

The Effect of Human Resources Quality and Religiosity on Employee Performance and Motivation as Moderating Variables

Nuraeni Gani, Nina Anggereni Yusuf

Faculty of Economics and Islamic Business, Alauddin State Islamic University Makassar, Indonesia

Email: hjnuraeni.gani@gmail.com

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ABSTRACT

This study aims to examine how much influence the quality of human resources and religiosity on employee performance and motivation as moderating variables. This research uses quantitative research using associative approach. The number of samples used in this study were 24 respondents from employees using the saturated sampling method. This study uses a questionnaire that is measured using a Likert scale and the data analysis used is multiple linear regression analysis and moderate regression analysis using the SPSS 25 program application. The results of this study indicate that the quality of human resources has a positive and significant effect on employee performance, religiosity has an effect positive and significant impact on employee performance, the quality of human resources and religiosity have a simultaneous effect on employee performance, motivation is able to moderate the relationship between the quality of human resources on employee performance, and motivation is able to moderate the relationship between religiosity on employee performance at Bank Sulselbar Syariah Sengkang Branch.

Keywords: Quality of Human Resources, Religiosity, Employee Performance, and Motivation

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INTRODUCTION

In carrying out an activity within a company, of course, it cannot be separated from human resources as thinkers, planners and controllers because human resources can determine whether a company is healthy or not. support these human resources in carrying out their duties and obligations to the company. It is conceivable that if the employees of a company do not have adequate quality, it will certainly affect their performance and of course will have an impact on the company again. So that employee performance becomes very important for a company because success in the company is strongly influenced by the employees themselves.

Thus, according to (Sadarmayanti 2007: 6), suggests that the notion of the quality of human resources is the quality of human resources regarding the quality of the workforce or employees regarding abilities and knowledge in the form of physical abilities, intellectual abilities (knowledge), and psychological abilities (mental abilities).

However, the current phenomenon of the growth of human resources in Islamic banks is inadequate because it has not been supported by the quality of human resources itself, where the facts on the ground show that the human resources in the majority of Islamic banks are not educational backgrounds. Islamic banking, as well as the facts that I found at Bank Sulsebar Syariah Sengkang Branch where all the employees who work, none of them have an educational background in Islamic banking or Islamic economics, even though the banking industry currently requires professional and quality human resources, namely human resources. human resources who have conceptual integrity and a practical level of Islamic economics.

So the quality human resources needed in Islamic banks at this time are human resources who not only master scientifically but understand the concepts of Islamic banking and Islamic economics, and psychologically they have a high Islamic spirit.

In addition to the quality of human resources, religiosity also does not rule out the possibility of influencing employee performance where the Indonesian community, which is predominantly Muslim, is a religious society that adheres to the values contained in religious teachings in attitudes or behavior and living conditions in general (Daradjat, 1975). Religious activity is closely related to religiosity which does not only occur in worship rituals but also in other activities, therefore religiosity can also predict a person's behavior at work (Wahyudin, dkk, 2018).

However, the problems that exist today are still often encountered, namely the existence of bank employees who abuse their authority, for example committing acts of corruption that result in the employee being fired. Therefore, it is very important for a person's religious attitude so that it can be a reference in addressing all the main things in the world of work, with an attitude of religiosity that can encourage individuals to be wise and honest in facing challenges at work.

Based on previous research, it is proven that there are differences in the results obtained from the Influence of Quality of Human Resources and Religiosity on Employee Performance and Motivation as Moderating Variables, namely: Research conducted by Eko Muryanto with the title "The Effect of Compensation on Performance with Motivation as Moderating Variables", Results This study shows that compensation has a positive and significant effect on performance and other results can also be concluded that between work motivation variables is not a moderating variable in the relationship between compensation variables and work variables, where work motivation is the dependent variable in relation to performance. And in the research conducted by Merisa Fajar Aisyah with the title "The Influence of the Quality of Human Resources, Work Professionalism and Commitment to Employee Performance" with the results of research where the 3 variables simultaneously have a positive and significant effect on employee performance. As well as research conducted by Yusuf Tamzil with the title 'The Effect of Religiosity and Self-Adjustment on the Performance of Sharia Banking Employees in Balikpapan City' with the results that religiosity has a significant impact on employee performance, as well as self-adjustment.

So, with the differences in the results of these studies, I am interested in looking at other variables, namely motivation, whether or not it will affect the relationship between the quality of human resources and religiosity on employee performance. Where I take Motivation as a moderating variable.

