



Religious energizer and librarians' performance

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ABSTRACT

Religious energizer is a term that is frequently used to define an individual who serves as a facilitator in everyday life, including work, based on their knowledge and religious teaching. In the librarians' circumstances, the religious energizer behavior can be observed through their attitudes at work. These behaviors arise from their experience and religious knowledge, which then disseminate to their work circumstances and relatives. This research aims to determine the religious activities carried out by librarians as religious energizers to support their performance at UIN Imam Bonjol Padang. This research is descriptive with a qualitative approach, using interviews, observations, and documentation methods to get information and data. The object of this research is the UIN Imam Bonjol Padang library, while the subjects are three librarians of UIN Imam Bonjol as informants. The samples are generated based on a purposive sampling technique with particular criteria such as respect for librarians in work. After getting information and data, the author analyzed the data using triangulation, considering several steps such as data reduction, data display, and drawing conclusions. The finding revealed that three main activities reflect religious energizers performed by librarians at the State Islamic University of Imam Bonjol, Padang, such as 1) participation in religious practices, 2) sharing information, and 3) morning meetings. These activities bring librarians positive energy and vitality, conceivably upgrading their mental and emotional stability at work. Therefore, it is evident that religious energizers can improve the performance of librarians at the UIN Imam Bonjol, Padang library.

Keywords: Religious energizer; Librarian; Library performance

1. INTRODUCTION

The work value in Islam is equivalent to the obligatory practical value (*'amālyyah*) that comes from purposeful work carried out by truthfulness. Understanding religious teaching and internalizing religious commitment are prominent because they become the fundamental aspects of how individuals behave in their daily lives and at work. People who are excellent in religious teaching commonly have great social skills and are more motivated to accomplish their work duties. It is also believed that such individuals' religiosity level can be observed through their lifestyle, contributions to society, and the environment that encompasses them (Hakim, 2014).

It is possible that the meaning of work for a Muslim is a genuine effort that involves mobilizing all resources, contemplations, and dhikr in order to actualize as a hireling of Allah, who is required to conform with his religion. QS 94 (Al-Insyirah) verses 7-8 state: "Thus, upon completing one endeavor, diligently pursue another." Johnson and Nieva concluded that devout recognition (religiosity) correlates with quality of life. Supplication and other fervent stimuli enhance individuals' judgment abilities and physical condition, impacting performance. It focuses primarily on the importance of *tahajjud* prayers in altering the immune system's resistive response. This will undoubtedly affect the individual's physical and metaphysical aspects since it suggests that the person possesses significant motivation to excel, enhancing their performance (Tolle, 2021).

As God's creations, individuals have not completed their journey; people will hold more value for one another. Religiosity is intricately linked to an individual's commitment. Due to the internalization of religion, introspective persons perform significant acts of devotion. Great deeds in the world can be defined as activities, works, or actions that embody significant values; via this



virtue, they can yield rewards for those who undertake them. This assurance of recompense is also conveyed in the Qur'an: "Whoever performs virtuous actions, the reward is for himself, and whoever commits wrongdoing, the sin is for himself. Your master does not, in any respect, exploit his workers." (QS 41:46). Gus Mus, in his book *Devout Custom and Devout Social*, elucidates two aspects of existence: one about the afterlife and the other concerning societal benefits. Personal devotion, often called customary devotion, underscores the importance of doing traditional acts of worship, such as prayer, fasting, and zakat, while simultaneously fostering social awareness and implementing Islamic principles in communal life (Bisri, 2018).

Religiosity within Islam encompasses the reverence for monotheism, originating from the belief in the unity of Allah SWT. Identity religiosity reflects a Muslim's conduct and is refined according to Islamic doctrines. Personal religiosity can significantly influence the discernment of ethical judgments regarding good and wrong, reflecting the religion one adheres to.

The correlation between religiosity and organizational achievement was first established in 1998 in a book by Hasan, which examines how individuals' comprehension of religion facilitates superior workplace performance. Moreover, it is often believed that individuals can act as a motivational influence on others at their workplace through behavioral practices that correspond with religious values (Babar et al., 2022). The argument aligns with Islamic values, indicating that the most exemplary individuals are those who can benefit others and exert a positive impact on their surroundings. As a creation of God, embodying perfection as a person should yield advantages for others.

