

The influence of motivation as a mediation on employee performance: Study at PT Apac Inti Corpora Bawen

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Abstract. Good performance can be generated from human resources who have good quality. An understanding of individual spirituality is able to have a good influence on the organization. A good work ethic is one of the impacts of individual spirituality, because in order to achieve organizational goals, individuals must comply with the rules or norms that apply within the organization. Work involvement also makes it easier for organizations to achieve goals, such as being able to foster employee mentality at work and good relations between workers. In contrast to emotional exhaustion which can make employees experience pressure at work, it can be a source of stress and lead to burnout. The purpose of this study was to analyze the effect of Islamic work ethics, work involvement and emotional exhaustion on employee performance with motivation as a mediation at PT Apac Inti Corpora. The study used quantitative methods obtained through questionnaires to 47 employees as respondents. From the results of the study, it was found that Islamic work ethics and work involvement had a positive and significant effect on employee performance, emotional exhaustion had a positive and insignificant effect on employee performance. Motivation is able to mediate the relationship between work engagement and employee performance, but motivation is not able to mediate the relationship between Islamic work ethics and emotional exhaustion on employee performance. The existence of this research can be used as material for consideration in choosing a decision to choose an organization or company.

Keywords: Employee performance, Islamic work ethic, work engagement, emotional exhaustion and motivation

1 Introduction

In an organization, human resources (HR) is one of the most valuable assets. In carrying out organizational activities, human resources are the main actors who play a role in achieving organizational goals. Workers or human resources can produce good performance if they have good quality based on the responsibilities given to them. There is data from BPS which shows the characteristics of the working population as follows:

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Table 1. Characteristics of Working Population, February 2020-February 2021

No.	Main Employment Status	February 2020 million people	August 2020 million people	February 2021 million people
1.	Try yourself	52.10	26.17	25.65
2.	Trying to be helped by non-permanent workers	22.12	20.07	21.61
3.	Trying to be helped by permanent workers	4.91	4.05	4.40
4.	Employee/labor/employee	52.88	46.72	48.52
5.	Free labor on the farm	4.98	5.92	5.00
6.	Free labor in non-farm	5.89	7.20	6.70
7.	Family/unpaid worker	17.41	18.32	19.18
Amount		133.29	128.45	131.06

Source:BPS, 2021

Table 1. shows that the number of productive employees in Indonesia in 2020 reached 52.88 million people and decreased to 48.52 million people in 2021. This shows that there was a decrease in the number of employees by 4.36 million people.(BPS, 2021).

The decline occurred due to the impact of Covid-19 on employment. Currently, with the current Covid-19 problem, several companies have gone out of business, many employees have lost their jobs due to the government's policy of locking down and PSBB (Large-Scale Social Restrictions). Many companies also lay off their employees because of the company's inability to pay employee wages(Marsusanti et al., 2021).

From dataBPS (2021)shows that there are 19.10 million people (9.30 percent of the working age population) affected by Covid-19. The data consists of 1.62 million people who are unemployed due to Covid-19, 0.65 million people who are not in the labor force (BAK) because of Covid-19, while there are 1.11 million people who are not working because of Covid-19, and 15.72 million people. working residents who have reduced working hours due to Covid-19.

From the number of employees in Indonesia who have experienced a decline, the positive attitude of employees who are still working continues to inspire them to work better. In order to achieve the performance goals of an organization, an understanding of individual spirituality is able to have a good influence on the organization. Understanding a good work ethic is one of the impacts of individual spirituality, because in an implementation process in order to achieve the goals of an organization each individual must comply with the applicable rules or norms applied in the organization. Rules or norms are closely related to ethics. Understanding of work ethics in Islam is a form of individual spirituality.(Sodiq, 2018).

Studies on work ethics in the past few years have attracted researchers, academics and observers, along with the failures of several giant companies such as WorldCom and Enron as well as FinTech. However, this study is included in the realm of business ethics that has been carried out in several countries such as America and Europe, but the study occurred in the Protestant work ethic which was once carried out in a book created by Max Weber.(Sodiq, 2018).

However, the studies and research that have been carried out in several countries cannot be carried out in several countries where the majority of the population is Muslim, this is because Islam has a concept of business ethics that comes from the Al-Quran and Hadith. Thus, there are differences between the Islamic work ethic and the Protestant work ethic of several elements, and these elements cannot be combined. And the existence of an Islamic work ethic was able to lead Muslims to achieve glory in the VIII-XIV centuries AD(Z. Ali & Ghani, 2010).

This is supported by several studies conducted byAli & Fuad (2019)andAhmad (2020)who found that Islamic work ethics had a positive effect on employee performance.

However, in contrast to research Akob (2018) who found that Islamic work ethics had no effect on employee performance.

