's research found that motivation did not affect performance¹⁰.

⁷ Sutono and Fuad Ali Budiman, 'Pengaruh Kepemimpinan an Etos Kerja Islami Terhadap Kinerja Karyawan Di Koperasi Jasa Keuangan Syari ' Ah Baitul', *Analisis Manajemen*, 4.1 (2009), 11–28.

⁸ Chukwudi Francis Anyim, Odogwu Christopher Chidi, and Adedehinbo Ekundayo Badejo, 'Motivation and Employees' Performance in the Public and Private Sectors in Nigeria', *International Journal of Business Administration*, 3.1 (2012), 31–40
<<https://doi.org/10.5430/ijba.v3n1p31>>.

⁹ Nurfaizi, and Muafi; Al-Douri and others; Ayu Maya Sari, Ribhan, and R.R. Erlina, 'The Effect of the Work Environment on Employee Performance with Motivation as a Mediation Variables', *International Journal of Disaster Recovery and Business Continuity*, 12.1 (2021), 372–82; Aisha Rima, Novi Haryati, and Anisa Aprilia, 'The Effect of Work Motivation, Work Environment, and Competence on Employee Performance (a Study At Frozen Edamame Company)', *Agrisociomics: Jurnal Sosial Ekonomi Dan Kebijakan Pertanian*, 5.November (2021), 52–63; Adelfigita Frastika and Rosaly Franksiska, 'The Impact of Motivation and Environment on Employee Performance with Organizational Commitment as Intervening Variable', *International Journal of Social Science and Business*, 5.4 (2021), 551
<<https://doi.org/10.23887/ijssb.v5i4.39908>>; Maartje Paais and Jozef R. Pattiruhu, 'Effect of Motivation, Leadership, and Organizational Culture on Satisfaction and Employee Performance', *Journal of Asian Finance, Economics and Business*, 7.8 (2020), 577–88
<<https://doi.org/10.13106/JAFEB.2020.VOL7.NO8.577>>; Nyoman Suardhita, Ahmad Rafik, and Otto Siregar, 'Analysis of The Effect of Motivation and Job Satisfaction on Employee Performance in PT Gagas Energi Indonesia Jakarta', *Journal of Industrial Engineering & Management*, 1.3 (2020), 209–17; I Putu Sadewo, Surachman Surachman, and Rofiaty Rofiaty, 'The Influence of Working Environment to Employee Performance Mediated by Work Motivation', *International Journal of Research in Business and Social Science (2147- 4478)*, 10.3 (2021), 213–22 <<https://doi.org/10.20525/ijrbs.v10i3.1112>>.

¹⁰ Dodik Jatmika and Mardiana Andarwati, 'The Effect of Motivation on Employee Performance Through Employee Satisfaction of The Tax Office in Surakarta', *International Journal of Economics, Business and Accounting Research (IJEBAR)*, 2.01 (2018), 34–38
<<https://doi.org/10.29040/ijebar.v2i01.230>>.

Another factor that affects performance is the work environment because it will more or less affect the physical and psychological employees when doing their work. Therefore, the work environment can impact employee performance. As a result, the company also obtains the company goals it wants to achieve¹¹. There are research work environment affects performance was conducted by¹², but¹³ found that work environment negatively affects employee performance even Wulan's research found that the work environment does not affect employee performance¹⁴.

Based on the research results above, there are still differences in the influence of Islamic work ethics, motivation, and work environment on employee performance. Therefore, this study aims to test the influence of these three factors on the performance of employees of Muslimah beauty salons in Samarinda.

B. Literature Review

1. Islamic Work Ethic

Human beings have the perfection of reason, given the freedom to choose their way of life and existence in various aspects of life. One of them is economic life, which is inseparable from ethical values. The basis of work ethics in Islam is the responsibility of human beings as caliphs who are accountable to God, to the leadership, and to themselves. In other words, Islamic work ethics is a set of values and principles that underlie a Muslim in working based on Islamic ethics

¹¹ Ronal Donra Sihaloho and Hotlin Siregar, 'Pengaruh Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT Super Setia Sagita Medan', *Jurnal Ilmiah Socio Secretum*, 9.2 (2019), 273–81.