Religiosity is intricately linked to an individual's commitment, as it involves internalizing religious beliefs that inspire virtuous or pious actions. Great deeds refer to actions, tasks, or endeavors embodying significant ideals. "honest deeds" can be interpreted as actions, labor, and exercises of significant value. Benevolence can be found in the Qur'an: "Whoever does great deeds, the compensation is for himself, and whoever does fiendish deeds, the sin is for him. "...and your Lord does not off-base his workers within the scarcest" (QS. 46).

Individuals' practice of religious obedience is intricately linked to the quality of their lives. Consistent practice of religious values can foster a harmonious equilibrium between mind and body, therefore impacting professional performance (Brien et al., 2021). A notable aspect of librarians' performance is their adept social skills and the ability to foster healthy relationships with others. Librarians exhibit commendable performance when they execute their responsibilities efficiently, establish work objectives, inspire coworkers, and motivate their peers (Poorjebelli et al., 2014).

The notion of custodian execution pertains to the outcomes and achievements custodians demonstrate in performing assigned tasks according to specific standards and criteria as stipulated in the law of the Republic of Indonesia Number 43 of 2007, article 1, paragraph 8, which defines a librarian as an individual-possessing competencies acquired through librarian education and training, tasked with the responsibilities of library management and services. A librarian is an individual who facilitates and executes library functions to deliver services to the community in alignment with the institution's vision and goal. Librarians are categorized into two groups: those with a diploma are classified as skilled librarians, and those with bachelor's degrees are designated expert librarians. Library performance assessment typically involves three elements: collections, facilities, and librarian conduct (Muizu et al., 2019).

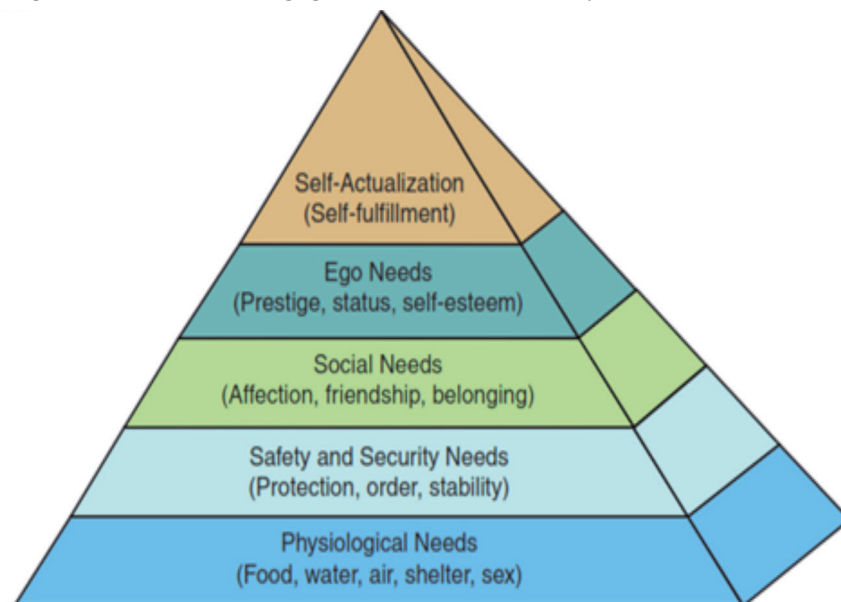
The behavior of librarians in their professional duties will influence their work environment, fostering a positive atmosphere and affecting their working conditions. Islam comprises five (5) foundational concepts that guide conduct. 1) Engaging with purpose; 2) Engaging with authenticity; 3) Engaging industriously; 4) Engaging collaboratively; 5) Engaging with a focus on the well-being of others (Setiawati & Parmin, 2019). This condition demonstrates that librarians are anticipated

to exhibit more extraordinary altruism in their professional endeavors and to serve as exemplary role models for their colleagues and others in their vicinity.

In libraries, devotion occurs when custodians invite colleagues to engage in reverence and labor, provide assistance and communicate when colleagues neglect their responsibilities, offer sincere understanding, and encourage dedicated behavior inside the workplace. A devout Muslim will emanate positive energy to his surroundings and might inspire those around him.

Energizer refers to persons who encourage others, acting as facilitators or motivators. Energizer is a method employed to foster focus and motivation in individuals during work, study, or in circumstances of monotony, tension, and stress. An energizer aims to guide the mind into relaxation and enjoyment. Positive energizing is cultivating affirmative conduct within an organization, establishing constructive relationships among colleagues, fostering a favorable work atmosphere, and leveraging positive traits to generate beneficial energy in the surrounding environment (Amir, 2018).