In addition to Islamic work ethics that can have a good influence on the organization, employee involvement in work also makes it easier for organizations or companies to achieve goals. In several studies, almost all employees in every company have enthusiasm in working to fulfill their responsibilities to the company as well as to their own needs. With the involvement of workers in the company, it can grow the mentality of employees at work and be able to grow good relationships between workers. However, it is different from one of the agencies in the City of Bima whose workers are less enthusiastic about work and lack of involvement in work. This is marked by the presence of less productive activities during working hours, carrying out activities that are not in accordance with their main duties and responsibilities, (Amar, 2021).

According to research conducted Manalu et al., (2021) and Kustya & Nugraheni (2020) work engagement has a positive effect on employee performance. While research Human (2017) found that work engagement is not significant to employee performance.

With work involvement that can improve mentality at work and be able to foster positive employee attitudes, there are also employees who experience excessive stress due to dissatisfaction at work. This triggers emotional exhaustion which makes a person lose their self-confidence, feel they are less needed in the organization and reduce enthusiasm for work.

Excessive emotional exhaustion will have an impact on the employee's own performance. There is a study in one of the State-Owned Enterprises which is engaged in port services in Ambon which states that there are employees in the company experiencing work pressure. And they say that the pressure is a source of stress and lead to burnout. According to them, if this situation occurs repeatedly over a long period of time, it will affect their performance (Kowey, 2015).

According to research Ratnasari (2021) proves that emotional exhaustion has a significant effect on employee performance. However Kinanti (2020) proves that there is an insignificant positive effect between emotional exhaustion on employee performance. While research Liftyawan et al., (2020) suggests that emotional exhaustion has no effect on employee performance.

From several gaps between previous researchers, the researchers included the motivation variable as a mediation. The existence of a motivational role given by the company to employees is an effort to encourage employees to be able to work with all their abilities to realize company goals. One of the efforts of the State-Owned Enterprises engaged in port services in Makassar, stated that to improve the quality of work and improve the quality of work of employees, namely by providing consistent and continuous work motivation to employees as well as work assessments, awards and funishments starting from the highest level. to the lowest level (Ginoga, 2017).

Previous research that uses motivation as a mediating variable, namely: research Widyarini (2020) which proves that motivation is able to mediate the relationship between Islamic work ethics and employee performance, research Amar (2021) which proves that motivation does not mediate the relationship between job involvement and employee performance, and research Kowey (2015) which proves that emotional exhaustion has a negative effect on job satisfaction through motivation.

This research is motivated by the idea that an organization, whether in the form of a private business entity or social social institutions, has a purpose which is the motivation of its founder. Likewise with PT. Apac Inti Corpora of course has goals, strategies and management to improve the company.

Interesting background of research on PT. This AIC is because the company is a textile company that was managed since 1989 and has grown to this day. The application of clean

technology with modern machine facilities that are environmentally friendly and still respects customers makes this company reliable as a textile business principal. The management system used is the ISO 9000 quality standard and the ISO 14000 environmental management standard. ISO 9000 and ISO 14000 are quality standards set by the International Standards Organization (ISO).

The company has also gained recognition from global customers, therefore the company has implemented exports of 30% of their products to various countries such as America, Asia, Australia and Europe and 70% to local customers such as Jakarta, Surabaya, Malang, Bandung, Solo and Pekalongan. . As a form of concern in improving welfare, the company also has several activities such as training houses, worship facilities and allowances for employees and their surroundings such as free pilgrimages and Umrah for employees who have good performance, scholarships given from kindergarten to university, blood donation, etc.

From the description above, the authors still find gaps that occur between one researcher and another regarding the factors that affect employee performance, besides the characteristics of respondents in a company make the authors interested in conducting this research. The novelty of the model is to use motivational variables as a mediation. So the researchers focused on revealing the relationship between these variables which later became the title of this study, namely "The Influence of Islamic Work Ethics, Work Engagement and Emotional Fatigue on Employee Performance With Motivation as Case Study Mediation on PT. Apac Inti Corpora Bawen"

2 Literature Review

2.1 Conservation of Resource (COR) Theory

*Grand Theory*The theory used in this research is the theory of Conservation of Resource (COR). The theory of conservation of resources (COR) is used as a theoretical basis in developing the relationship between two-way conflict and work involvement.(Maulidania et al., 2020). Conservation of resource (COR) theory also suggests that individuals can experience emotional exhaustion when they lose their resources (e.g. money, time and knowledge) when coping with difficulties stemming from family and work roles.(Hobfoll, 1989 in Praptadi, 2017).

2.2 Employee performance

Employee performance byManalu et al., (2021)is an individual's success or achievement in carrying out the tasks or work assigned to him. Performance is also a measure of the success of individual work which can be seen from the quality and quantity within a certain period of time influenced by several factors and carried out according to responsibilities and given in order to achieve organizational goals.(Bernadin & Russel, 1993 in Muzakki & pratiwi, 2019).