¹² Sari, Ribhan, and Erlina; Richard William Kaope and Ocky Sundari, 'The Effect of Work Environment and Workload on Employee Performance at KSU Islah Citra Mandiri Ampel Boyolali', *Jurnal Riset Ekonomi Manajemen (REKOMEN)*, 4.2 (2021), 147–59 <<https://doi.org/10.31002/rn.v4i2.2353>>; Yuan Badrianto and Muhamad Ekhsan, 'The Effect of Work Environment and Job Motivation on Job Satisfaction and Job Performance in PT . X', *Journal of Business, Management and Accounting*, 2.August (2020), 200–205; Aditya W Demus, Paulus Kindangen, and Maria V J Tielung, 'The Impact of Work Environment on Employee Performance (Case Study At Pt. Bank Artha Graha International Tbk, Manado Branch Calaca)', *Jurnal Berkala Ilmiah Efisiensi*, 15.05 (2015), 818–27; Sadewo, Surachman, and Rofiaty; Frastika and Franksiska.

¹³ Khaled Al-Omari and Haneen Okasheh, 'The Influence of Work Environment on Job Performance: A Case Study of Engineering Company in Jordan', *International Journal of Applied Engineering Research*, 12.24 (2017), 15544–50; Rima, Haryati, and Aprilia.

¹⁴ Cahya Widuri Wulan, 'Pengaruh Lingkungan Kerja, Stres Kerja, Dan Motivasi Kerja Terhadap Kinerja Karyawan (Studi Empiris Pada Kantor Regional PT. Bima Palma Nugraha)', *Jurnal Ilmiah Mahasiswa FEB*, VIII.2 (2020).

to distinguish right from wrong¹⁵. Islamic work ethics refers to a collection of moral principles that regulate and direct the behavior and attitudes of employees in their workplace based on the Qur'an and the words of the Prophet Muhammad¹⁶. Islamic work ethics is a result of the belief of a Muslim that work has a relationship with the purpose of his life, which is to obtain the approval of Allah Almighty¹⁷. The Islamic work ethic is a way of seeing that a Muslim believes that work is not only to glorify himself, to reveal his humanity, but also as a manifestation of sholeh charity; therefore, it has a very noble worship value.

The indicators of the Islamic work ethic can be grouped below:

1. Work is an elaboration of worship. Therefore, a strong belief is based solely on intentions because of God in every work activity. It is a consequence that makes him always want to be in a state of work, not laziness or a state of unemployment. At the same time, sustenance, as a need for all human beings on earth to live, is a sure guarantee from God, especially for people who are active in working.
2. Work is based on knowledge. Therefore, science has a crucial position in work. Knowledge based on God serves as a foundation in work. And the science based on sunnatullah or natural laws that emerged discoveries make employees rational, scientific, proactive, creative, master their field, use good planning, disciplined and professional.
3. Work exemplifies the Divine nature and follows His instructions. Noble qualities that are universal and identified as those possessed by Allah have a close attachment to the human soul or conscience, and the verses of the Qur'an and the hadiths of the Messenger of Allah as His instructions, obviously not a few instructor teach that Muslims are active and actively working. They are actively utilizing the potential that exists in them, as well as taking advantage of *circumcision* in this realm¹⁸.

2. Motivation

¹⁵ Supat Chupradit and others, 'The Impact of Islamic Work Ethics on Organisational Culture among Muslim Staff', *HTS Teologiese Studies / Theological Studies*, 78.4 (2022), 1–6 <<https://doi.org/10.4102/hts.v78i4.7332>>.

¹⁶ Nurfaizi, and Muafi; Udin and others.

¹⁷ Harjanto Saputro, 'Pengaruh Etos Kerja Islami Terhadap Kepuasan Kerja Karyawan Pada Waroeng Steak & Shake Di Surabaya', *Jest*, 1.3 (2014), 161–77.

¹⁸ Diah Ayu Kusumawati, 'Peningkatan Perilaku Kerja Islami Dengan Budaya Organisasi Islami Sebagai Variabel Moderasi', *Conference In Business, Accounting, And Management (CBAM) Unissula Semarang*, 2.1 (2015), 234.