The phrase “religious energizer” refers to those who inspire others to embrace beneficial religious practices. A religious energizer is an individual who inspires and motivates others to participate in virtuous endeavors, both in worship and in their professional pursuit (Amir, 2018). The notion of a religious energizer originates from Maslow’s theory of self-actualization and transcendence. In the library setting, librarians should engage in actions that embody kindness to manifest religious beliefs.



Picture 1. Maslow’s hierarchy of needs

Source: SimplyPsychology/CNN. (2023)

The religious energizer corresponds with the qualities identified by Glock and Stark, including practice and effect. The practice dimension encompasses evaluations based on religious activities, including charitable deeds and moral virtues. In the context of the effect dimension, it pertains to establishing social interactions that direct human behavior through social boundaries and promote the aspiration for individuals to serve as exemplary models for others (Rosta, 2019). In Islam, religious energization refers to the practice whereby librarians motivate their peers to perform their duties in alignment with religious principles, emphasizing diligence and responsibility in their profession. Moreover, religious energization is an initiative undertaken by librarians to serve as a reminder and source of motivation for colleagues who may exhibit negligence in their duties, offering religious insight and direction to enhance the librarians’ performance.

Religious motivation can be discerned through the librarians' interactions with their peers in the library setting. Initial research at the State Islamic University of Imam Bonjol, Padang library, indicates that librarians encourage their colleagues to engage in congregational prayers, contribute, and inspire others to uphold discipline in religious practices and professional duties. Numerous prior research studies investigated the impact of religiosity on employee performance, focusing on how religiosity can enhance motivation and performance. Similar to the studies conducted by Jannah and Siswanto (2022), Marpaung et al. (2021), and Ali et al. (2020). No research has established a connection between organizational religious behavior and invigorating work. It is essential to conduct this research to determine the degree to which religious behavior and activities serve as motivators in enhancing librarians' work. Consequently, following the aforementioned discussion, the researcher intends to investigate the extent to which religious motivation can improve the work of librarians at the State Islamic University of Imam Bonjol Padang.

2. LITERATURE REVIEW

2.1 Understanding Religious Energizer

The phrase "religious energizer" refers to individuals who act as role models and motivators, encouraging others to engage in religious worship while grounding their daily conduct, including in professional settings and religious ideals. In the Islamic perspective, religiosity entails implementing monotheistic principles rooted in the belief in the oneness of Allah SWT. The personality of religiosity reflects the conduct and individual habits of a Muslim. The relationship between acts and perseverance in worship can operate as a standard for engaging with others (Saroglou, 2015).

The term religious energizer refers to persons who exemplify virtue for others. A religious energizer exemplifies an individual's self-actualization through the cultivation of positive relationships and the execution of altruistic acts for others. Arifin says that individuals with robust religious convictions generate positive energy in their surroundings and inspire others (Arifin, 2018).

A valuable individual is a requisite trait for a Muslim; every Muslim is obligated to provide benefits to others. The advantages conferred upon others will ultimately yield significant returns for oneself. Individuals who exert influence over others are regarded as essential and serve as behavioral and social role models.

Energizer capacities as a facilitator encompass assistance, encouragement, or inspiration. Energizer may serve as a method to enhance the focus and motivation of persons during work, study, or when experiencing boredom, anxiety, or stress. The purpose of the energizer in a movement is to align the brain to achieve an authentic, relaxed, and enjoyable state. A positive energizer fosters constructive behavior among coworkers, cultivates a favorable work environment, and harnesses positive attributes to generate uplifting energy

2.2 Theoretical Framework of Religious Energizer

A religious energizer constitutes an individual's self-actualization through altruistic actions based on religious principles and behaviors prescribed by faith. In his book "The 8 Habits of Highly Effective People," Stephen Covey asserts that a fundamental habit of individuals is to "discover your voice and motivate others to discover theirs." This line suggests that individuals participate in practices aimed at personal fulfillment to assist others in rediscovering their identities. Humans inherently possess principles and fundamental values that enhance effectiveness, including humanitarianism, integrity, honesty, a spirit of service, compassion, and a propensity for constructive engagement and thought (Misri, 2017).

Religiosity is intricately linked to individual piety, manifested by internalizing religious tenets that motivate individuals to perform virtuous actions. Righteous deeds are behaviors, professions, or activities that exemplify virtuous principles. Within the domain of personal virtuous actions,

two categories of piety exist: ritual and societal. Ritual piety underscores the execution of religious practices, including prayers, fasting, almsgiving, and similar activities. Social piety encompasses implementing Islamic values in everyday life, including social awareness, generosity, and acting as a representative for others (Bisri, 2018).