2.3 Performance factors

According toRijanti et al., (2020)There are five factors used in measuring employee performance, namely:

- a. Number of jobs
- b. Quality of work
- c. Punctuality
- d. Cooperation ability
- e. Presence

Performance indicators, According toMangkunegara (2013)there are 4 (four) performance indicators, namely:

- a. Work quality.
- b. work quantity.
- c. Work reliability.
- d. Attitude.

2.4 Islamic Work Ethics

Ethics comes from the Greek (ethos) which means personality, attitude, character, character, and belief in something. According to the Big Indonesian Dictionary, ethics is explaining good and bad things about the rights and obligations of each person and one's behavior.

Islamic work ethics are all activities carried out in business without being limited in the number of ownership of their assets, both goods and services, but these activities are limited by how to obtain and utilize their assets in accordance with the rules regarding halal and haram.(Harahap & Coal, 2019).

2.5 Basic Islamic Work Ethics

The basis of the Islamic work ethic is the existence of a guide from sharia, namely the Koran and hadith. The basis is contained in the letter At-Taubah verse 105 which reads:

اعْمَلُوا لِلَّهِ لَكُمْ لَهُ الْمُؤْمِنُونَ إِلَىٰ لِمَ الْغَيْبِ الشَّهَادَةِ بِمَا لَوْزَل

Islamic work ethic which refers to QS. At-Taubah verse 105 has a strong basis to serve as an obligation

Indicators of Islamic Work Ethics. According to Sodiq (2018) There are four indicators in Islamic work ethics, namely:

- a. Intention to seek the pleasure of Allah
- b. Trustworthy
- c. Discipline
- d. Cooperation

2.6 Work Engagement

Job involvement is a concept that discusses the degree to which employees exert themselves towards work, devote energy and time to their work and see their work as the center of their entire life.(Patras, 2017). According to Manalu et al., (2021) work engagement is an employee's positive mindset towards work based on dedication, focus on work enthusiasm given at work. When an employee makes work the main goal for himself other than for the organization, then the employee can be said to be work engagement. An employee who has high work engagement will have a personal commitment to his work(human, 2017).

Work engagement indicators, According to Istijanto (2005) in Septiadi et al., (2017) states that there are 6 (six) indicators to measure work involvement, namely:

- a. Actively participate in work.
- b. Show work.
- c. Seeing work as important to self-esteem
- d. Mental and emotional involvement.
- e. Contribution motivation.
- f. Responsibility.

2.7 Emotional Fatigue

According to Ahsyari (2014) Emotional exhaustion refers to an excessive emotional feeling and depletion of one's emotional resources being channeled by one person for another. It refers to not accepting a feeling and having a response not to serve others or care about work. Emotional exhaustion according to Liftyawan et al., (2020) is an individual's emotional

exhaustion that occurs due to depletion of resources, time and energy caused by excessive role conflict.

Aspects of emotional exhaustion, According to Maslach, Schaufeli and Leiter (2001) in Ahsyari (2014) There are three aspects to emotional exhaustion, namely:

- a. Physique.
- b. Emotion.
- c. Mentally.

Emotional exhaustion indikator, According to Houkes et al., (2003) there are 4 (four) indicators of emotional exhaustion, namely:

- a. Workload
- b. Time pressure
- c. Lack of social support
- d. Stress due to role