Motivation can be interpreted as an inner impulse that channels man to achieve goals. Motivation also stimulates a person to get the desired action or press the right button¹⁹.

Abraham Maslow in ²⁰ describes the indicators of work motivation as follows:

- a. Physiological needs are basic human needs in the form of eating, drinking, physical protection, breathing, and sexual needs.
- b. The need for a sense of security is to obtain protection from various threats, dangers, conflicts, and environments that endanger him.
- c. The need for a sense of belonging and acceptance by the group, to affiliate, interact with others, give a sense of love, and be loved.
- d. Self-esteem is a necessity to be respected and appreciated by others.
- e. The need to actualize oneself is the need to be able to use all the abilities, skills, and potentials possessed as a form of self-actualization. This need is also to put forward ideas and give judgments and criticisms of something.

3. Work Environment

A work environment is a place for employees to do work. The work environment can positively and negatively influence employees in achieving their goals and work results. Although this work environment does not carry out the production process in a company, the work environment can directly affect the employees who carry out the production process. A good work environment is described as an environment that provides a sense of security, peace, cleanliness, and no noise. It is free from various threats and disturbances that can hinder employee performance from working optimally. A conducive work environment will positively impact the continuity of employees working and vice versa. The work environment definition is everything around the worker and affects his carrying out his duties²¹.

Siagian outlines the indicators of the work environment as follows:

a. Physical Work Environment

¹⁹ Anyim, Chidi, and Badejo.

²⁰ Purwanti and Angga Mardiana, 'Pengaruh Gaya Kepemimpinan Dan Motivasi Terhadap Kinerja Karyawan Pada PT.Panasonic Gobel Energy Indonesia (Study Kasus Departemen Component F1)', *Jurnal Aplikasi Manajemen, Ekonomi Dan Bisnis*, 3.2 (2019), 40–51.

²¹ Suratman Hadi, 'PENGARUH LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN (Studi Pada Karyawan Kantor Pelayanan Pajak Pratama Malang Utara)', *Parameter*, 4.2 (2019), 1–9 <<https://doi.org/10.37751/parameter.v4i2.41>>.

The physical work environment is all physical conditions that exist around the workplace and can affect employees. Siagian stated that the dimensions of the physical work environment consist of several indicators, namely:

- 1) The workplace building must be attractive, make employees comfortable, and provide a sense of security.
- 2) Availability of adequate work training to support employees in completing the tasks charged to employees
- 3) Facilities that can support in completing employee work and supporting facilities such as a place to rest and the availability of facilities for worship.
- 4) The availability of means of transportation that can support employees to arrive at work on time. So that this can increase the enthusiasm of employees to work because it is related to their means of transportation.

b. Non-Physical Work Environment

A non-physical work environment creates a harmonious working relationship between employees and superiors. Siagian stated that the dimensions of the non-physical work environment consist of several indicators, namely:

- 1) Harmonious and respectful relationships with colleagues at the same level indicate relationships with colleagues.
- 2) The relationship between superiors and subordinates is well preserved, with mutual respect between each individual.
- 3) Cooperation between employees. It must be well created so that it can support their work. If cooperation between employees can be adequately established, employees can complete their work effectively and efficiently²².

4. Performance

Dessler describes the performance as a comparison between the results of the work done and the established standards²³. Performance is the result of hard work or natural behavior displayed by employees in the role they carry in the

²² Rodi Syafrizal, 'Pengaruh Kompensasi Dan Lingkungan Kerja Terhadap Semangat Kerja Pegawai Di Sekretariat Komisi Pemilihan Umum Kota Tebingtinggi', *Jesya (Jurnal Ekonomi & Ekonomi Syariah)*, 4.2 (2021), 1258–66 <<https://doi.org/10.36778/jesya.v4i2.496>>.

