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The Effect Of Religiousness On The Performance Of Outsourced Employees At PT Basirih Industrial Banjarmasin

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Abstract

This study aims to determine whether religiosity has a positive and significant effect on the performance of outsourced employees at PT Basirih Industrial Banjarmasin. This research employs a quantitative survey approach. The population in this study is outsourced employees who work in the core production section of PT Basirih Industrial Banjarmasin. The sample in this study amounted to 94 respondents. The sampling technique used was purposive. Data was collected by distributing questionnaires through the Google Form service. The data analysis technique used is a simple linear regression analysis test. Data were analyzed using the SPSS 25 program for Windows. The results of the data analysis showed that the results of the T test obtained a T count (5.178) > T table (1.986) and a significance value of 0.000 < 0.05. Meanwhile, the coefficient of determination test (R-squared) yielded a value of 0.226, equivalent to 22.6%, indicating that the religiosity variable has a 22.6% influence on the performance of outsourced employees.

Keywords: Religiosity; Employee Performance; Outsourced Employees.

INTRODUCTION

The increasingly intense development and competition in the business world require companies to be able to adapt quickly. Faced with such external dynamics, companies are now required to become flexible organizations to remain competitive in an ever-changing business environment (Nasution, 2013) . To increase the flexibility of companies in labor utilization, many have adopted the strategy of hiring *temporary employees* (Nollen & Axel, 1996). The approach of using contract employees is considered beneficial for organizations, as companies can hire or dismiss them at specific times according to their current business needs. According to McLean Parks et al., employees with contract status are divided into two types: employees who are hired directly by the company (*direct-hire temporary workers)* and employees who are hired to work at a company user through a partner company (*temporary firm workers)* (Chambel & Castanheira, 2006). Employees with a contract system through a partner company are also known as *third-party contract* or *outsourcing* employees.

Currently, the use of *outsourced* labor has become one of the strategies increasingly adopted by companies to enhance workforce efficiency. By employing this strategy, companies can reduce their human resource management costs. *Outsourcing* is the transfer or delegation of specific business processes to a service provider, which carries out administrative and management tasks in accordance with the definitions and standards set by the parties (Silalahi & Sinaga, 2019). In *outsourcing* practices, there are three parties involved in a legal relationship: the *principal* (the employer), the vendor (the company receiving the work or labor service provider), and the workers or laborers.

PT Basirih Industrial Banjarmasin is a private company based in Banjarmasin that employs a significant number of *outsourced* staff, specifically 1,319 employees. In the increasingly fierce competition among companies in the plywood industry, PT Basirih Industrial Banjarmasin continues to improve its performance by enhancing the skills of its employees through targeted strategies aimed at improving efficiency and effectiveness, thereby achieving

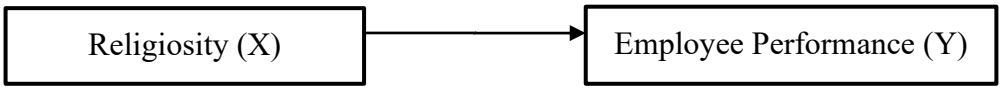
a competitive advantage over other companies in the industry. As a company in the plywood production sector, all activities of PT Basirih Industrial are influenced by employee performance, especially the performance *of outsourced* employees. The higher the level of employee performance, the higher the level of quality plywood production, which in turn will impact the achievement of the company's targets.

Optimal performance must also be supported by employee compliance in meeting the targets set by the company, ensuring that the company's objectives can be achieved. In addition to employee compliance in meeting the targets set by the company, there is another form of compliance, namely compliance in religion or what is called religiosity. Religiosity refers to the appreciation of religion and the deepening of individual beliefs, as demonstrated by performing religious duties and adopting daily habits in accordance with religious teachings (Hawari, 1998). Religiosity refers to the practice of faith and devotion to Allah SWT in daily life, both at work and during social interactions. Individuals with a high level of religiosity tend to be obedient in practicing their religious teachings (Nurjannah, 2014). A high level of religiosity provides comfort and peace of mind and can motivate individuals to be more engaged in their work tasks. Thus, by instilling religious values in individuals, it is hoped that their performance will improve (Prasetyo & Anitra, 2020). The religiosity of each individual will become a limitation in competing in the world of work. Religiousness encourages each individual to approach work challenges with wisdom and insight. Fear of threats from Allah SWT makes humans always behave better by obeying His commands and avoiding His prohibitions with sincerity .

Research on the influence of religiosity on employee performance generally yields positive results, as seen in studies conducted by Heru (2011), Alfisyah and Anwar (2018), Haryadi and Mahmudi (2020), and Prasetyo and Anitra (2020). However, studies conducted by Afriani (2016), and Maulana (2019) suggest that religiosity may harm employee performance. In this study, the author focuses on researching outsourced employees working in the core production department of PT Basirih Industrial Banjarmasin to determine whether religiosity has a positive or negative effect on the performance of *outsourced* employees.