2.8 Motivation

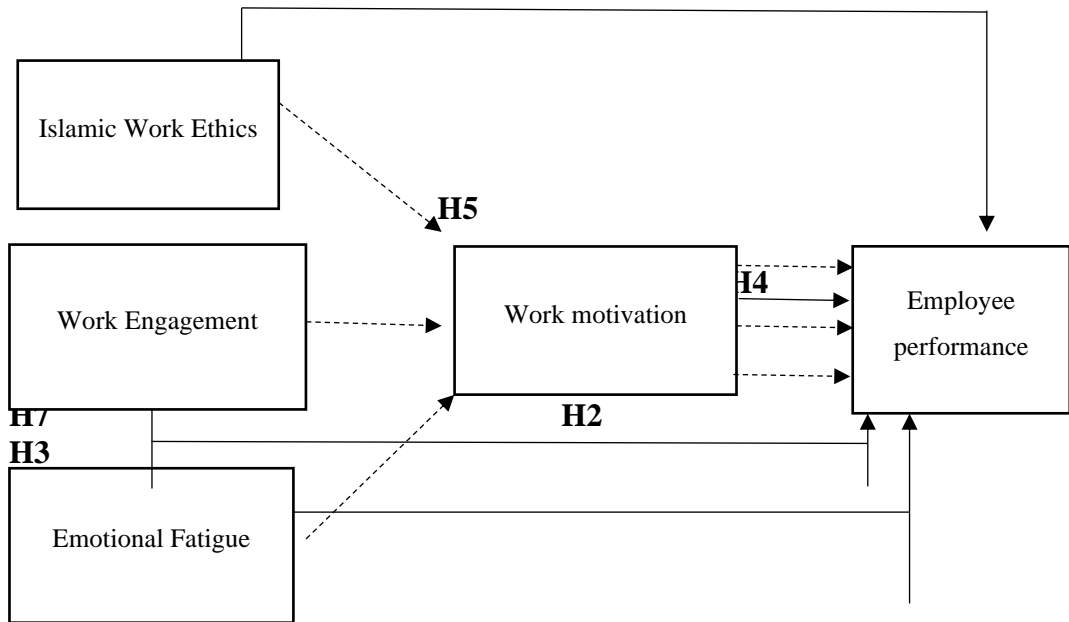
Motivation comes from the word movere which means encouragement or driving force. In providing motivation, an agency has the same goals, there are several goals that can be obtained including increasing employee morale and job satisfaction, creating a good atmosphere and relationship at work, increasing employee performance, increasing creativity, loyalty and participation, improving employee welfare and increasing employee performance. employee's sense of responsibility towards the assigned task (Widayati & Rahardjo, 2017).

Work Motivation Method, According to Hasibuan (2008) There are two motivational methods used by companies, namely:

- a. Direct motivation
Direct motivation is motivation that is given directly to each individual or employee in order to meet their needs. The nature of this motivation is special, such as awards, praise, bonuses, service stars, and holiday allowances.
- b. Indirect motivation
Indirect motivation is the motivation given in the form of supporting facilities, both the smoothness of the task or supporting work passion so that employees can be enthusiastic and feel at home in carrying out their work. These facilities include, for example, a bright and comfortable workspace, soft chairs, a harmonious work atmosphere, good machines, and proper placement of facilities. Indirect motivation has a big influence in stimulating employee morale so that they are more productive.

Work Motivation Indikator, Indicators of work motivation according to Hasibuan (2008) there are five namely:

- a. Physiological or physical needs
- b. Security
- c. Social
- d. Award
- e. Self-actualization



3 Research Method

The type of research used in this research is quantitative research. Quantitative research is one type of research that has a planned, structured and systematic specification whose manufacture is carried out clearly from the beginning to the research design. There is another definition which states that quantitative research is research that demands the use of numbers, starting from data collection, interpretation of the data and the appearance of the results or conclusions.(Machali, 2017).

The population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by the researcher to be studied and then drawn conclusions(Machali, 2017).

Based on the results of interviews with brother Fanny as HRD staff of PT. Apac Inti Corpora, the population taken in this study is the office staff of PT. Apac Inti Corpora, totaling 53 people(Interview, 2022).

According toAgung (2012)The sample is part of the number and characteristics possessed by the population or a small part of the population members. In this study, researchers used a non-probability sampling technique, namely saturated sampling. Non-probability sampling is a sampling technique that does not provide equal opportunities or opportunities for every member or element in the population to be selected as a sample.

One of the techniques used in non-probability sampling is purposive sampling. This technique is a sampling technique with certain considerations or special selection(Siyoto & Sodik, 2015). The sample of this research is 53 office staff of PT. Apac Inti Corpora Bawen. Questionnaires were distributed to 53 office staff of PT. Apac Inti Corpora Bawen and returned 47 units, while the other 6 were not filled because they were non-Muslim.

The data collection technique used in this research is in the form of a questionnaire/questionnaire and literature study. According toAgung

(2012) Questionnaire/questionnaire is a data collection technique that is done by submitting forms containing questions to respondents to get answers or responses as well as the required information. While the literature study according to Agung (2012) namely the collection of data obtained from books, the results of previous research such as journals, theses, theses, and other reading materials.

Researchers used an interval measurement scale. Interval scale is a measurement scale that gives the same distance from a starting point that is not fixed (Priadana & Salahudin, 2016). This measurement scale can be in the form of a question or statement of a certain characteristic and from a certain aspect being measured, then followed by a number indicating quality with a score of 1-5. The scale was chosen with the consideration that it can make it easier for respondents to determine the category from agreeing to strongly agreeing with an interval assessment of 1 as the lowest level and 5 being the highest level category.

4 Results and Discussion

4.1 Description of Respondent Data

This research was conducted at PT. Apac Inti Corpora Bawen, using questionnaire data given to office staff with a total of 47 respondents. Provisions on the description of the respondent's identity were monitored based on gender, age, last education, length of work and marital status.