²³ G. Dessler, 'Human Resources Management 15th Ed', *Fortune*, 2017, 290.

organization of the company²⁴. Employee performance indicators consist of the following:

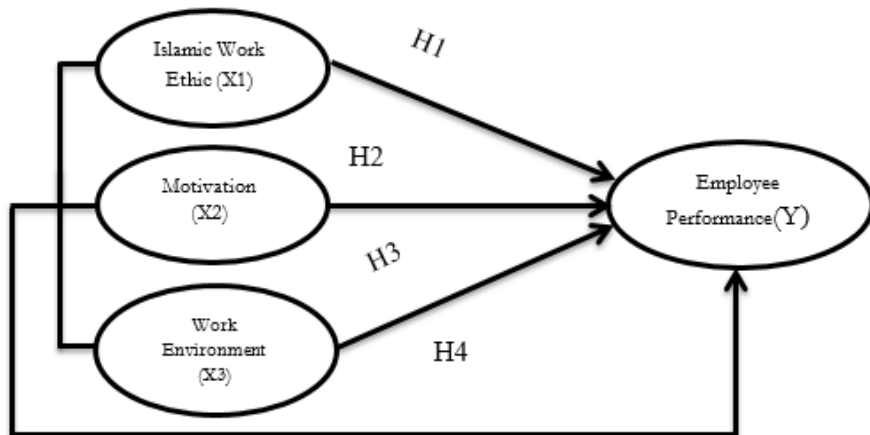
- a. Quality
Performance quality is a result that is measured through the effectiveness and efficiency of a job carried out by employees in achieving company goals.
- b. Quantity
Quantity is the amount of performance produced by an employee. This quantity is measured by the achievement of targets from those that have been planned.
- c. Timeliness
A time limit is a time limit that has been targeted in doing a job. It means that the work can be completed at the planned time.
- d. Cost Effectiveness
Cost-effectiveness is a method to measure the level of work efficiency by comparing costs and results obtained
- e. Relationships between individuals
Personal relationships create relationships between employees to respect each other, behave well, and cooperate.
- f. The Need for Oversight
Supervise the company so that employees can work well²⁵.

Figure: 1 The Conceptual Framework

²⁴ Yuli Yantika, Toni Herlambang, and Yusron Rozzaid, 'Pengaruh Lingkungan Kerja, Etos Kerja, Dan Disiplin Kerja Terhadap Kinerja Karyawan (Studi Kasus Pada Pemkab Bondowoso)', *Jurnal Manajemen Dan Bisnis Indonesia*, 4.2 (2018), 174 <<https://doi.org/10.32528/jmbi.v4i2.1760>>.

²⁵ Alfatania Pandu Asmara, 'Pengaruh Turnover Intention Terhadap Kinerja Karyawan Di Rumah Sakit Bedah Surabaya', *Jurnal Administrasi Kesehatan Indonesia*, 5.2 (2018), 123 <<https://doi.org/10.20473/jaki.v5i2.2017.123-129>>.

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C. Method

This research is an associative descriptive study with quantitative data collection methods. The population in this study was employees at three Muslimah beauty salons in the city of Samarinda, with a total population of 15 people. Data collection techniques using questionnaires and documentation. The data analysis technique uses the classical assumption and multiple linear regression tests using SPSS 21.

Table: 1 Respondents of Muslimah Beauty Salon.

| The name of Beauty Salon | Employee |
|-----------------------------------|-----------|
| Rumah Cantik Nadia Salon Muslimah | 8 |
| Zhafira Salon Muslimah | 3 |
| Amira Spa Samarinda | 4 |
| Sum | 15 |

Table: 2 Characteristics of Respondents.

| | Characteristic | Amount | Percentage |
|-----------------------|--------------------|--------|------------|
| Age | < 20 | 2 | 13.3% |
| | 20-30 | 7 | 46.7% |
| | 31-40 | 5 | 33.3% |
| | >40 | 1 | 6.7% |
| Length of Work | <1 year | 1 | 6.7% |
| | 1-2 year | 7 | 46.7% |
| | >2 year | 7 | 46.7% |
| Last Education | High School | 11 | 73.3% |
| | Diploma (D1/D2/D3) | 2 | 13.3% |

| | | | |
|--|----------|---|-------|
| | Bachelor | - | - |
| | Others | 2 | 13.3% |

D. Results

Based on tests of normality, validity, and classical assumptions, the variables in the research model are valid, reliable, and free from the symptoms of classical assumptions. Furthermore, a hypothesis test is carried out using partial and simultaneous tests. Based on partial testing, Table III shows the results of the Islamic work t-test (X_1) on employee performance (Y) shows that the X_1 significant value of the Islamic work ethic variable (X_1) $0.069 > 0.05$ and value $t_{count} 2.014 < 2.201$, then H_0 accepted and H_1 rejected. It can be concluded that Islamic work ethics has no significant effect on improving employee performance at the Muslimah beauty salon in Samarinda.