A Muslim primarily upholds a positive relationship on two levels: *habluminallah* and *habluminannas*. The former denotes the relationship between individuals and their deity, and the latter pertains to the relationship that must be upheld with other human beings. The connection between individuals and God is manifested via worship, personal accountability, labor, integrity, and engagement with their community. The relationship with humans can be evaluated through individual interactions, encompassing communication, emotional regulation, environmental management, and other factors (Gunadi et al., 2020).

The concept of a religious energizer corresponds with Maslow's theory of self-actualization within the hierarchy of needs and life stage models. Maslow thinks self-actualization is characterized by heightened creativity, objectivity, and a profound concern for humanity. Moreover, Maslow articulated that self-actualization constitutes one of the human needs essential for forming social interactions with others (Maslow, 2018). If described in more detail, a framework for religious energizer thinking can be created like the diagram below.



Picture. 2. Theoretical Framework of Religious Energizer
Source : Data Framework of Religious Energizer (2023)

The preceding image indicates that individuals possess righteousness, categorized as ritual and social righteousness. The former is characterized as a mode of compliance in executing the worship rituals prescribed by religious doctrines. The latter is described as a manifestation of positive relationships with other individuals and the environment. When an individual possesses intense ritual holiness, social righteousness will likewise be commendable. In social righteousness, individuals must pursue self-actualization to improve themselves and serve as exemplars for others, thereby disseminating positive energy to those around them.

3. METHOD

This qualitative research provides descriptive analysis to examine social events, phenomena, or situations. This research included observation, interviews, and documentation to gather data and information. Additionally, interviews are held with three librarians from the State Islamic University of Imam Bonjol, Padang. Observation entails directly examining settings and scenarios within the library, whereas documentation involves taking photos and recording specific circumstances pertinent to the research.

The participants in this study are librarians from the State Islamic University of Imam Bonjol library, chosen through purposive sampling, namely senior librarians with over seven years of experience. This strategy is employed to identify informants whose specific objectives correspond with the research theme. Collecting information and data will be analyzed using triangulation, incorporating numerous phases like data reduction, data display, and conclusion formulation.

4. RESULT AND DISCUSSION

Certain religious energizing behaviors that may augment the performance of librarians at the State Islamic University of Imam Bonjol library can be identified through various activities, including 1) timely execution of religious rituals, 2) dissemination of information, and 3) engagement in the morning assembly.

4.1 Performing religious practices punctually

Religious energizer behavior is shown in curators engaging in reverent practices at mosques, exhibiting dhikr activities during working hours, and serving as exemplars of Islamic values through their attire, including caps, trousers, shirt cuffs, and robes. Librarians endeavor to conduct congregational prayers promptly during religious rituals, such as the *Dhuhur* prayer. Congregational prayer does not occur spontaneously; librarians serve as catalysts for others to participate in worship. Librarians prompt and await their colleagues to engage in the prayer collectively. Soebahar et al. (2021) found that group prayers are a means of self-discipline regarding one's obligations. Self-discipline influences an individual's life by affecting personal and professional conduct (Soebahar et al., 2021). In this situation, someone who is accustomed to discipline in one aspect tends to exhibit discipline in their work as well.

Based on the interview result, one of the informants argued that:

"This library serves as my secondary workspace. The congenial work atmosphere and colleagues who support one another instill a sense of ease in me on the job. During prayer hours, we engage in congregational prayers, conducting worship punctually, which positively influences our subsequent work. Engaging in worship induces a state of tranquility in the mind, preparing it for subsequent responsibilities. Fostering a habit of religious discipline instills discipline in our professional endeavors. As brothers, we intentionally remind one another to fulfill our responsibilities. These solicitations subsequently became habitual and developed into a workplace routine." (Informant 1, interview, 12th August 2023).

The same opinion was also expressed by the second informant, who stated that:

"The workplace may feel familial; strong camaraderie fosters a sense of belonging. Colleagues resemble brothers who consistently remind and encourage one another to fulfill job responsibilities. The strong fraternal bond is seen in their mutual counsel, encouragement of virtue, and reminders to one another. The librarian associates here demonstrate solidarity and exceptional concern. They collaboratively recall, counsel, and help in pursuing virtuous actions. Exhibiting integrity and serving as exemplars for others in their vicinity." (Informant 2, interview, 14th August 2023).