Table 1. Respondent Data

Gender	Amount	Percent
Man	27	57.4
Woman	20	42.6
Total	47	100.0
Age	Amount	Percent
21-30	10	21.3
31-40	10	21.3
41-50	19	40.4
>50	8	17.0
Total	47	100.0
Last education	Amount	Percent
SMA/SMK	9	19.1
Diploma	11	23.4
Bachelor	27	57.4
Total	47	100.0
Length of working	Amount	Percent
<5 Years	12	25.5
6-10 Years	4	8.5
11-20 Years	3	6.4
>20 Years	28	59.6
Total	47	100.0
Marital status	Amount	Percent
Marry	38	80.9
Not married yet	6	12.8
Other	3	6.4
Total	47	100.0

Seen from Table 1, from a total of 47 respondents, the number of company staff based on male sex is 27 people with a percentage of 57.4% while female employees are 20 people with

a percentage of 42.6%. So the conclusion from the table above states that male employees at PT. Apac Inti Corpora Bawen is more dominant.

Seen from the table above that the age of employees of PT. Apac Inti Corpora Bawen aged 21-30 years and 31-40 years old each amounted to 10 people with a percentage of 21.3% each, for ages 41-50 years there were 19 people with a percentage of 40.4%, and for >50 numbered 8 people with a percentage of 17.0%. Based on the explanation, it can be concluded that the age of the employees of PT. Apac Inti Corpora Bawen is dominated by the age of 41-50 years.

Based on the last education table above, it is explained that the number of employees who took the last high school/vocational education as many as 9 people with a percentage of 19.1%, for the Diploma graduate level as many as 11 people with a percentage of 23.4%, and for the Bachelor degree level as many as 27 people with a percentage 57.4%. Based on this information, it can be concluded that the staff of PT. Apac Inti Corpora Bawen is dominated by employees with the latest bachelor's education.

The table above shows that the number of employees who worked <5 years was 12 people with a percentage of 25.5%, employees who had worked 6-10 years were 4 people with a percentage of 8.5%, employees who had worked 11-20 years were 3 people with a percentage of 6.4%, and employees who have worked for >20 years as many as 28 people with a percentage of 59.6%. Based on this information, it can be concluded that the staff of PT. Apac Inti Corpora Bawen is dominated by employees with more than 20 years of service.

The marital status table above shows that the number of employees who are married is 38 people with a percentage of 80.9%, 6 people who are unmarried with a percentage of 12.8% and 3 others with a percentage of 6.4%. Based on these data, it can be concluded that the staff of PT. Apac Inti Corpora Bawen is dominated by married employees

4.2 Results

Normality test

The normality test in this study was used to determine whether there was a regression model used with a normal distribution or not. A good regression model must have a normal distribution or close to normal. This test was carried out using the Kolmogorov-Smirnov statistical test and proved normal if the residual value which was normally distributed had a significant probability of more than 0.05.

Table 5.1 Kolmogorov – Simirnov Test Hasil Results

Test Statistics	.085
asymp. Sig. (2-tailed)	.200

It can be seen from the table above, that the significant value generated is 0.200 or more than 0.05. This means that the regression model in this study is normally distributed.

Multicollinearity Test

This multicollinearity test is useful to see whether or not there is a correlation between independent variables in a regression model. Decision making in this test is by observing the tolerance value and the VIF value with determination, if the tolerance value is > 0.10 and VIF < 10 then there is no multicollinearity

Table 5.2 Multicollinearity Results

Model	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
(Constant)	-2.618	8,494		-.308	.759		
Islamic Work Ethics	.719	.268	.334	2,681	.010	.481	2,081
Work Engagement	.354	.148	.319	2,390	.021	.418	2,390
Emotional Fatigue	.137	.212	.062	.644	.523	.817	1.225
Motivation	.352	.137	.292	2,574	.014	.578	1,731

a. Dependent Variable: Employee Performance

Judging from the multicollinear test table above, it was found that the tolerance value of the Islamic work ethic variable (X1) was 0.481 which means more than 0.10 and the VIF value is 2.081 which means less than 10. The tolerance value of the work involvement variable (X2) is 0.418 and its VIF is 2,390. The tolerance value for emotional exhaustion (X3) is 0.817 and the VIF is 1.225. The tolerance value for the motivation variable is 0.578 and the VIF is 1.731. These results prove that all variables in this regression model have a tolerance value > 0.10 and a VIF value <10, which means that there are no multicollinearity symptoms in this study.

Heteroscedasticity Test

The purpose of this test is to determine whether in the regression model there is an inequality of variance from the residual observations to other observations. If the variance from the residual 1 observation to another observation remains, it is called homoscedasticity and if it is different it is called heteroscedasticity.(Ghozali, 2018).

