

ABSTRACT

Muhamad Ali Fahmi : Influence of Islamic Work Ethic On Organizational Commitment And Turnover Intention (Study to PT. Buana Tirta Abadi's employee)

Ethical issue has gain high attention of scholar. Ethic is simple thing whit high influence for company continuity. Most recent ethical study come from protestant work ethic and small number from Islamic work ethic. And most of scholar come from western with object western society. One of purpose of this research is to support study regarding Islamic area especially in work ethic area.

Purpose of this research is to examine the influence of Islamic work ethic on organizational commitment as its dimensions and turnover intention. This study tested at PT. Buana Tirta Abadi. Buana Tirta Abadi is mineral water company located in Bogor. 57 employees were taken as sample. Quantitative descriptive was taken research method. This research use some data analysis to examine such as statistic descriptive, correlation, and linear regression.

Model of this research is conducting three 4 times simple linear regression between Islamic work ethic and affective commitment , Islamic work ethic and normative commitment, Islamic work ethic and continuance commitment, Islamic work ethic and turnover intention.

Base on the result found that Islamic work ethic has an impact on normative commitment with $t_{value} = 4.808$ higher than $t_{table} 2.00$ and organizational commitment as a block $t_{values} 3.326$ higher than $t_{table} 2.00$. And found that Islamic work ethic has no impact on Affective commitment, continuance commitment and also on turnover intention.

The study result between Islamic work ethic and organizational commitment purposed to generalize the result of previous finding, most study was tested in public sector, banking, and author conduct these study in factory sector. Meanwhile the result of the study between Islamic work ethic and turnover intention purposed to support inconsistency previous result.

Keyword : Islamic work ethic, affective commitment, continuance commitment, normative commitment, organizational commitment, turnover intention.