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## PKM MORALITY BY IMPLYING THE ETHICS OF LIFE IN ISLAM AT PT HAYATI PRATAMA MANDIRI

Slamet Riyadi<sup>1</sup>, Nur Adilah<sup>2</sup>

<sup>1,2</sup> Universitas Ekasakti, Padang, Indonesia

Email : [slametriyadiabizizi@gmail.com](mailto:slametriyadiabizizi@gmail.com)

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#### Correspondent

**Slamet Riyadi**

[slametriyadiabizizi@gmail.com](mailto:slametriyadiabizizi@gmail.com)

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### ABSTRACT

Community service is an important component of the tri dharma of higher education, which aims to make a real contribution to improving the quality of life of society. This research focuses on the monthly study assistance program held at PT Hayati Pratama Mandiri with the aim of strengthening national morality through exemplifying the ethics of life in Islam. This program is designed to shape employee character based on Islamic moral values, such as honesty, justice, patience and responsibility. The methods used in this program include preparing study materials, lectures by religious experts, case studies, simulations, as well as structured monitoring and evaluation. The results of the program implementation show increased employee understanding of Islamic ethical concepts, positive changes in attitudes and behavior, as well as increased employee performance. The formation of regular discussion groups among employees is also an indicator of the success of this program. With an integrated approach and support from company management, this program has not only succeeded in achieving its main objectives, but also has the potential to become a model for other companies looking to strengthen the morality and ethics of their employees.

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## INTRODUCTION

Community service is one of the tri dharmas of higher education which reflects the responsibility of educational institutions in improving the quality of life of society. The monthly study assistance program which aims to strengthen the nation's morality through exemplifying the ethics of life in Islam at PT Hayati Pratama Mandiri is one concrete form of this service. This program is designed to shape employee character based on Islamic moral values so that they can make a positive contribution to the work environment and wider society.

Ethics of life in Islam includes various moral aspects that guide people in living their daily lives. Morality in Islam is not only limited to humans' relationship with God, but also includes interactions with fellow humans and the environment. The Hadith of the Prophet Muhammad SAW provides many guidance regarding this ethics. One of them is a hadith which reads: "The best humans are those who are most beneficial

to other humans" (HR. Ahmad). This hadith emphasizes the importance of an individual's positive contribution to the welfare of society at large. Therefore, this mentoring program aims to instill these moral values in PT Hayati Pratama Mandiri employees.

Previous studies show that a religion-based approach can have a significant positive influence on the formation of moral character. For example, research conducted by Othman (2016) found that the application of Islamic work ethics can improve the quality of the work environment through the application of values such as honesty, justice and responsibility (Othman, 2016). This is reinforced by findings from Zahrah et al. (2016) which shows that Islamic work ethics and Islamic religiosity are closely related to increasing employee performance (Zahrah et al., 2016). In addition, Khalfaoui (2015) stated that the concept of work ethics in Islam is very relevant to the development of modern business and can increase employee integrity and productivity (Khalifaoui, 2015).

The implementation of this monthly study assistance program also aims to form a community that is more aware of the importance of ethics in everyday life. By involving various levels of employees, it is hoped that this program can provide a deeper understanding of how Islamic values can be applied in various aspects of life, including in the world of work. Studies show that a religion-based approach can have a significant positive influence in the formation of moral and ethical character. According to research conducted by Alam and Talib (2015), the application of Islamic work ethics can encourage individuals to be more socially responsible and behave in accordance with the moral values taught (Alam & Talib, 2015). In addition, a study conducted by Aflah et al. (2021) shows that Islamic work ethics can improve employee performance through affective commitment and job satisfaction as intervening variables (Aflah et al., 2021).

The success of this program really depends on the methods used and the active participation of all employees. Effective methods in this program include group discussions, lectures from religious experts, and case studies that are relevant to everyday life. Group discussions allow participants to share their experiences and views, thereby enriching the collective understanding of Islamic ethics. Lectures from religious experts provide in-depth and authentic insight into Islamic teachings, while case studies help employees apply the theories they have learned to real situations. According to research conducted by Raza et al. (2022), implementing Islamic work ethics can reduce unethical behavior in the workplace and improve employee welfare (Raza et al., 2022). In addition, research conducted by Aldulaimi (2016) shows that Islamic work ethics can increase employees' organizational commitment by strengthening the dimensions of work ethics in accordance with Islamic teachings (Aldulaimi, 2016).

In the corporate context, strengthening morality through Islamic life ethics can also support the achievement of company goals. Employees who have high integrity and responsibility tend to work more honestly and efficiently. Apart from that, they will also care more about the quality of the products or services produced, so that they can improve the company's reputation in the eyes of customers and the public. Good work ethics will also reduce the risk of internal conflicts and legal problems that can harm the company. According to research conducted by Zahrah et al. (2016), Islamic work ethics can improve employee performance through increasing job satisfaction

and organizational commitment (Zahrah et al., 2016). In addition, a study conducted by Rokhman (2016) shows that Islamic work ethics can increase work productivity through the application of values such as honesty, justice and responsibility (Rokhman, 2016).

For example, the value of honesty taught in Islam is very relevant to daily business practices. Honesty in business will build trust between the company, its partners and customers. This is in accordance with the teachings of the Prophet Muhammad SAW who said: "Honest and trustworthy traders will be with the prophets, shiddiqin and martyrs in the afterlife" (HR. Tirmidhi). By emulating this ethic, employees are expected to be able to carry out their duties and responsibilities with full integrity.