Table 5.3 Glejser Test Results

Model	B	Std. Error	Beta	t	Sig.
(Constant)	5.956	4.201		1.418	.164
Islamic Work Ethics	.143	.133	.218	1.078	.287
Work Engagement	.077	.073	.227	1.046	.302
Emotional Fatigue	-.170	.105	-.251	-1.618	.113
Motivation	-.120	.068	-.328	-1.776	.083

a. Dependent Variable: Abs_RES

Based on the Glejser test above, where the significance value between the independent variable and absolute residual (Abs-Res) > 0.05 so there is no heteroscedasticity, it can be seen from the significance value of the variables X1 0.287, X2 0.302, X3 0.113 and Z 0.083. From the table above, it can be seen that there is no sig value. below 0.05 so that it can be concluded that there is no heteroscedasticity symptom.

T test (Partial test)

The t-test aims to measure how much influence the independent variable has on the dependent variable which is carried out individually. Conditions concluded that partially independent variables affect the dependent variable is if the significance value is less than 0.05.

Table 5.4 Coefficient 1 Test Results

Model	B	Std. Error	Beta	t	Sig.
(Constant)	-2.618	8,494		-.308	.759
Islamic Work Ethics	.719	.268	.334	2,681	.010
Work Engagement	.354	.148	.319	2,390	.021
Emotional Fatigue	.137	.212	.062	.644	.523
Motivation	.352	.137	.292	2,574	.014

a. Dependent Variable: Employee Performance

Based on the t-test table above, it can be concluded that the results are as follows:

1. The Islamic work ethic variable shows a regression coefficient of 0.719. The significance value is 0.010 (value 0.010 <0.05), which means that it explains that the Islamic work ethic variable has a positive and significant influence on employee performance.
2. The work involvement variable shows a regression coefficient of 0.354. The significance value is 0.021 (0.021 <0.05), which means it explains that the work involvement variable has a positive and significant effect on employee performance.
3. Emotional exhaustion variable shows a regression coefficient of 0.137. The significance value is 0.523 (0.523 > 0.05), which means that it explains that the emotional exhaustion variable has a positive but not significant effect on employee performance.

4. The motivation variable shows a regression coefficient of 0.352. The significance value is 0.014 ($0.014 < 0.05$), which means it explains that the motivation variable has a positive and significant influence on employee performance.

Table 5.5 Coefficient 2 Test Results

Model	B	Std. Error	Beta	t	Sig.
(Constant)	2.286	9,456		.242	.810
Islamic Work Ethics	.504	.289	.282	1,744	.088
Work Engagement	.347	156	.376	2.217	.032
Emotional Fatigue	.278	.233	.151	1.194	.239

a. Dependent Variable: Motivation

Based on the t-test table above, it can be concluded that the results are as follows:

1. The Islamic work ethic variable shows a regression coefficient of 0.504. The significance value is 0.088 (value $0.088 > 0.05$), which means that it explains that the Islamic work ethic variable has a positive but not significant effect on motivation.
2. The work involvement variable shows a regression coefficient of 0.347. The significance value is 0.032 ($0.032 < 0.05$), which means that it explains that the work involvement variable has a positive and significant effect on motivation.
3. Emotional exhaustion variable shows a regression coefficient of 0.278. The significance value is 0.239 ($0.239 > 0.05$), which means that it explains that the emotional exhaustion variable has a positive but not significant effect on employee performance.

F test (simultaneous test)

The f test aims to measure the effect of the independent variables simultaneously or together on the dependent variable. Conditions concluded that simultaneously the independent variables affect the dependent variable is if the significance value is less than 0.05.

Table 5.6 Simultaneous F Test Results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	821,128	4	205,282	23.023	.000b
	Residual	374,489	42	8.916		
	Total	1195,617	46			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Motivation, Emotional Fatigue, Islamic Work Ethic, Job Engagement

Based on the results of the table above, the significance value is 0.000, which means less than 0.05. While the calculated F value is 23,023. Based on the data above, it can be concluded that the variables of Islamic work ethic, work involvement and emotional exhaustion and motivation simultaneously affect employee performance.

R2 test (Coefficient of determination test)

The coefficient of determination (R^2) measures how far the model's ability to explain variations in the dependent variable is. The value of the coefficient of determination is between 0 and 1. If the value of the coefficient of determination (R^2) is getting closer to 1, then the effect will be stronger. The test results can be seen in the table below:

Table 5.7 Test Results Coefficient of determination (R^2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.829a	.687	.657	2,986

a. Predictors: (Constant), Motivation, Emotional Fatigue, Islamic Work Ethic, Job Engagement

The table above shows a correlation coefficient (R) of 0.829. This means that there is a relationship between the dependent variable (employee performance) and the independent variable (Islamic work ethic, work involvement, emotional exhaustion and motivation) of 0.829. The coefficient of determination (Adjusted R Square) of 0.657 means that the contribution of the independent variables (Islamic work ethic, work involvement, emotional

exhaustion and motivation) affects the dependent variable (employee performance) by 65.7% while the remaining 34.3% is influenced by other variables outside the model. .