In order to achieve the goals of the company, employees need motivation to work more diligently and foster morale. Seeing the importance of employees in a company, employees need more serious attention to the tasks performed or responsibilities to their work so that company goals are achieved or realized. With high work motivation, employees will work harder and diligently in carrying out their work. Conversely, with low work motivation, employees do not have the enthusiasm to work, give up easily, and have difficulty completing their work. So based on the background, the researcher is interested in intending to conduct a study *"The Influence of the Quality of Human Resources and Religiosity on Employee Performance and Motivation as Moderating Variables"*

LITERATURE REVIEW

The Quality of Human Resources

According to (Hariandja 2002), human resources are the most important factor in a company apart from working capital. Therefore, human resources are very important to be managed as well as possible so that the company's efficiency increases.

Indicators of the quality of human resources are as follows: a) Intellectual quality includes knowledge and skills, b) Education, c) Understanding the field, d) Ability, e) Work enthusiasm and f) Ability to organize planning (Kasanuddin, 2011; Kina & Nisa, 2020)

Religiosity

Religiosity is a personal relationship with God Almighty, Most Compassionate, and Most Merciful, who is blessed by the Divine Person by carrying out His will and avoiding its prohibitions (Suhardiyanto, 2001; Wahyuddin, et al. 2018). Where religious activity does not only occur when a person performs ritual behavior (worship), but also when carrying out other activities driven by supernatural powers.

There are five dimensions of a person's religiosity that can be measured to find out whether a person is religious or not. The five dimensions can be explained as follows: 1) Ritual dimension, which measures the extent to which a person carries out his ritual obligations in the religion he adheres to. For example; going to places of worship, fasting, etc., 2) The ideological dimension, namely this dimension measures the extent to which a person believes in the truth of his religion. All teachings based on the Qur'an and hadith must be a guide for life. For example; accept the existence of God, angels and demons, heaven and hell, etc., 3) The Intellectual Dimension, which is about the extent to which a person knows, understands, and understands the teachings of his religion, and the extent to which a person seeks to increase his understanding in matters relating to religion. with his religion, 4) The Experience Dimension, which is related to the extent to which a Muslim feels religious experience, 5) The Consequence Dimension, namely this dimension is related to the extent to which a person is willing to commit to the teachings of his religion in everyday life or this aspect of commitment leads to fellow relations. people (social relations). For example; helping others, being honest, willing to share, not stealing, and so on (Rahmat, 1986:37).

Employee Performance

Employee performance is the result of a certain work process in a planned manner at the time and place of the employee and the organization concerned according to (Mangkuprawira and Hubeis 2007:153).

Performance can be said to be good if the employee fulfills the following: 1) Quality of work, measured by the employee's understanding of the quality of work or the perfection of the resulting task, 2) Quantity, measured by the employee's perception of the number of assigned activities and their results, 3) Production time , measured from employee perceptions of an activity that is completed from the beginning of time to output, 4) Effectiveness, employee perception in assessing the use of time in carrying out tasks, the effectiveness of completing tasks assigned to the organization, 5) Independence, the level at which employees can carry out their job functions without asking for help or guidance from others, measured by the perception of employees in carrying out their respective work functions in accordance with their responsibilities, 6) Work commitment, the level at which employees have work commitments with agencies and employee responsibilities towards you being sick (Bernardin & Russell, 2003; Cindi, et al, 2015)

Work Motivation

(Keith Davis and Newstrom 2001) said that employees who are motivated to work are people who see that their work has achieved its goals to the fullest, types of work motivation that can be given to employees: 1) Provide a financial guarantee, for a worker usually has the main motivation, namely getting wages in the form of salaries or rewards as guarantees for what they do for the company, 2) Giving awards for employees who excel, by the existence of awards in the form of additional salaries or small gifts given by superiors to employees for their performance achievements that are able to advance the company, 3) There is a promotion as an employee's career achievement, humans tend to be dissatisfied with what they get, as well as employees who target to To get a promotion, it is necessary to have high work motivation to get that position which cannot be separated from productivity and adequate work performance.

METHOD

This type of quantitative research uses an associative approach. The data of this study were obtained from the distribution of questionnaires at Bank Sulselbar Syariah Sengkang Branch which was measured using a Likert Scale. The number of samples used in this study were 24 respondents from employees using the saturated sampling method. The data processing and analysis techniques used in this research are validity test, data reliability test, normality test, multicollinearity test, heteroskedastic test, coefficient of determination (R^2), t statistic test, F statistic test, and moderated regression analysis (MRA) test. analyzed using the SPSS 25 program application. Data Collection : Interviews were conducted with the question and answer method about the general description of the company related to research to parties related to the company which took place orally and face to face, questionnaire is a collection method by using question items or statements with a certain format to respondents related to indicators in the study, which will later be used as a data collection tool used for hypothesis testing, and data collection techniques use those obtained from several literatures, books, articles, journals and the like that are related to the object of research and can support research study materials.

