

**THE INFLUENCE OF COMPETENCE, RELIGIOSITY, AND WORK  
MOTIVATION ON THE PERFORMANCE OF FISHERMEN THROUGH WORK  
ETHIC AS AN INTERVENING VARIABLE**



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**Abstract**

Performance is the work accomplished by an individual in doing the work commanded based on abilities and experience. Islam teaches that work must be done not only to fulfill the needs of the world but also as a means of worshiping Allah SWT. This research aims to analyze the effect of competence, religiosity, and work motivation on the performance of fishermen in Sei Apung Jaya village with work ethic as an intervening variable. The study is quantitative with a survey approach of 97 respondents. The data analysis method used is path analysis with the SPSS version 20 program. The results of the study found that competence and work motivation had a significant effect on work ethic. Religiosity has no effect on work ethic. Competence, work motivation, and work ethic have a significant effect on performance. Religiosity has no effect on performance. Competence, religiosity, and work motivation have no effect on performance through work ethic as an intervening variable.

**Keywords:** Competence, Religiosity, Work Motivation, Work Ethic, and Performance

## INTRODUCTION

Indonesia is a country that has a shore of 81,000 km with in excess of 17,500 islands. The land region is 1.9 million square kilometers, while the water region is 3.1 million square kilometers. The ocean region including the Exclusive Economic Zone (EEZ) comes to 5.8 km<sup>2</sup> or about of the complete area of Indonesia (Conyers, 1991).

Indonesia has the highest marine biodiversity at the genetic, species, and ecosystem levels in the world. Overall, the total economic value of Indonesian fishery and biotechnology products is estimated at US\$82 billion per year (Apridar, 2010). In addition, about 7.5 percent (6.4 million tons/year) of the total sustainable potential of the world's marine fish are in Indonesian marine waters. Approximately 24 million hectares of shallow sea waters in Indonesia are suitable for marine cultivation (mariculture) with several other marine biota potentials of high economic value with a production potential of 47 million tons/year. Not to mention the coastal land with other aquatic biota which reaches an estimated 1.2 million hectares with a production potential of 5 million tons/year. However, based on data from the Central Statistics Agency in 2018, it was found that around 20-48 percent of fishermen still live in poverty. It is of course very unfortunate that a country with abundant marine resources is not able to raise the degree of its fishermen out of poverty.

The phenomenon that occurs in the village of Sei Apung Jaya is the same as the phenomenon that occurs in fishing communities in general, namely during the process of catching fish in the sea, fishermen will only carry out their duties, but there is no initiative to increase catches. In fact, it is not uncommon for fishermen to be ordered to carry out their duties first and then the task is carried out. It will cause the quantity and quality of fish caught are not optimal. When the quality and quantity of fish catch decreases, the performance of fishermen decreases. It is in line with the opinion of Mangkunegara who said that performance is the result of work in quality and quantity achieved by a person in carrying out his duties in accordance with the responsibilities given (Mangkunegara, 2016).

Indonesia is a country with the biggest Muslim populace on the planet and obviously, the job of religion in public activity is firmly connected with the improvement of the human mentality, so religion likewise assumes an extremely huge part during the time spent on social change in the public arena. Religion also teaches that seeking sustenance is seeking God's bounty or carrying out His commands. Religious people are ordered to carry

out productive businesses, such as planting trees, clearing dead soil, and carrying out various activities that produce services for others, such as teaching, carpentry, trading, and others. In carrying out this business, the norms of halal and haram must be observed.

In 2021, Research conducted by Rezahan Mohd Zain, et al. states that there are at least 3 factors that cause the low quality of life of fishermen, including education. Some of them did not go to school and only went to the sea with their father. Then, the second factor is the attitude of fishermen who find it difficult to adapt to new fishing gear, they are used to using old fishing gear even though the catch is less than the new fishing gear. Furthermore, the last element is the opposition between fishermen so it is entirely expected among fishermen to battle about one another's fishing regions, subsequently, intercession from the public authority is expected to manage anglers who catch fish out of their catch limits.

Based on a pre-research interview with Mr. Ucok 2021, the fishing business has two seasons, namely the season of lots of fish (eastern season) and the season of few fish (wet season), which is more commonly known as the famine season. When the fish season comes, then they can go to sea. In this season, fishermen tend to find it easier to catch fish. On the other hand, when the famine season comes, the hard work done can only catch a few fish and cannot meet operational costs. Therefore, fishermen must also have good competence so that their catches increase both in the famine season and especially in the east season.

Mangkunegara states that performance is the consequence of work in quality and amount accomplished by an individual in completing his obligations as per the obligations given (Mangkunegara, 2016). A good performance can be achieved by a good work ethic and that is why Sinamo says that a work ethic is a set of positive behaviors rooted in fundamental beliefs accompanied by a total commitment to an integral work paradigm (Sinamo, 2011). According to Sinamo, to find out whether work ethic or work spirit is in low or high conditions, several indicators can be seen including hard work, smart work, and (Alfisyah & Anwar, 2018) sincere work (Sinamo, 2011).