Path Analysis

Path Analysis aims to calculate the indirect effect of the independent variable on the dependent variable through the intervening variable. The relationship between these variables is formed through a model based on the theoretical basis of the relationship pattern of three or more models of variables and cannot be used to confirm or reject the imaginary quality hypothesis. (Ghozali, 2018).

Sobel test aims to determine whether the relationship through the mediating variable is significantly able to become a mediator in the relationship (Bimo, 2017).

Table 5.8 Coefficient Uji Test Results

Variable	a (Coef. X to Z)	b (Coef. Z to Y)	Sa (St. Error X to Z)	Sb (St. Error Z to Y)	a*b
X1	0.504	0.352	0.289	0.137	0.177408
X2	0.347	0.352	0.156	0.137	0.122144
X3	0.278	0.352	0.233	0.137	0.097856

1. Effect of X1 on Y through Z

$$z = \frac{ab}{(b)^2(sa)^2 + (a)^2(sb)^2}$$

$$= \frac{0.177408}{(0.352)^2(0.289)^2 + (0.504)^2(0.137)^2}$$

$$= 0.177408$$

$$0.015115 = 0.122943$$

$$= 1.443010$$

2. Effect of X2 on Y through Z

$$z = \frac{ab}{(b)^2(sa)^2 + (a)^2(sb)^2}$$

$$= \frac{0.122144}{(0.352)^2(0.156)^2 + (0.347)^2(0.137)^2}$$

$$= 0.122144$$

$$0.005274 = 0.072622$$

$$= 1.681914$$

3. Effect of X3 on Y through Z

$$z = \frac{ab}{(b)^2(sa)^2 + (a)^2(sb)^2}$$

$$= 0.097856$$

$$(0.352)^2(0.233)^2 + (0.278)^2(0.137)^2$$

$$= 0.097856$$

$$\frac{0.008176}{0.008176} = 0.090421$$

$$= 1.082259$$

The results of the above calculations are carried out to determine whether the Z variable is able to mediate or not the X to Y relationship. If the t count value is towards the upper limit, the t table shows that the Z variable significantly mediates the X to Y relationship with a significance level of 5%. The t-table value with a significance level of 0.05 at the upper

limit (right side) is 1.67793 and the lower limit (left side) is -1.67793. The range of t table values from -1.67793 to 1.67793 is the accepted value of H0 (H0: variable z does not mediate the relationship between x and y), if outside the interval then H0 is rejected. Here are the results of the Sobel test:

Model	Count T Value	TTable	Conclusion
X1 to Y via Z	1.443010	1.67793	Not significant
X2 to Y via Z	1.681914	1.67793	Significant
X3 to Y via Z	1.082259	1.67793	Not significant

So from the results of the above calculations can be concluded:

- The results of the calculation of the path analysis of the indirect value (t arithmetic) of the X1 variable to Y through the Z variable which is 1.443010 is far below the t table. And is in the interval value -1.67793 to 1.443010, explaining that the Z variable is not able to mediate the relationship between X1 and Y variables.
- The results of the calculation of the path analysis of the indirect value (t arithmetic) of the X2 variable to Y through the Z variable which is 1.681914 is far above the t table. And it is outside the interval value -1.67793 to 1.681914, explaining that the Z variable is able to mediate the relationship between X2 and Y variables.
- The results of the calculation of the path analysis of the indirect value (t arithmetic) of the X3 variable to Y through the Z variable which is 1.082259 is far below the t table. And is in the interval value -1.67793 to 1.082259, explaining that the Z variable is not able to mediate the relationship between X3 and Y variables.

4.3 Discussion

Islamic work ethic has a positive and significant effect on employee performance

Based on the results of testing the results of the hypothesis above, Islamic work ethics has a regression coefficient value of 0.719 and a significance value of 0.010 which is smaller than alpha 0.05 which means that it explains that Islamic work ethics has a positive and significant effect on employee performance, so H1 is accepted. This means that the higher the Islamic work ethic will improve employee performance.

The results of this study support previous research conducted by Harahap & Coal (2019), in his research on Islamic work ethic has a positive and significant effect on employee performance. Next Ali & Fuad (2019) in his research also mentions that Islamic work ethic has a positive and significant effect on employee performance. Thus, the higher the Islamic work ethic, the higher the employee's performance.

work engagement positive and significant effect on employee performance

Based on table 5.4, it shows a regression coefficient of 0.354 and a significance value of 0.021 which is smaller than an alpha of 0.05 which means that it explains that work engagement has a positive and significant effect on employee performance, so H2 is accepted. Thus, the better the work engagement, the higher the employee's performance.