Based on the description provided in the background above, the author aims to investigate the effect of religiosity on the performance of outsourced employees in a research project titled "The Effect of Religiosity on the Performance of *Outsourced* Employees at PT Basirih Industrial Banjarmasin."

Figure 1. Conceptual Framework



RESEARCH METHODS

This type of research is survey research. This research uses a quantitative approach. This research was conducted at PT Basirih Industrial Banjarmasin, located at Jalan Telaga Biru, Kelurahan Basirih, Kecamatan Banjarmasin Barat, Kota Banjarmasin, Provinsi Kalimantan Selatan. The population in this study consisted of 1,319 *outsourced* employees of PT Basirih Industrial Banjarmasin who worked in the *veneer plant* and *assembling* plant divisions. In determining the appropriate sample size to represent the entire population, the researcher used the Slovin formula. The researcher set a 10% margin of error for calculating the sample size using the Slovin formula, resulting in a sample of 134 employees from a population of 1,319 employees.

The sampling technique used in this study was *purposive sampling*, which involved distributing questionnaires via *Google Forms* to a random sample of Muslim *outsourced* employees. The questionnaire consisted of two variables: 1) religiosity, with 12 items, and 2) employee performance, with 12 items. The scale used in this study was a *Likert* scale with a response range of 1 to 5 (Sugiyono, 2016) .

The data obtained in this study comprises both primary and secondary data. Primary data were collected through questionnaires completed by *outsourcing* employees, while

secondary data were obtained from the company's official website and journal articles related to PT Basirih Industrial Banjarmasin. The data analysis techniques used in this study include descriptive analysis, validity testing, reliability testing, normality testing, linearity testing, heteroscedasticity testing, simple linear regression analysis, and hypothesis testing using the *SPSS 25 for Windows* program.

A. Descriptive Analysis

Descriptive analysis is used to explain numerical data in sentences, making it easier to understand.

B. Validity and Reliability

1. Validity

The validity test is performed by comparing the calculated r-value with the corresponding r-value in the table. Using a significance level (α) of 10%, validity is determined as follows:

a. If the calculated r value is greater than the table r value, then the statement is considered valid.
b. If the calculated r value is less than the table r value, then the statement is declared invalid.

2. Reliability

The reliability test of the measurement is determined by calculating the *Cronbach's* alpha coefficient for each instrument in a variable. The criteria for reliability are as follows:

a. If the *Cronbach Alpha* value is greater than 0.60, then the statement item is reliable.
b. If the *Cronbach Alpha* value is < 0.60, then the statement item is unreliable.

C. Classical Assumptions

1. Normality Test

This test is conducted to determine the distribution of data. This test uses the Kolmogorov-Smirnov test through the Monte Carlo approach. If the significance value is > 0.05, the data is usually distributed, and conversely, if the significance value is < 0.05, the data is not normally distributed (Ghozali, 2016).

2. Linearity Test

This test is conducted to determine whether the independent variable and the dependent variable have a statistically significant linear relationship. Suppose the significance value *of the deviation from linearity* is > 0.05. In that case, a linear relationship exists between the independent variable and the dependent variable. Conversely, if the significance value *of the deviation from linearity* is < 0.05, then there is no linear relationship between the independent variable and the dependent variable.

3. Heteroscedasticity Test

The heteroscedasticity test aims to test whether there is variance inequality from one observation to another in the regression model (Ghozali, 2012). This test is conducted using Spearman's rho test, by regressing the absolute residual value obtained from the regression as variable x on all variables y in the regression model. If the significance value is > 0.05, then the tested data does not exhibit heteroscedasticity, and conversely, if the significance value is < 0.05, then the tested data exhibits heteroscedasticity.

D. Simple Regression Analysis

The simple regression analysis formula is as follows:

$$Y = \alpha + \beta XY$$

Explanation:

Y = *Outsourced* employee performance
X = Religiosity
α = Value of Y when X = 0 (constant)
β = Direction number or regression coefficient, which indicates the increase or decrease in the dependent variable based on changes in the independent variable. If (+), the line slopes upward, and if (-), the line slopes downward.

1. Coefficient of Determination (R^2)

The coefficient of determination (R^2) is used to measure the extent to which independent variables explain the variation in dependent variables. If the R^2 value is close to 0, it indicates a negligible effect; conversely, if the R^2 value is close to 1, it indicates a more potent effect.