Besides work ethic, the fisherman needs to have good competence because competence is a set of knowledge, skills, and behaviors that a person must possess in carrying out his professional duties (Pramudyo et al., 2010). And as the most populous

Muslim country in the world, the fisherman should be able to apply religiosity in their work. As Glock and Strak in Ancok and Suroso state that religiosity can be recognized by someone who is severe by showing it in each piece of life and each activity that is driven by great powers, whereas religiosity can be maintained by a couple of viewpoints or pointers which consolidate conviction, strict information, experience, strict endless practice .

To achieve a goal we need to have something to make our spirit raises up. There must be something called motivation to make it real because motivation is a variable that urges somebody to do a specific action, in this way inspiration is many times deciphered as an element driving an individual's behavior (Sutrisno, 2016). Abraham Maslow divided human needs into five needs including Physiological Needs, Security Needs, Needs to Feel Owned, Self-Esteem Needs, Needs for Self-Actualization (Mangkunegara, 2016).

Leavy R Pandey's 2018 research found that there are several factors that hinder the empowerment of fishermen including low levels of education, inadequate ability to run a business, lack of respect for time, relatively low work ethic, fish that are relatively far from the coast and bad weather in the area (Yusuf, Pamungkas, Hudatwi, & Irvani, 2021). There are some among the fishing communities who do their work by ignoring aspects of worship, for example when the time for prayer has arrived, they are still working. So the prayers are not on time. There are also those who are less effective in using their time, energy, or materials, such as squandering their money, or being extravagant, so that they do things that are not useful or things that are unproductive and wasteful. For this reason, fishermen need to have high religiosity in order to avoid wasteful and consumptive nature which causes fishermen to become poor. From the various phenomena described above, the purpose of this study is to examine the role of the variables of competence, religiosity, work motivation, and work ethic in shaping the performance of fishermen.

## **REVIEW OF LITERATURE**

### **Performance**

Mangkunegara states that performance is the consequence of work in quality and amount accomplished by an individual in completing his obligations as per the obligations given (Mangkunegara, 2016). John Miner in Sudarmanto, suggests four dimensions that can be used as benchmarks in assessing performance, including quality, namely the level of error, damage, and accuracy. Next is quantity, which is the number of jobs produced. Then the use of time at work, namely the rate of absence, tardiness, effective working time, or lost working hours. Furthermore, the latter is teaming up with others at work (Sudarmanto, 2009).

### **Work Ethic**

According to Sinamo, a work ethic is a set of positive behaviors rooted in fundamental beliefs accompanied by a total commitment to an integral work paradigm (Sinamo, 2011). According to Sinamo, to find out whether work ethic or work spirit is in low or high conditions, several indicators can be seen including hard work, smart work, and sincere work (Sinamo, 2011).

### **Competence**

According to Pramudyo, competence is a set of knowledge, skills, and behaviors that a person must possess in carrying out his professional duties (Pramudyo et al., 2010). Spencer and Spencer in the plan mention there are five types of competency characteristics. The five are motives, self-concepts, knowledge, skills, and traits (Palan, 2008).

### **Religiosity**

Glock and Strak in Ancok and Suroso state that religiosity can be recognized by someone who is severe by showing it in each piece of life and each activity that is driven by great powers, where religiosity can be maintained by a couple of viewpoints or pointers which consolidate conviction, strict information, experience, strict endless practice (Alfisyah & Anwar, 2018) (Ilfita, 2021).

### **Motivation**

Motivation is a variable that urges somebody to do a specific action, in this way inspiration is many times deciphered as an element driving an individual's behavior (Sutrisno, 2016). Abraham Maslow divided human needs into five needs including Physiological Needs, Security Needs, Needs to Feel Owned, Self-Esteem Needs, Needs for Self-Actualization (Mangkunegara, 2016).

## **RESEARCH METHOD**

This study utilizes essential information sources. Essential information is information taken from the main source for this situation utilizing a questionnaire. The

population of fishermen in this study was 2,835 people. The research sample is 97 respondents obtained using the Slovin formula, namely:

$$n = \frac{N}{1 + Ne^2}$$
$$n = \frac{2835}{1 + 2835(0,1)^2}$$
$$n = \frac{2835}{29,35}$$
$$n = 96,59 \text{ (rounded 97 or 3.42\%).}$$

The data collection technique in this study used a proportional random sampling technique, which is a sampling technique based on research criteria. To collect data in this research, the researchers uses a questionnaire. The questionnaire is data that comes from a number of written questions to obtain some information or data from data sources or respondents (Salim, 2011).