RESULT AND DISCUSSION

Individual Parameter Significance Test (t Test Statistics)

Table 1 : Individual Parameter Significance Test Results (t Statistical Test) X1
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6.429	3.870		1.661	0.111
Kualitas Sumber Daya Manusia	0.695	0.175	0.647	3.981	0.001

a. Dependent Variable: Employee Performance

Source: Research Data Processed, Output SPSS 25, 2021.

In table 1 above shows the value of Sig X1 (Quality of Human Resources) which is 0.001 which indicates a number smaller than 0.05 and for the value of tcount on this variable ie 3.981 shows that it is bigger than the ttable which is 2.079. So it can be concluded that the Independent Variable Quality of Human Resources (X1) effect on the Dependent Variable of Employee Performance (Y).

Table 2 : Individual Parameter Significance Test Results (Test Statistics t) X2
Coefficients^a

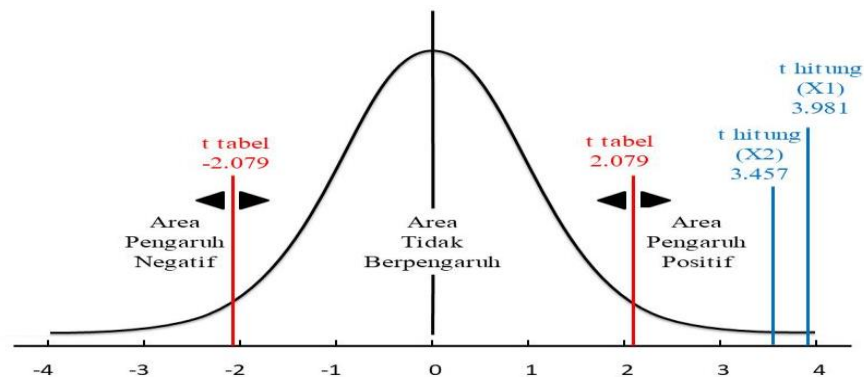
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-1.509	6.741		-0.224	0.825
Religiusitas	0.978	0.283	0.593	3.457	0.002

a. Dependent Variable: Employee Performance

Source: Research Data Processed, Output SPSS 25, 2021.

In table 2 above shows the value of Sig X2 (Religiosity) which is 0.002 which indicates a number less than 0.05 and the t value for 3.457 this variable is shows that it is bigger than ttable which is 2,079. Then it can be concluded that the Independent Variable of Religiosity (X2) has an effect on the Dependent Variable of Employee Performance (Y).

To see whether the variable has a positive or negative effect on the t-test, it can be seen through the following t-test curve:



Source: Modified by the author.

Figure 1: t-test curve (Persial)

1. In Figure 1 above where the X1 is in the area of positive influence, so it can be concluded that the Human Resources Quality Variable has a positive effect on Employee Performance.
2. In Figure 1 above, where the variable X2 is in the area of positive influence, it can be concluded that the variable of religiosity has a positive effect on employee performance.

Simultaneous Significance Test (F Statistics Test)

Table 3 : Simultaneous Significance Test Results (F Statistical Test)
ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	75.475	3	25.158	7.084	.002 ^b
Residual	71.025	20	3.551		
Total	146.500	23			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Motivation, Quality of Human Resources, Religiosity

Source: Processed Research Data, Output SPSS 25, 2021.

In table 3 above obtained from the results of the F Statistical Test obtained a Sig value of 0.002 which indicates a number smaller than <0.05 F value_{calculated} is 7.084 which shows the number is much larger than the F_{table}, which is 3.44. So it can be concluded simultaneously that the Independent Variables of Human Resource Quality and Religiosity (X) have an effect on the Dependent Variable of Employee Performance (Y).

Moderated Regression Analysis (MRA)

Table 4 : Moderate Regression Analysis (MRA) Test Results Moderation 1
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	13.378	2.298		5.822	0.000
M_X1	0.017	0.004	0.620	3.704	0.001

a. Dependent Variable: Employee Performance

Source: Processed Research Data, Output SPSS 25, 2021.

In table 4 above, it is obtained from the results of the Moderated Regression Analysis (MRA) Test Moderation 1 by looking at the value of Sig M_X1 which is 0.001 which indicates < 0.05 . So it can be concluded that the motivation variable is able to moderate the relationship between the quality of human resources and employee performance.