A favorable rapport with coworkers helps foster a conducive work environment. Librarians are satisfied with their work environment and execute their responsibilities effectively. Research by Hafeez et al. indicates that a pleasant working environment fosters a healthy work climate, potentially resulting in a more favorable setting. A positive work environment substantially impacts employee performance, fostering a cheerful atmosphere and enhancing mental well-being (Hafeez et al., 2019). Additionally, another informant also stated that:

"We motivate one another to pursue the road of virtue consistently. Encouraging individuals to pursue righteousness is regarded as an act of worship. None are capable; however, only our closest companions dare to reprimand us for our errors or oversights. We endeavor to exemplify excellence for our coworkers. Inviting others to embrace righteousness is a behavior worthy of reverence inside the domain of Allah. Because it is not feasible for everyone, those nearest us can admonish us, inspire us to act virtuously or chastise us for our mistakes. Serving as a source of motivation for others may be an amazing asset when one diligently applies it to refining their own life." (Informant 3, interview, 21st August 2023).

Some librarians incorporate Islamic costumes into their daily lives, including traditional caps (*peci*), headscarves, long gowns (*games*), and *baju kurung* (traditional Malay clothing). This enhances their dignified and respected appearance. Others can replicate such actions and behaviors, generating positive energy in their vicinity.

4.2 Sharing information

Librarians participate in information exchange during intermissions in their professional tasks. Certain librarians enjoy recounting inspirational narratives that encourage colleagues to implement beneficial transformations. These narratives are occasionally influenced by scholars' accounts and the commendable conduct of Prophet Muhammad SAW. Librarians motivate their colleagues to improve themselves and favorably impact others, per the Islamic principle that the finest individuals benefit others (Dimiyati & Saebani, 2016).

Librarians inspire their coworkers by utilizing their free time to enhance productivity at work. This condition encompasses actions like authoring articles or books suitable for publication in various journals or by specific publishers. Producing written works that are valuable and advantageous to others is regarded as a commendable accomplishment worthy of imitation. Information dissemination occurs throughout devotional exercises, for instance, during *tadarus* and *tadabur* exercises of the Qur'an. During the final session of this activity, time is allocated for questions and replies. During this session, custodians exchange information, discuss perspectives and reflections, and communicate insights about religion or work. In this regard, one of the informants argued that:

"the library offers an excellent chance for librarians seeking career advancement. It gives resources for self-development and insights to fulfill the library's vision and mission. This state can affect our performance, as coworkers inspire us with accomplishments and higher productivity. During lunch breaks, we frequently discuss and exchange knowledge on several subjects, including writing competitions and academic writing. In every opportunity to interact with others, there is an interchange of information, data, and ideas that contributes to forming identity and labor. Support and empower one another." (Informant 1, interview, 12th August 2023).

The similar statement is also echoed by another informant who argued that:

"Despite prolonged engagement in a profession, it does not guarantee that an individual acquires experience and attains expertise. 'All endeavors necessitate a systematic approach and continual practice. These techniques and training will augment the librarians' proficiency, optimizing their performance. The approach entails acquiring knowledge from the experiences of others rather than exclusively through formal education and official seminars. Acquiring knowledge from accomplished colleagues, soliciting advice and strategies, and seeing the commendable conduct of others in the workplace.'" (Informant 2, interview, 14th August 2023).

Besides face-to-face interactions, some librarians use social media to motivate and share knowledge. They utilize groups on WhatsApp and Facebook to share valuable information. Islamic teachings encourage Muslims to provide good deeds or valuable items to others. This is also aligned with one of the informants' arguments, who stated that:

"Sharing information activities are actually done to motivate ourselves. Sharing information provides motivation for personal and others' growth in work. Thus, diverse and genuine motivation is done as self-reminder, and if others can take positive things from it, it is a bonus from Allah SWT. In addition, to sharing information, we have librarians with behaviors and achievements that can be role models for emulation. As humans, we are allowed to emulate positive things from others." (Informant 3, interview, 21st August 2023).

Librarian participate in diverse initiatives to inspire their colleagues towards enhanced productivity, including exchanging experiences to attain professional accomplishments. Accomplishments attained inspire others to enhance their personal and professional quality. It

aligns with the Minangkabau phrase “*Alam takambang jadi guru*,” which signifies that Nature is a teacher. This adage embodies the Minangkabau mentality towards the pursuit of knowledge. It suggests that the cosmos serves as the instructor, with the surroundings, containing the lessons. Within the workplace, the organizational environment is seen as the essence, while the individuals serve as educators or mentors of labor. Several previous investigations have also indicated that disseminating knowledge and the role of intervention can effectuate enduring changes in librarians’ attitudes, resulting in comprehension of intricate values in their profession.