This research is field research with a quantitative methodology that uses path analysis with SPSS Version 20 Program, there are 5 variables used in this study, namely competency, religiosity, work motivation, and performance. The work ethic is as intervening variable.

### **Operational Variable**

Mangkunegara states that performance is the consequence of work in quality and amount accomplished by an individual in completing his obligations as per the obligations given (Mangkunegara, 2016). John Miner suggests four dimensions that can be used as benchmarks in assessing performance, including quality, namely the level of error, damage, and accuracy. Next is quantity, which is the number of jobs produced. Then the use of time at work, namely the rate of absence, tardiness, effective working time or lost working hours. Furthermore, the latter is teaming up with others at work (Sudarmanto, 2009).

According to Sinamo, a work ethic is a set of positive behaviors rooted in fundamental beliefs accompanied by a total commitment to an integral work paradigm (Sinamo, 2011). According to Sinamo, to find out whether work ethic or work spirit is in low or high conditions, several indicators can be seen including hard work, smart work, and sincere work (Sinamo, 2011).

Competence is a set of knowledge, skills, and behaviors that a person must possess in carrying out his professional duties (Pramudyo et al., 2010). Spencer and Spencer in the

plan mention there are five types of competency characteristics. The five are motives, self-concepts, knowledge, skills, and traits (Palan, 2008).

Glock and Strak in Ancok and Suroso state that religiosity can be recognized by someone who is severe by showing it in each piece of life and each activity that is driven by great powers, where religiosity can be maintained by a couple of viewpoints or pointers which consolidate conviction, strict information, experience, strict endless practice (Alfisyah & Anwar, 2018).

Motivation is a variable that urges somebody to do a specific action, in this way inspiration is many times deciphered as an element driving an individual's behavior (Sutrisno, 2016). Abraham Maslow divided human needs into five needs including physiological needs, security needs, needs to feel owned, self-esteem needs, needs for self-actualization (Mangkunegara, 2016).

## RESULTS AND DISCUSSION

This study uses a questionnaire filled out by fishermen using 3 characteristics of the respondents including age, last education, and income. The description of the three descriptions of respondents in this study is as follows:

### Characteristics of Respondent by Age

Fishermen who work in Sei Apung Jaya village, Tanjung Balai sub-district, Asahan comprise of different ages which should be visible in the accompanying table:

**Table 1**  
**Characteristics of Respondent by Age**

Age	Number of Fisherman	Percentage (%)
< 30	20	20,6%
30-40	31	31,9%
40-50	40	41,23%
> 50	6	6,18%
<b>Total</b>	<b>97</b>	<b>100%</b>

Source: Data edited with Ms. Word 2021

The table above explains that respondents aged 40-50 years are the majority while fishermen with age > 50 years are in the minority.

### Characteristics of Respondent by Education Level

Characteristics based on the latest education of fishermen respondents in SeiApung Jaya village, Tanjung Balai sub-district can be seen in the following table:

**Table 2**  
**Characteristics of Respondent by Education Level**

Education Level	Number of Fisherman	Percentage (%)
Primary School	55	56,7 %
Junior High School	27	27,83%
Senior High School	15	15,46%
<b>Total</b>	<b>97</b>	<b>100%</b>

Source: Data edited with Ms. Word 2021

The table explains that the largest number of respondents are fishermen with the last education of elementary school with a total of 56.7% or 55 fishermen, while the smallest are fishermen with the last education of high school with a total of 15.46% or 15 fishermen.

### Characteristics of Respondent by Income.

Classification based on the income of fishermen respondents in the village of Sei Apung Jaya, Tanjung Balai District, can be seen in the following table

**Table 3**  
**Characteristics of Respondent by Income**

Income of Fisherman	Number of Fisherman	Percentage (%)
500.000- 1.000.000	68	70,10%
1.000.000-1.500.000	24	24,74%
1.500.000-2.000.000	3	3,10%
>2.000.000	2	2,06%
<b>Total</b>	<b>97</b>	<b>100%</b>

Source: Data edited with Ms. Word 2021

The table above explains that the largest number of respondents are fishermen with an income of 500,000-100,000 by 70.10% or 68 fishermen and the least are fishermen with an income of > 2,000,000 by 2.06% or 2 fishermen.

This study uses a path analysis approach. The results of the test data in this study are as follows:

### **Data Validity Test**

From the result of the SPSS program,  $t_{count}$  of all variables is bigger than  $t_{table}$ . It means that the variables of competence, religiosity, work motivation, work ethic, and performance can be declared valid

### **Reliability Test**

The result of Cronbach's alpha test shows that all variables in this study are greater than 0.60. It means that the questionnaire used to measure the extent to which the consistency of respondents using the variables of competence, religiosity, work motivation, work ethic, and performance can be declared reliable.

### **Normality Kolmogrov-Smirnov Test**

The value of Kolmogrov-Smirnov for equation I and equation II is 0.135 and 0.118, it means that the data is normally distributed because the significance value is  $> 0.05$ .