2. Hypothesis Test (T)
   The hypothesis test (T) is used to partially test the effect of independent variables on dependent variables. This test is conducted to compare the significance value with the α value (5%) at the 5% level. If the calculated t value is greater than the table t value and the significance value is less than 0.05, then the independent variable (X) affects the dependent variable (Y). Conversely, suppose the calculated t value is less than the table t value and the significance value is greater than 0.05. In that case, the independent variable (X) does not have an effect on the dependent variable (Y).

RESULTS AND DISCUSSIONS

1. Descriptive Analysis Test of Respondents

Table 1. Description of Respondent Characteristics

Characteristics	Category	Number of Respondents	Percentage
Gender	Male	41	43.6
	Female	53	56.4
Age	18-30 years	73	77.7
	31-40 years old	17	18.1
	41-50 years	3	3.2
	Over 50 years old	1	1.1
Highest level of education	Elementary School/Islamic Elementary School	3	3.2
	Junior High School/MTs	19	20.2
	High School/Vocational School/Islamic High School	69	73.4
	D1/D2/D3	0	0.0
	D4/S1	3	3.2
Marital Status	Not Married	54	57.4
	Married	35	37.2
	Widower/Widow	5	5.3%
Length of employment	Less than 1 year	28	29.8
	1-2 years	35	37.2
	2-3 years	11	11.7
	Over 3 years	20	21.3
Work Division	*Veneer Plant*	62	66.0
	Assembly Plant	32	34.0

Source: Results of data processing using SPSS 25, 2022

The majority of respondents, based on gender, were female, with a total of 53 respondents, or 56.4%, while male respondents numbered 41, or 43.6%. Based on age, the most significant number of respondents were those aged 18-30 years old, totaling 69 people (73.4%), while the smallest number were those aged over 50 years old, totaling one respondent (1.1%). Based on the highest level of education, the most significant number of

respondents were high school/vocational school/Islamic high school graduates, totaling 26 people, or 8.67%. The smallest number of respondents were elementary school/Islamic elementary school graduates, as well as D4/S1 graduates, all totaling three respondents, or 3.2%. Based on marital status, the most significant number of respondents were unmarried, totaling 50 respondents (53.8%), while the smallest number were widowers/widows, totaling 10 respondents (10.8%). Based on the length of employment, the most significant number of respondents had been employed for 1-2 years, totaling 35 respondents (37.2%), while the smallest number had been employed for 2-3 years, totaling 11 respondents (11.7%). Based on job division, the most significant number of respondents were from *the veneer plant*, totaling 62 respondents (66.0%), while the smallest number were from *the assembling plant*, totaling 32 respondents (34.0%).

2. Validity Test

The determined r value $_{table}$ is 0.203 with a two-tailed significance level of 0.05 (5%). The instrument can be considered valid if the calculated r-value is equal to or greater than the r-value in the $_{table}$.

Table 2. Results of the Validity Test of the Religiosity Variable

Variable	Dimension	Statement Item	r $_{calculated}$	r $_{table}$	Description
Religiosity (X)	*Belief*	X1.1	0.781	0.203	Valid
		X1.2	0.816	0.203	Valid
		X1.3	0.671	0.203	Valid
		X1.4	0.831	0.203	Valid
	Forgiveness	X2.1	0.733	0.203	Valid
		X2.2	0.788	0.203	Valid
		X2.3	0.810	0.203	Valid
		X2.4	0.763	0.203	Valid
	Commitment	X3.1	0.792	0.203	Valid
		X3.2	0.627	0.203	Valid
		X3.3	0.793	0.203	Valid
		X3.4	0.773	0.203	Valid

Source: SPSS 25 data processing results, 2022

The $_{calculated}$ r value for X ranges from 0.627 to 0.831, which is greater than the $_{table}$r value of 0.203. Therefore, it can be concluded that variable X (religiosity) is valid.

Table 3. Results of the Validity Test of *Outsourced* Employee Performance Variables

Variable	Dimension	Statement Item	r $_{calculated}$	r $_{table}$	Description
Outsourced Employee Performance (Y)	Quality	Y1.1	0.831	0.203	Valid
		Y1.2	0.774	0.203	Valid
		Y1.3	0.812	0.203	Valid
		Y1.4	0.690	0.203	Valid
	Quantity	Y2.1	0.668	0.203	Valid
		Y2.2	0.833	0.203	Valid
		Y2.3	0.801	0.203	Valid
	Responsibility	Y3.1	0.778	0.203	Valid
		Y3.2	0.898	0.203	Valid
		Y4.1	0.857	0.203	Valid

	Collaboration	Y4.2	0.892	0.203	Valid
		Y4.3	0.844	0.203	Valid

Source: SPSS 25 data processing results, 2022

The $_{calculated}$ r value for Y ranges from 0.668 to 0.898, which is greater than the $_{table}$r value of 0.203. Therefore, it can be concluded that the Y variable (*outsourced* employee performance) is a valid measure of the phenomenon.