After testing between motivation variables and employee performance, the results of testing motivation variables showed that the significant value of the Motivation variable (X_2) was $0.030 < 0.05$ and the value $t_{count} 2.492 > 2.201$, then it was H_0 rejected, and H_2 was accepted. So, the motivation variable significantly influenced the variable employee performance at Muslimah beauty salon in Samarinda.

After conducting a test between the work environment variables and employee performance, the significant value of the Work Environment variable (X_3) is $0.608 > 0.05$, and t_{count} is $-0.528 < 2.201$, then H_0 is accepted, and H_3 is rejected. Therefore, it can be concluded that the variable work environment does not significantly influence improving the performance of employees of Muslimah beauty salons in Samarinda.

Table: 3 T Test Value.

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
|----------------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| (Constant) | -2.992 | 8.875 | | -.337 | .742 |
| 1 Islamic Work Ethic | 1.001 | .497 | -.443 | 2.014 | .069 |
| Motivation | .859 | .345 | .582 | 2.492 | .030 |
| Work Environment | -.361 | .683 | -.095 | -.528 | .608 |

a. Dependent Variable: Performance

b. Source: Primary data processed

Based on the hypothesis test results from the F test (simultaneous) in the table, it can be seen that the significance values of $0.000 < 0.05$ and $F_{count} 18.129 > F_{table}$

3.49 are thus H_0 rejected and H_a accepted, meaning that the variables of Islamic work ethic (X_1), motivation (X_2), and work environment (X_3) simultaneously significantly affect the employee performance variable (Y). So the higher the Islamic work ethic (X_1), motivation (X_2), and work environment (X_3), the more the performance of employees (Y) of Muslimah beauty salons in Samarinda will also increase.

Table: 4 F test (Simultaneous).

| Model | Sum of Squares | Df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 504.827 | 3 | 168.276 | 18.129 | .000 ^b |
| Residual | 102.106 | 11 | 9.282 | | |
| Total | 606.933 | 14 | | | |

The Coefficient of Determination in table V of *adjusted R square* is 0.786. So the influence of independent variables of Islamic work ethics, motivation, and work environment on employee performance in Muslimah beauty salon in Samarinda was 78.6%. In comparison, the remaining yes, 21.4%, was influenced by other variables not included in this study.

Table: 5 Coefficient Determinant (R²).

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .912 ^a | .832 | .786 | 3.04670 |

Based on the output in table VI, the research equation is as follows:

$$Y = -2.992 + 1.001X_1 + 0.859X_2 + (-0.361)X_3 + e$$

Information:

Y: Performance

X₁: Islamic work ethic

X₂: Motivation

X₃: Work Environment

Table: 6 Multiple Linear Regression.

| Model | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
|----------------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| (Constant) | -2.992 | 8.875 | | -.337 | .742 |
| 1 Islamic Work Ethic | 1.001 | .497 | -.443 | 2.014 | .069 |
| Motivation | .859 | .345 | .582 | 2.492 | .030 |
| Work Environment | -.361 | .683 | -.095 | -.528 | .608 |

a. Dependent Variable: Performance

b. Source: Primary data processed

It is known that the employee performance regression coefficient (Y) is -2,992, which means that if the value of another variable remains (constant), then the employee's performance value is -2,992. Then, the regression coefficient of the Islamic work ethic price (X1) is 1,001, which means that if any increase or decrease in the price value of 1 unit and the value of other variables is fixed (constant), then the Islamic work ethic will rise or decrease by 1,001 units. Furthermore, the Motivation regression coefficient (X2) is 0.859, which means that if every increase or decrease in the motivation value is 1 unit, the value of other variables is fixed (constant). Therefore, employee performance will increase or decrease by 0.859 units. Finally, the work environment regression coefficient (X3) is -0.361, which means that if any increase or decrease in the value of the work environment by 1 unit and the value of other variables is fixed (constant), then the purchase decision will increase or decrease by -0.361 units.