### **Multicollinearity Test**

The results of the multicollinearity test value for each variable at equation I is 0.206 competence, 0.168 religiosity, and 0.420 work motivation. All of these variables are greater than 0.01. And the VIF value, namely competence is 4.844, reliability is 5.969 and work motivation is 2.380, all of which are less than 10. So the conclusion is that there is no multicollinearity between the variables in this study.

The results of the multicollinearity test value for each variable at equation I is competence 0.180, religiosity 0.163, work motivation 0.374, and work ethic 0.528. All of these variables are greater than 0.01. And the VIF value, namely competence of 5.570, the religiosity of 6.125, work motivation of 2.676, and work ethic of 1.898 are all less than 10. Thus, the conclusion is that between variables in this study, there is no multicollinearity.

### **Regression Analysis Model I**

The use of this analysis is carried out to determine the strength and relationship between the independent variable (free) to the intervening variable (bound). The following are the results of tests carried out using the SPSS program:

**Table 4**  
**T Test Result Model I**

Model		Standardized Coefficients	T	Sig.
		Beta		
1	(Constant)		2.935	.004
	Competence	.619	3.733	.000
	Religiosity	-.287	-1.559	.122
	Work Motivation	.395	3.396	.001

Source: Data edited with SPSS Version. 20.

In this study, the t-test criteria used were by looking at the comparison of  $t_{count}$  with  $t_{table}$ . To obtain the t-test is determined through the degrees of freedom. Based on a significant  $t_{count}$  of 0.05, a decision is obtained with degrees of freedom  $df = n - k = 97 - 5 = 92$ , ( $n = \text{sum}$ ;  $k = \text{number of variables}$ ) then the value of  $t_{table}$  is 1.67703. When  $t_{count} < t_{table}$  means  $H_0$  is accepted while when  $t_{count} > t_{table}$  means  $H_0$  is rejected. The conclusion of the influence on each of these variables is explained as follows: a) The results of the t-test of hypothesis 1 for competence (X1) on work ethic (Y1) show a sig value of 0.000, meaning that the sig value in this research is smaller than the probability value of 0.05 and the  $t_{count}$  value = 3.733 is greater than  $t_{table} = 1.67703$ . The conclusion is that when viewed from a significant and partial X1 effect on Y1. It concludes that  $H_0$  is rejected and  $H_a$  is accepted, which means that competence has a significant and partial effect on work ethic; b) The results of the t-test of hypothesis 2 show that religiosity (X2) on work ethic (Y1) shows a sig value of 0.122 which is greater than the probability value of 0.05 and a  $t_{count}$  of = -1.559 is smaller than  $t_{table} = 1.67703$ . So it can be concluded that  $H_0$  is accepted and  $H_a$  is rejected, which means that religiosity has no significant effect on work ethic; c) The results of the t-test of hypothesis 3 show that work motivation (X3) on work ethic (Y1) shows a sig value of 0.001 smaller than a probability value of 0.05 and a  $t_{count}$  value of = 3.396 greater than  $t_{table} = 1.67703$ . It concludes that  $H_0$  is rejected and  $H_a$  is accepted, which means that work motivation has a significant effect on work ethic.

In the regression analysis of model I, the structural equation is:

$$Y_1 = a + \rho X_1 + \rho X_2 + \rho X_3 + \rho Y_1 + \varepsilon_1$$

The regression equation model I that reflects the variables in this study is:

$$Y_1 = 7,435 + 0,455 X_1 - 0,190 X_2 + 0,350 X_3 + \varepsilon$$

## Regression Analysis Model II

Regression analysis model II in this test was conducted in order to see the extent of the relationship between the independent variable and the intervening variable on the dependent variable. The following are the results of tests carried out using the SPSS program:

**Table 5**  
**T Test Result Model II**

Model		Standardized Coefficients	t	Sig.
		Beta		
1	(Constant)		-8.173	.000
	Competence	.676	10.012	.000
	Religiosity	.095	1.347	.181
	Work Motivation	.140	2.990	.004
	Work Ethic	.135	3.427	.001

Source: Data edited with SPSS Version. 20.