The aim of this monthly study assistance program is to strengthen the nation's morality by emulating the ethics of life in Islam at PT Hayati Pratama Mandiri as a strategic effort in community service. This program not only aims to shape the character of employees with high morals, but also to improve the company's performance and reputation. With an approach based on religious teachings, this program is expected to make a real contribution in forming a more moral and ethical society. The success of this program will depend heavily on the active participation of all employees and support from company management.

## **IMPLEMENTATION METHOD**

Implementation of a monthly study assistance program to strengthen national morality through exemplifying the ethics of life in Islam at PT Hayati Pratama Mandiri Jalan Pemuda, Koto Marapak sub-district no. 35, olo Kec. West Padang, Padang City, West Sumatra, Indonesia 25117 will be carried out using a systematic and structured method. This program will involve various methods that have been proven effective in implementing Islamic work ethics in the corporate environment.

### **Preparation of Study Materials**

The monthly study material will be prepared by a team consisting of Islamic religious experts and HRD practitioners. This material will cover various important themes related to the ethics of life in Islam, such as honesty, justice, patience and responsibility. Each theme will be equipped with references from the Koran and Hadith as well as case studies that are relevant to the context of employees' daily lives. According to research by Nurfahmiyati et al. (2019), preparing good material is very important to ensure the effective implementation of Islamic work ethics (Nurfahmiyati et al., 2019).

### **Talk**

Lectures from religious experts will be held periodically to provide a deep insight into the teachings of Islam and its application in the world of work. In addition, workshops will be held to train employees in applying Islamic ethical values in their daily tasks. According to research by Othman (2016), effective lectures and workshops can improve the understanding and application of Islamic work ethics (Othman, 2016).

### **Case Studies and Simulations**

Case studies and simulations will be used to help employees apply the theory they have learned to real situations. This method will enable employees to practice dealing with various ethical dilemmas and finding solutions that are in line with

Islamic values. A study by Ibrahim and Kamri (2015) shows that the use of case studies and simulations is effective in improving employees' ethical skills and awareness (Ibrahim & Kamri, 2015).

### Monitoring and Evaluation

To ensure the success of the program, monitoring and evaluation will be carried out periodically. Employees will be asked to provide feedback regarding the material and activities that have been implemented. In addition, employee performance and behavior will be evaluated to see how far this program has succeeded in improving their morality and work ethics. A study by Aman-Ullah and Mehmood (2022) emphasizes the importance of monitoring and evaluation in ensuring the effectiveness of implementing Islamic work ethics in the workplace (Aman-Ullah & Mehmood, 2022).

## RESULTS AND DISCUSSION

The Monthly Study Assistance which will be held on Wednesday 22 May 2024 aims to Strengthen National Morality by Emulating the Ethics of Life in Islam at PT Hayati Pratama Mandiri. The implementation of community service activities in the form of monthly study assistance at PT Hayati Pratama Mandiri ran smoothly and succeeded in achieving the various goals that had been set.



Picture 1. Template for the implementation of monthly study activities

The following are the implementation results achieved:

### Increasing Understanding of Islamic Ethics

After participating in a series of monthly studies, PT Hayati Pratama Mandiri employees showed a significant increase in understanding of Islamic ethical concepts. This is measured through comprehension tests carried out before and after taking part in the study. This test shows an increase in scores which indicates that

employees better understand and are able to internalize Islamic ethical values in everyday life.

### **Changes in Attitudes and Behavior**

This monthly review activity was also successful in encouraging changes in employee attitudes and behavior. One indication of this change is increased discipline, honesty and cooperation among employees. In addition, there was a recorded decrease in the number of cases of ethical violations in the company. This shows that the Islamic ethical values taught through this monthly study have been successfully implemented by employees in their work environment.

### **Increasing Employee Performance**

In line with increased understanding and changes in attitudes, employee performance has also experienced a significant increase. Monthly performance assessments conducted by the company's HRD team show improvements in various aspects of performance, including productivity, efficiency and work quality. This increase shows that good morality and ethics have a positive impact on employee individual and collective performance.



Picture 2. Presentation of study material

### **Establishment of Regular Discussion Groups**

One of the positive results of implementing this activity is the formation of small discussion groups among employees. These groups regularly hold meetings to discuss and explore the themes that have been studied in the monthly studies. This initiative not only strengthens their understanding but also creates a forum for employees to remind and support each other in implementing Islamic ethical values.



Figure 2. Question and Answer discussion regarding Monthly Study Material

## CONCLUSION

The results of the implementation of this monthly study assistance activity show that this program has succeeded in achieving its goal of strengthening national morality through the application of Islamic life ethics. Increased understanding, changes in attitudes and behavior, increased employee performance, and the formation of regular discussion groups are indicators of the success of this program. Support from company leadership and an integrated approach proved to be key factors in the success of this activity.

This program not only provides benefits for PT Hayati Pratama Mandiri but also becomes a model that can be adopted by other companies who want to strengthen employee morality and ethics. Regular evaluation and development of study themes according to company needs will ensure the sustainability and relevance of this program in the future.

## THANK-YOU NOTE

This activity is a form of the Tri Dharma of Higher Education carried out by the academic community of Ekasakti University, Padang, West Sumatra, Indonesia. This community service activity has been completed at PT Hayati Pratama Mandiri.

On this occasion, we from the Implementation Team would like to express our deepest gratitude to all parties involved or who have participated in supporting our activities in carrying out Community Service to be carried out, for this we would like to express our thanks especially to:

1. Chairman of PT Hayati Pratama Mandiri
2. Chair of the LPPM, Ekasakti University, Padang, West Sumatra, Indonesia
3. Management of the PT Hayati Pratama Mandiri Mosque

By carrying out this community service activity, hopefully it will continue and can provide many benefits in accordance with the objectives of this activity.



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