The results of this study support previous research conducted by Manalu et al. (2021) In his research, work engagement has a positive and significant effect on employee performance. Next Septiadi et al. (2017) stated that work involvement has a positive and significant effect on employee performance. This means that the better work engagement (employee involvement), the higher the employee's performance.

Emotional exhaustion positive and significant effect on employee performance

Based on table 5.4, it shows a regression coefficient of 0.137 and a significance value of 0.523 which is greater than alpha 0.05 which means it explains that emotional exhaustion has a positive and insignificant effect on employee performance, so H3 is accepted.

This means that emotional exhaustion is not the only factor that affects employee performance. From the data obtained that employees feel comfortable with the environment in which they work, the tasks given are in accordance with the capacity and working time of employees, excessive work can cause boredom and boredom, besides that employees always have support from superiors. The results of this study are supported by research conducted by Liftyawan et al. (2020) which states that emotional exhaustion has no effect on employee performance.

Motivation has a positive and significant effect on employee performance

Based on table 5.4, it shows a regression coefficient of 0.352 and a significance value of 0.014 which is smaller than an alpha of 0.05 which means that it explains that motivation has a positive and significant effect on employee performance, so H4 is accepted.

The results of this study support previous research conducted by Setiabudi et al. (2021) In his research, motivation has a positive and significant effect on employee performance. Next Ginoga (2017) stated that motivation has a significant effect on employee performance.

Islamic work ethic has a positive and significant indirect effect on employee performance with motivation as a mediation

Based on the path analysis test, it was obtained that t count = 1.443010 is smaller than t table = 1.67793 and is in the interval value -1.67793 to 1.67793, it can be concluded that motivation is not able to mediate the relationship between Islamic work ethics and employee performance. The results of this study are contrary to previous research by Khotijah & Helmy (2021) and Widyarini (2020) which states that motivation is able to mediate the relationship of Islamic work ethics to employee performance.

Through the results of hypothesis testing 5, it can be seen that motivation is not able to mediate the influence of Islamic work ethics on employee performance. This means that when employees have a high or low Islamic work ethic, it will not affect performance even though employees have work motivation. This is because employees think work is something that must be accepted and carried out in accordance with orders given by superiors.

work engagement positive and significant indirect effect on employee performance with motivation as a mediation

Based on path analysis testing, obtained t count = 1.681914 which is greater than t table = 1.67793 and is outside the interval value -1.67793 to 1.67793, it can be concluded that motivation is able to mediate the relationship between work engagement and employee performance. The results of this study contradict the research conducted by Khotimah (2021) which states that motivation is not able to mediate the relationship of work engagement to employee performance.

Emotional exhaustion positive and significant indirect effect on employee performance with motivation as a mediation

Based on path analysis testing, obtained t count = 1.082259 which is smaller than t table = 1.67793 and is in the interval value -1.67793 to 1.67793, it can be concluded that motivation is not able to mediate the relationship between emotional exhaustion and employee performance. The results of this study are contrary to previous research by Kowey (2015) which states that emotional exhaustion has a negative effect on satisfaction through motivation.

Through hypothesis testing 7, it can be seen that motivation is not able to mediate the relationship of emotional exhaustion to employee performance. This means that when employees have high emotional exhaustion, it will not affect performance even though employees have motivation. This is because employees who have emotional exhaustion will still work according to their duties and responsibilities, so that employee performance does not decrease.

5 Conclusion

Based on the results of research that has been carried out on the influence of Islamic work ethics, work involvement and emotional exhaustion on employee performance with motivation as a mediation, the following conclusions can be drawn:

- a. Islamic work ethic has a positive and significant effect on employee performance
- b. Work involvement has a positive and significant effect on employee performance
- c. Emotional exhaustion has a positive and insignificant effect on employee performance
- d. Motivation has a positive and significant effect on employee performance
- e. Motivation cannot mediate the effect of Islamic work ethics on employee performance
- f. Motivation can mediate the effect of job involvement on employee performance
- g. Motivation cannot mediate the effect of emotional exhaustion on performance

Because emotional exhaustion has a positive and insignificant effect on employee performance at PT. Apac Inti Corpora Bawen, so it should be minimized to maintain employee productivity. Management should provide more support to employees. In addition, the management is expected to burden employees with tasks according to their abilities and psychological conditions to reduce the occurrence of emotional exhaustion.

For further researchers, it is advisable to develop this research by adding or subtracting other variables that have not been used in this study, because there are still many variables that can affect employee performance that are not included in this study.

The results of this study can be used as reference material or reference for further researchers.

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