The conclusion of the influence on each of these variables is explained as follows:

a) The results of the t-test of hypothesis 4 for work ethic (Y1) on performance (Y2) show a sig value of 0.001 meaning that the sig value is smaller than the probability value of 0.05 and the  $t_{count}$  value of = 3.472 is greater than  $t_{table} = 1.67703$ . If seen from the significance and the t-test Y1 significantly and partially has an effect on Y2. So  $H_0$  is rejected and  $H_a$  is accepted, which means that work ethic has a significant and partial effect on performance;

b) The results of the t-test of hypothesis 5 for competence (X1) on performance (Y2) show a sig value of 0.000, meaning that the sig value is smaller than the probability value of 0.05 and the  $t_{count}$  value of = 10,012 is smaller than  $t_{table} = 1.67703$ . If seen from the significance and the t-test X1 significantly and partially has an effect on Y2. So  $H_0$  is rejected and  $H_a$  is accepted, which means that competence has a significant and partial effect on performance;

c) The results of the t-test of hypothesis 6 show that religiosity (X2) on performance (Y2) shows a sig value of 0.181 which is greater than the probability value of 0.05 and a  $t_{count}$  of = 1.347 which is smaller than  $t_{table} = 1.67703$ . If seen from the significance and the t-test X2 significantly and partially has no effect on Y2. So it can be concluded that  $H_0$  is accepted and  $H_a$  is rejected, which means that religiosity has no significant effect on performance;

d) The results of the t-test of hypothesis 7 for the work motivation variable (X3) on

performance (Y2) show a sig value of 0.004 which means that the sig value is smaller than the probability value of 0.05 and the  $t_{count}$  value of = 2.990 is greater than  $t_{table} = 1.67703$ . So it can be concluded that  $H_0$  is rejected and  $H_a$  is accepted, which means that work motivation has a significant and partial effect on performance.

In the regression analysis model II, the structural equation is:

$$Y_2 = a + \rho X_1 + \rho X_2 + \rho X_3 + \rho Y_1 + \varepsilon_2$$

The regression equation model I which reflects the variables in this study are:

$$Y_2 = -14,262 + 0,862X_1 + 0,109X_2 + 0,215X_3 + 0,234Y_1 + \varepsilon_2$$

### Determination Test ( $R^2$ ) Model I

The use of this analysis is to see the magnitude of the ability of the independent variables (competence, religiosity, and work motivation) on the intervening variable (work ethic). If the determinant coefficient ranges from 0, then the relationship between the variables is weak. However, if the number is close to 1 then the relationship is very strong

**Table 6**  
**Determination Test ( $R^2$ ) Result Model I**

#### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.687 <sup>a</sup>	.472	.455	2.790

a. Predictors: (Constant), Work Motivation, Religiosity, Competence

b. Dependent Variable: Work Ethic

Source: Data edited with SPSS Version. 20.

In the table above, it can be seen that the correlation value or symbolized by the letter R is 0.687 and the percentage or coefficient of determination (R Square) between the influence of the independent variables (competence, religiosity, and work motivation) on the intervening variable (work ethic) is 0.472 or 47.2%. This means the influence of competence, religiosity, and work motivation on the work ethic is equal to 47.2%, and the remaining 52.8% is influenced by other variables.

### Determination Test ( $R^2$ ) Model II

The use of this analysis is to see the magnitude of the ability of the independent variable (competence, religiosity, and work motivation) and the intervening variable (work ethic) on the dependent variable (performance). If the determinant coefficient ranges from 0, then the relationship between the variables is weak. However, if the number is close to 1 then the relationship is very strong.

**Table 7**  
**Determination Test ( $R^2$ ) Result Model II**  
**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.962 <sup>a</sup>	.925	.921	1.838

b. Predictors: (Constant), Work Ethic, Work Motivation, Religiosity, Competence

b. Dependent Variable: Performance

Source: Data edited with SPSS Version. 20.

In the table above, it can be seen that the correlation value or symbolized by the letter R is 0.962, and the magnitude of the percentage or coefficient of determination (R Square) between the influence of the independent variable (competence, religiosity, and work motivation) and the intervening variable (work ethic) on the dependent variable (performance) of 0.925 or 92.5%. It means that the independent influence (competence, religiosity, and work motivation) and the intervening variable (work ethic) on the dependent variable (performance) is 92.5%, and the remaining 7.5% is influenced by other variables.

### Path Analysis of Direct and Indirect Influence

In this research path model, the direct and indirect effects of exogenous variables on endogenous variables will be explained. The summary of the path analysis obtained from the equation I and equation II can be seen in the following table:

**Table 8**  
**Path Analysis Summary**

Model	Standardized Coefficients Beta	T	Sig	R <sup>2</sup>
Structural Equation I (X1, X2, X3 to Y1)				
X1= PX1Y1	,619	3,733	,000	0,472
X2= PX2Y1	,287	-1,559	,122	
X3= PX3Y1	,395	3,396	,001	
Structural EquationII (X1, X2,X3, Y1 to Y2)				
X1= PX1Y2	,676	10,012	,000	0,925
X2= PX2Y2	,095	1,347	,181	
X3= PX3Y2	,140	2,990	,004	
Y1= PY1Y2	,135	3,427	,001	

Source: Data edited with SPSS Version. 20.