4.3 Participating in the Morning Assembly

The morning assembly is a prayer event organized by librarians. In the context of a collective prayer event, Allah SWT is petitioned to assist with the day’s activities and responsibilities. The communal prayer at the morning assembly includes brief talks and the exchange of inspirational life narratives. In this context, one of the informants concurred and subsequently stated that:

“The morning prayer action facilitates a connection with Allah SWT and act as a self-reminder to maintain gratitude. Librarians gain numerous advantages from the communal morning prayer; one of which is the reclamation of the soul and intellect to commence the day’s tasks afresh. This practice results in good behavior; tolerance towards others, and avoiding egotism and selfishness. Participating in the morning assembly can serve as an inspiration to become closer to Allah SWT while also providing an opportunity to gather in the morning for exercise and camaraderie. Once working hours commence, all curators will engage in their claim responsibilities.” (Informant 1, interview, 12th August 2023).

In daily life, two observable attitudes or behaviors are altruistic and selfish. Altruistic behavior refers to the mutual affection among humanity as creations of God. In Islam, selfless behavior is regarded as an activity performed with sincerity and purity, devoid of personal motives. An individual’s sense of appreciation can transform them into an altruistic person who prioritizes others over selfish interests. Selfish behavior prioritizes personal interests over those of others, often harming others. This may involve aiding others with the anticipation of recompense or providing assistance driven by personal desire (Wahid, 2016). A person’s ethics are closely related to religion. All shapes of truth and falsehood are commands and forbiddances of religion that can be legitimized ethically, as well as bad habits and vice versa. For people, devout ethics are a rule of full conviction that life is the impact and direction of God, keeping themselves active and working together to spread goodness. Another informant also argued relating to this condition:

“During the morning assembly, we collectively pray, engage in introspection, and partake in a brief meditation to reinforce our responsibilities. We express thankfulness for our possessions and blessings, thanking God for the gifts of health, employment, and lawful nourishment. Participating in the morning assembly fosters a transformation in behavior and cultivates inner tranquility, enabling us to undertake daily tasks effectively.” (Informant 2, interview, 14th August 2023).

The same statement is also coming from another informant who argued that:

“Numerous advantages might be experienced following participation in the communal morning gathering. It is a motivating endeavor to draw nearer to Allah and acts as a forum for exchanging views. The collective prayer in the morning also assists in drawing nearer to Allah SWT and s a reminder to remain grateful. Numerous more benefits can be derived from the collective morning supplication, including mental tranquility, intellectual serenity, and emotional stability.” (Informant 3, interview, 21st August 2023).

Specific religious energizer actions can be noted in the context of librarians’ performance since they serve to inspire their colleagues. For example, exhibiting patience that can be exemplary for other librarians. Patience can affect the activities of others and constitutes a deliberate effort to avoid destructive behaviors, including emotional regulation, enduring difficulties, and confronting adversity. Individuals’ ethics are intricately linked to religion, with the justification of good and

wrong derived from religious edicts and restrictions that may lack moral acceptability. Religious morality is grounded in the conviction that God influences and directs life.

Additionally, librarians are trained to be patient and altruistic when dealing with library users. As people who come to the library often bring problems, librarians train themselves to handle library users. This includes building good communication, fostering positive interaction and relationships, motivating others, understanding life goals, and practicing self-management.

5. CONCLUSION

The religious energizer enhances the performance of librarians at UIN Imam Bonjol Padang. Religious motivation manifests under three conditions: timely participation in congregational prayers, dissemination of information, and involvement in morning assemblies. These exercises provide a framework for librarians to encourage and remind their peers to enhance their personal and professional conduct. Furthermore, librarians continually endeavor to acquire knowledge and improve their skills. Technical skills are cultivated through designated duties, whereas spiritual skills focus on refining the soul to enhance personal character. These skills encompass enhancing personal attributes to sustain altruistic conduct and exemplifying role models for others nearby. This research is confined to librarians' religious behaviors and activities as religious motivators to enhance librarian performance. It is hoped that future academics will generate alternative concepts for investigating religion in the workplace beyond libraries

6. CREDIT (CONTRIBUTOR ROLES TAXONOMY)

Riya Fatmawati: Conceptualization, Writing-Reviewing, and Editing, Writing original draft preparation. **Nurdin Laugu:** Validation, Data curation, Methodology. **Nurus Sa'adah:** Data Curation, Validation.

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