E. Discussion

1. The Effect of Islamic Work Ethics on Employee Performance at Muslimah Beauty Salon Samarinda

Based on the results of data analysis, it was found that Islamic work ethics did not affect the performance of Muslimah employees of the Samarinda beauty salon. The results of this study are in line with the research of Sutono. Budiman found that Islamic work ethics did not affect employee performance at the Shari'ah Baitul Maal Financial Services Cooperative in Rembang District²⁶. Still, almost most other studies found that Islamic work ethics affects employee performance as the following research²⁷.

2. The Effect of Motivation on Employee Performance at Muslimah Beauty Salon Samarinda

The results showed that motivation affects the performance of Muslimah beauty salon Samarinda employees. The effect of activation on employee performance is caused because employees work to meet the needs of life and work happily, supported by a comfortable work atmosphere, employees can also develop themselves through the ideas they pour into each job, and fellow employees also appreciate and help each other in terms of work, motivation also provides the driving force that creates someone's work excitement so that they are willing to work with everything to achieve satisfaction. The results of this study are in line

²⁶ Sutono and Budiman.

²⁷ Syarif, Rahmawati, and Fasa; Nurfaizi, and Muafi; Mohammad and others; Udin and others; Aflah, Suharnomo, and Mas'ud; Fadhlurrohman and Mas'ud; Al-Douri and others.

with²⁸, while Jatmika's research found that motivation did not affect performance²⁹.

3. The Effect of Work Environment on Employee Performance at Muslimah Beauty Salon Samarinda

The results showed that the work environment did not affect employee performance at Muslimah beauty salons in Samarinda. It shows that the conditions of the working environment of the Muslim salon in Samarinda do not affect the performance of employees. It means that whether or not the work environment affects very little or not so many impacts the performance of employees of Muslim salons in Samarinda. The existence of this little figure indicates that the better or not the work environment of Muslimah beauty salons in Samarinda, the less improved the performance of employees. This study's results align with Wulan's that the work environment does not affect performance³⁰. However, many other studies have found that the work environment affects performance conducted by³¹, even ³² found that work environment negatively affects employee performance.

4. The Effect of Islamic Work Ethic, Motivation, and Work Environment on Employee Performance in Muslimah Salon Beauty in Samarinda

Based on the results of the hypothesis test from the F test (simultaneously), it can be seen that the Islamic Work Ethics, Motivation, and Work Environment simultaneously have a significant effect on the variables of Employee Performance at Muslimah salon beauty in Samarinda. So the higher the Islamic Ethos, Motivation, and Work Environment, the more improved the performance of employees of Muslimah salon beauty in Samarinda with a significant influence of 78.6%, while other variables influenced 21.4% were not included in this study.

F. Conclusion

The results of research and data analysis show that motivation affects the performance of employees of Muslimah beauty salons in Samarinda. At the same time, Islamic work ethics and work environment do not significantly affect the

²⁸ Nurfaizi, and Muafi; Al-Douri and others; Sari, Ribhan, and Erlina; Rima, Haryati, and Aprilia; Frastika and Franksiska; Paais and Pattiruhu; Suardhita, Rafik, and Siregar; Sadewo, Surachman, and Rofiaty.

²⁹ Jatmika and Andarwati.

³⁰ Wulan.

³¹ Sari, Ribhan, and Erlina; Kaope and Sundari; Badrianto and Ekhsan; Demus, Kindangen, and Tielung; Sadewo, Surachman, and Rofiaty; Frastika and Franksiska.

³² Al-Omari and Okasheh; Rima, Haryati, and Aprilia.

performance of employees of Muslimah beauty salons in Samarinda. For Muslimah beauty salons in Samarinda, it is more about increasing the work motivation of its employees because the factor that affects employee performance in this study is their work motivation. Therefore, the Muslimah beauty salon in Samarinda must be more active in carrying out Islamic work ethics and create a conducive work environment to support employee performance so that employees are willing to work hard by providing all their abilities and skills to realize the goals of Muslimah beauty salons in Samarinda.

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