Based on the summary of the path analysis above, the following conclusions are obtained:

**The influence of competence (X1) on performance (Y2) through work ethic (Y1) as an intervening variable**

Ho= Competence has no effect on performance through work ethic as an intervening variable

Ha = Competence affects performance through work ethic as an intervening variable

Direct effect (X1Y2) = 0.676

Indirect influence through work ethic  $PX1Y1 \times PY1Y2 = (0.619) (0.135) = 0.0835$

If the indirect effect is smaller than the direct effect, it means that the actual effect is a direct influence. On the other hand, if the indirect effect is greater than the direct effect, then the actual effect is an indirect effect. From the description above, it can be seen that the indirect effect is smaller than the direct effect ( $0.0835 < 0.676$ )

**The effect of religiosity (X2) on performance (Y2) through work ethic (Y1) as an intervening variable.**

Ho = Religiosity has no effect on performance through work ethic as an intervening variable

Ha = Religiosity affects performance through work ethic as an intervening variable

Direct effect (X2Y2) = 0.095

Indirect influence through work ethic

$PX2Y1 \times PY1Y2 = (0.287) (0.135) = 0.0387$

From the description above, it can be concluded that the direct indirect effect is smaller than the direct effect ( $0.0387 < 0.095$ )

### **The effect of motivation (X3) on performance (Y2) through work ethic (Y1) as an intervening variable**

Ho = Work motivation has no effect on performance through work ethic as an intervening variable

Ha = Work motivation affects performance through work ethic as an intervening variable.

Direct effect (X3Y2) = 0.140

Indirect influence through work ethic  $PX3Y1 \times PY1Y2 = (0.395) (0.135) = 0.0533$

From the description above, it can be concluded that the indirect effect is smaller than the direct effect ( $0.0533 < 0.140$ )

### **The Influence of Competence on Work Ethic**

The results showed that competence (X1) had a positive and significant effect on work ethic (Y1). The results of this study are in line with Sarmedi's research entitle on the effect of compensation and competence on work ethic and its impact on employee performance at PT Bio Farma (Persero) using the path analysis statistical method which states that competence has a significant and positive effect on work ethic (Sarmedi, 2017). Theoretically, the findings of this study indicate that the competence of a fisherman has a positive response to his work ethic. It means that the more competent a person is, the greater his work ethic. In addition, the researchers also found the low competence of the fishermen in Sei Apung Jaya village, causing their work ethic to be low. The low competence is because the knowledge of fishermen is still low and most of the fishermen are only elementary school graduates. Thus, the government needs to make an intensive meeting or seminars in order to rise up fisherman's work ethic. This finding is also in line with Rinda Noviyanti and Nurhasanah's research with the title factors influencing the competence of fishermen in Banten bay using the Structural Equation Modeling method

which found that fishermen's competence in Banten bay is still low (Noviyanti & Nurhasanah, 2019).

### **The Influence of Religiosity on Work Ethics**

The results showed that religiosity (X2) had no significant effect on work ethic (Y1). The findings of this study indicate that a person's religiosity does not have a positive response to work ethic. The results of this study are in line with research conducted by Rozikan and Zakiy in their published journal which found that religiosity had no effect on the work ethic of employees of philanthropic institutions. The research was carried out using the multiple linear regression analysis method (Zakiy, n.d.).

According to Glock and Stark that religiosity is a commitment related to faith and religious beliefs, which can be seen through the behavior of the individual concerned with the religion he adheres to (Nashory, 2002). Therefore, religiosity should be able to give birth to a work ethic so that it creates a strong belief based on intentions solely because of Allah in every work activity.

However, the researchers found different things when researching in the village of Sei Apung Jaya, the religiosity of the fishermen in the village of Sei Apung Jaya was not able to raise their enthusiasm for work. They think that worship is just praying, fasting and zakat. They don't consider that work is the part of worshipping so their hard working attitude is low. So, the government needs to invite the religious leader to speak to the fisherman's that work is also part of worshipping Allah. This is also found in a research drove by Fina Hidayatul Husna and colleagues which viewed that as the vast majority of fishing networks in Grajagan town have a low work ethic. This is on the grounds that the job of Islam as a moral standard has not had the option to further develop the hard working attitude of fishermen so they become hard working and trained fishermen.

### **The Influence of Motivation on Work Ethics**

The results showed that work motivation (X3) had a positive and significant effect on work ethic (Y1). his study has the same finding with the research of Rika Septianingsih and friends, the research uncovered that work motivation that has been completed can create employees who have a high work ethic and are measured based on Islamic values. where the work must be done responsibly and with the expectation of the pleasure of Allah SWT (Septianingsih, Ario, Elsy, & Nuraini, 2020).

In addition, this study found that the work motivation of fishermen in Sei Apung Jaya village was still categorized enough so that they had not been able to produce a work culture or work ethic that was maximal. The motivation of fishermen arises because of the basic needs that require them to work to earn a living for their families. Besides that, the family atmosphere among the fishermen who are very familiar because they have worked for many years makes them feel safe in carrying out their duties. However, this motivation is unfortunately only an encouragement to fulfill basic needs, so that it has not been able to significantly boost work ethic or work behavior which is based on mental awareness so as to become a strong and disciplined fisherman. Therefore, the fisherman should be educated that they also need to improve their quality of live by working harder. The mental awareness of fisherman to became a strong and disciplined should be raised to make them a good quality fisherman.