Table 5 : Test Results Moderate Regression Analysis (MRA) Moderation 2
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	12.406	2.948		4.208	0.000
M_X2	0.017	0.005	0.564	3.204	0.004

a. Dependent Variable: Employee Performance

Source: Processed Research Data, Output SPSS 25, 2021.

In table 5 above, it is obtained from the results of the Moderated Regression Analysis (MRA) Moderation 2 test by looking at the Sig M_X2 value, which is 0.004 which indicates < 0.05 . So it can be concluded that the motivation variable is able to moderate the relationship between religiosity and employee performance.

DISCUSSION

Influence of the quality of human resources on employee performance at PT. Bank Sulselbar Syariah Sengkang Branch

In the Individual Parameter Significance Test (Test Statistics t) with a value of Sig X₁ (Quality of Human Resources) which is 0.001 which indicates a number smaller than 0.05 and for the t value_{calculated} on this variable, which is 3.981, it is greater when compared with t_{table} that is 2.079. So it can be concluded that the Independent Variable Quality of Human Resources (X₁) effect on the Dependent Variable of Employee Performance (Y), **H₁ this study is accepted.**

The results of this study are in line with previous research conducted by Merisa Fajar Aisyah (2015), Nurul Khotimah (2018), Fajar Rezki Ananda, et al (2019) and Deska Nur Oktaviani, et al (2020) whose research results state that the quality of human resources influences significant to employee performance.

The Effect of Religiosity on Employee Performance at PT. Bank Sulselbar Syariah Sengkang Branch

In the Individual Parameter Significance Test (Test Statistics t) with a value of Sig X₂ (Religiosity) which is 0.002 which indicates a number smaller than 0.05 and for the t_{count} on this variable, which is 3.457, it is greater than the t_{table} which is 2.079. So it can be concluded that the Independent Variable of Religiosity (X₂) has an effect on the Dependent Variable of Employee Performance (Y), **H₂ this study is accepted.**

This research is in line with previous research conducted by Tamzil Yusuf, Iskandar Zulkarnaen (2017), Karina Dewi Alfisyah and Moch. Khoirul Anwar (2018), Nisrina 'Aidah Qurrotul 'Ain and Khusnul Fikriyah

(2020), and Hendi Prasetyo and Vera Anitra (2020) whose research results state that religiosity has a significant effect on employee performance.

The Influence of Human Resource Quality and Religiosity on Employee Performance

In the F Statistical Test, the Sig value was obtained, which was 0.002 which indicated a number smaller than <0.05 and the $F_{\text{calculated}}$ was 7.084 which showed that the number was much larger than the F_{table} , which was 3.44. So it can be concluded that the Independent Variables of Human Resource Quality and Religiosity (X) have a simultaneous effect on the Dependent Variable of Employee Performance (Y). **H₃ in this study is accepted**

The application of work motivation is expected to improve the quality of human resources and religiosity so that it can encourage employee performance. With work motivation that exists in individuals, of course, they will be able to have a positive influence on the company so that what the company hopes for can be realized so as to minimize losses.

The Influence of Human Resources Quality on Employee Performance at PT. Bank Sulselbar Syariah Sengkang Branch which is moderated by Motivation

On the results of the Moderated Regression Analysis (MRA) Test Moderation 1 by looking at the value of Sig M_X1 which is 0.001 which indicates < 0.05 . So it can be concluded that the motivation variable is able to moderate the relationship between the quality of human resources and employee performance, **H₄ this study is accepted.**

The results of this study are in line with previous research conducted by Hartiwi Prabowo and Vana Lestari (2013) which stated that religiosity was able to moderate the relationship between the quality of human resources and employee performance.

The Influence of Human Resources Quality on Employee Performance at PT. Bank Sulselbar Syariah Sengkang Branch moderated by Motivation

On the results of the Moderated Regression Analysis (MRA) Test Moderation 2 by looking at the Sig M_X2 value, which is 0.004 which indicates < 0.05 . So it can be concluded that the motivation variable is able to moderate the relationship between religiosity and employee performance, **H₅ this study is accepted.**

The results of this study are in line with previous research conducted by Dini Aprilia, Dinnul Alfian and Deki Anwar (2021) and Fadillah (2020) which stated that motivation was able to moderate the relationship between religiosity and employee performance.

CONCLUSION

Based on the results of research that has been done by the author, it can be concluded that the variable quality of human resources has a positive and significant effect on employee performance. The religiosity variable has a positive and significant effect on employee performance. The variables of human resource quality and religiosity have a simultaneous effect on employee performance. Motivation variable is able to moderate the relationship between the quality of human resources and employee performance. Motivation variable is able to moderate the relationship between religiosity and employee performance.

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