### **The Influence of Work Ethics on Performance**

The results showed that work ethic (Y1) had a positive and significant effect on performance (Y2). This is in line with the research conducted by Nurjaya and friends with the title of the effect of work ethic and work discipline on employee performance at the Bogor City Forestry and Plantation Service where research using multiple linear regression analysis found that work ethic has a significant effect on performance. This means that employees who have a good work ethic will produce good performance (Prasada, Sunarsi, & Teriyan, 2020).

In addition, the researchers also found that the work ethic of the fishermen in Sei Apung Jaya village was still relatively low, this was due to their mindset that thought that work was only to fulfill their daily needs, so they only did modest work and there was no initiative so that the work could be carried out more efficiently in the future. next job. Effendy sadly in his research entitled Islamic Working Ethos of Fisherman Community at Bagan Kuala Village, Tanjung Beringin Sub-District, Serdang Bedagai Regency also found that the work ethic of fishermen in Bagan Kuala village is still relatively low, this is due to their lack of responsibility and not considers the work as a mandate that must be immediately fulfilled and implemented (Sadly, 2018).

work ethic is a bunch of positive ways of behaving established in basic convictions joined by a complete obligation to an essential work worldview (Sinamo, 2011). As

indicated by Usman Pelly, a work ethic is a mentality that arises of its own will and mindfulness in view of an arrangement of social worth direction toward work (I Nyoman Natajaya, 2013). Thus, the fisherman should have a good work ethic and they should consider the work they do as a form of worship to Allah SWT so that every work they do they will carry out with full responsibility and will directly improve their performance.

### **The Influence of Competence on Performance**

The outcomes showed that competence (X1) had a positive and significant effect on performance (Y2). This research is in line with the research conducted by S. Sanchia Tanaya and N. M. Suci with the title Effect of Competence, Work Environment, Fisherman Performance at the fish landing base of Sangsit village using quantitative methods with multiple linear regression analysis as the analytical method. This finding is in accordance with Pramudyo's opinion which states that competence is a set of knowledge, behaviors, and skills that must be mastered by an individual in completing his expert obligations. This means that fishermen who have the knowledge and skills will certainly be easier and more efficient in carrying out their work.

The government needs to make an intensive training for the fisherman. The fishermen who have good competence will give birth to good performance where the results of the work are beneficial for themselves and also beneficial for those around them. The body and soul must be trained and developed to be able to survive in the life of this world and the hereafter, the human body and soul are like rice fields that become a place for farming and the results of farming are used for self-interest and the interests of others (Firdaus, 2014).

### **The Influence of Religiosity on Performance**

The results showed that religiosity (X2) had no effect on performance (Y2). The results of the research that the authors found are also in accordance with the research conducted by Sukri Karim with the title of the relationship between transformational leadership style and religiosity on employee performance where this study used multiple linear analysis and found that the P value was  $0.198 > 0.05$  which indicates that religiosity has no effect significant effect on performance (Karim, 2018).

In his book, Djamaluddin refers to the assessment of Glock and Stark who express that religiosity is much of the time deciphered as an aspect through conviction, applied by

customs and will in general be great or moral (Ancok, Sungaidi Ardani, & Suroso, 2000). Meanwhile, according to Islam religiosity means carrying out religious teachings as a whole from all aspects of life for every Muslim both in thinking, acting, and acting. For this reason, it is necessary to emphasize all aspects of every Muslim's life so that in acting one must comply with what Allah has commanded in accordance with Islamic teachings (Muhaimin, Azizah, Ali, & Suti'ah, 2004).

Thus, human activity is clearly not only visible to the naked eye, but there are also activities that are not visible or through the human heart (human prejudice). This is what is not seen in the fishermen of Sei Apung Jaya village where fishermen only carry out worship in the form of rituals without understanding the substance of the value of the worship they do. The fishermen still think that the size of the catch they get from fishing activities is sustenance from Allah and it is destiny and decree from Allah SWT so that they do not work optimally. The government needs to make fishermen aware that working is part of worship. If we do it seriously in working then we should be serious in working too. The government can present a religious leader to educate fishermen.

The findings of this study are also in line with the findings of Ismail Fahmi Arrauf Nasution's research with the title Relationship of Jabariyah theological practice with poverty in fishermen in Kuala Langsa Aceh using a qualitative approach where researchers found that fishermen in Kuala Langsa adhere to a strong fatalistic understanding in understanding God's destiny, causing the fishermen to work as little as possible which results in not getting the maximum results (Nasution, 2017).

### **The Influence of Work Motivation on Performance**

The results showed that motivation (X3) had a positive and significant effect on performance (Y2). This study is in line with research conducted by Ripal Rasuan Putra Reformasi, et al. The Effect of Training, Work Competence and Work Motivation on Performance in the Tuah Laut Sepakat Fisherman Group, Sawang Selatan Village, Kundur Barat District, Karimun Regency using simple linear regression analysis and found that the motivation variable has a positive and significant influence on the performance variable which means that the better the motivation is given to employees, the performance will be as good as the resulting performance.

Motivation is the encouragement of a conscious effort to influence a person's behavior so that he is moved to act to do something so as to achieve certain results or goals (Purwanto, 1991). This means that the greater the motivation of fishermen, the greater their persistence in carrying out their work, and the greater the resulting performance. Thus, the fisherman should raise their motivation to have a better performance. They should aware that working is not only about fulfilling their daily needs but they also need to add their own asset.

### **The Influence of Competence on Performance Through Work Ethic as an Intervening Variable**

The results of this study found that the indirect influence of the Y1 variable (work ethic) could not interfere between X1 variable (competence) and the Y2 variable (performance). Where the value of the coefficient of the indirect effect of the variable X1 (competence) through the work ethic Y1 (work ethic) on the variable Y2 (performance) (0,0835) < the value of the coefficient of the direct influence of the variable X1 (competence) on the variable X2 (performance) (0.676). So that Hypothesis 8 which presents the influence of competence through work ethic as an intervening variable on the performance of fishermen is rejected.

Based on the results of testing the hypothesis, it can be seen that the direct influence of the competence variable on performance is stronger than the indirect influence of the competence variable which is intervened through work ethic on performance. Therefore, in achieving better fisherman performance, it is prioritized to improve the competence of better fishermen without having to be mediated by work ethic.

### **The Influence of Religiosity on Performance Through Work Ethic as an Intervening Variable**

The results of this study found that the indirect influence of the Y1 variable (work ethic) could not interfere between the X2 variable (religiosity) and the Y2 variable (performance). Where the coefficient value of the indirect effect of the X2 variable (religiosity) through the work ethic Y1 (work ethic) on the Y2 variable (performance) (0.0387) < the coefficient value of the direct influence of the X2 variable (religiosity) on the X2 variable (performance) (0.095). So that Hypothesis 10 which presents the influence

of religiosity through work ethic as an intervening variable on the performance of fishermen is rejected.

Based on the results of testing the hypothesis, it can be seen that the direct influence of the religiosity variable on performance is stronger than the indirect influence of the intervening religiosity variable through work ethic on performance. Therefore, in achieving better fisherman performance, it is prioritized to increase the religiosity of better fishermen without having to be mediated by work ethic.

### **The Influence of Work Motivation on Performance Through Work Ethic as an Intervening Variable**

The results of this study found that the indirect influence of the Y1 variable (work ethic) could not interfere with the X3 variable (work motivation) on the Y2 variable (performance). Where the coefficient value of the indirect effect of the variable X3 (work motivation) through the work ethic Y1 (work ethic) on the variable Y2 (performance) (0.0533) < the value of the coefficient of the direct influence of the variable X3 (work motivation) on the variable X2 (performance) (0.140 ). Thus, Hypothesis 10 which presents the influence of work motivation through work ethic as an intervening variable on the performance of fishermen is rejected.

Based on the results of testing the hypothesis, it can be seen that the direct influence of work motivation variables on performance is stronger than the indirect effect of work motivation variables intervening through work ethic on performance. Therefore, in achieving better fisherman performance, it is prioritized to increase the work motivation of better fishermen without having to be mediated by work ethic.

### **CONCLUSION**

Based on the results of the research and discussion, the following conclusions can be drawn: competence significantly affects the work ethic of fishermen, religiosity has no significant effect on the work ethic of fishermen, motivation significantly affects the work ethic of fishermen, work ethic significantly affects fisherman's performance, competence significantly affects on fisherman's performance, religiosity has no significant effect on fisherman's performance, motivation significantly affects on fisherman's performance, competence does not have a significant effect on fisherman's performance through work ethic as an intervening variable, religiosity does not have a significant effect on the

performance of fishermen through work ethic as an intervening variable, motivation does not have a significant effect the performance of fishermen through work ethic as an intervening variable.

Based on these conclusions, the suggestion from the researchers is that it is hoped that fishermen who work in the village of Sei Apung Jaya equip themselves with skills and knowledge to be able to produce better performance than the government, attention in the form of intensive training for fishermen will certainly add value from the fishermen themselves. Therefore, the government must often conduct a review of the conditions of fishermen in rural areas. The Ministry of Marine Affairs and Fisheries should be able to work together with the smallest local governments such as villages to conduct training for fishermen so that their knowledge increases.

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