3. Reliability Test

The reliability test uses *Cronbach's alpha*, which compares the reliability coefficient value with the reference value of 0.60. If the *Cronbach's alpha* value is above 0.60, it can be concluded that the measuring instrument is reliable.

Table 4. Reliability Test Results

Variable	*Cronbach's Alpha* Value	Minimum Value	Description
Religiosity (X)	0.865	0.6	Reliable
Outsourced Employee Performance (Y)	0.864	0.6	Reliable

Source: Results of data processing using SPSS 25, 2022

Based on the reliability test results in the table above, it can be seen that both variables have a *Cronbach's alpha* value above 0.60; namely, the religiosity variable (X) has a *Cronbach's alpha* value of 0.865, and the outsourced employee performance variable (Y) has a *Cronbach's alpha* value of 0.864. Thus, it can be concluded that both variables in this study are reliable.

4. Classical Assumption Test

a. Normality Test

The normality test aims to determine the distribution of data in the variables to be used in the study. Data is considered normal if it has a p-value of greater than 0.05 or 5%. In this study, the researcher used the Kolmogorov-Smirnov test through the Monte Carlo approach.

Table 4. Normality Test Results

One-Sample Kolmogorov-Smirnov Test			Unstandardized Residual
N			94
Normal Parameters[a,b]	Mean		.000000
	Std. Deviation		3.68251303
Most Extreme Differences	Absolute		.106
	Positive		.106
	Negative		-,053
Test Statistic			.106
Asymp. Sig. (2-tailed)			.010[c]
Monte Carlo Sig. (2-tailed)	Sig.		.223[d]
		Lower Bound	.213

		99% Confidence Interval	Upper Bound	.234

a. The test distribution is normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. Based on 10,000 sampled tables with starting seed 926214481

Source: SPSS 25 data processing results, 2022

Based on the table above, it can be seen that the Kolmogorov-Smirnov normality test result using the Monte Carlo approach has a value of 0.223, indicating that the tested data is normally distributed, as the significance value is greater than 0.05 (0.223 > 0.05).

b. Linearity Test

The linearity test aims to determine the form of the relationship between the independent variable and the dependent variable. The data is said to have a linear relationship if the significance value *of the deviation from linearity* is greater than 0.05.

Table 5. Linearity Test Results

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Outsourced Employee Performance* Religiosity	Between Groups	(Combined)	563,800	16	35,237	2,548	,003
		Linearity	367,613	1	367,613	26,579	,000
		Deviation From Linearity	196,187	15	13,079	,946	,519
	Within Groups		1,064,977	77	13,831		
	Total		1,628,777	93			

Source: Results of data processing using SPSS 25, 2022

Based on the table above, it can be seen that the linearity test results have a significance value of 0.519, indicating that the tested data exhibits a linear relationship between the independent variable and the dependent variable, as the significance value is greater than 0.05 (0.519 > 0.05).

c. Heteroscedasticity Test

The heteroscedasticity test was conducted using Spearman's rank correlation coefficient test. If the significance value is greater than 0.05, then the tested data does not exhibit heteroscedasticity.

Table 5. Results of the Heteroscedasticity Test

Correlations

			Religiosity	Understandardized Residual
Spearman's Rho	Religiosity	Correlation Coefficient	1.00	-,026

		Sig. (2-tailed)	.	.802
		N	94	94
	Understandarized Residual	Correlation Coefficient	-,026	1.000
		Sig. (2-tailed)	.802	.
		N	94	94

Source: SPSS 25 data processing results, 2022

Based on the results of the Spearman's rho test presented in the table above, the significance value of the religiosity variable is 0.802, which is greater than 0.05. The calculation results for the variable show a significance level greater than α, indicating that the regression model does not exhibit heteroscedasticity.

5. Simple Linear Regression Analysis Test

The simple linear regression analysis test aims to determine whether there is an influence between the religiosity variable (X) and the *outsourced* employee performance variable (Y).

Table 6. Simple Linear Regression Analysis Test Results

Coefficients[a]						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	25,395	4,638		5,476	,000
	Religiosity	,445	,086	,475	5,178	,000
a. Dependent variable: *Outsourced* Employee Performance						

Source: Results of data processing using SPSS 25, 2022

Based on the table above, it can be seen that the value of the religiousness variable constant (X) is 25.395, while the value of religiousness is 0.445. Thus, this variable has a positive effect on the performance variable of *outsourced* employees. Therefore, a linear regression equation can be made by referring to the formula Y = α + βX, as follows:

$$Y = 25.395 + 0.445X$$

6. Determination Coefficient Test (R^2)

The coefficient of determination (R^2) value can be used to predict the extent to which the independent variable (X) contributes to the dependent variable (Y).

Table 7. Results of the Coefficient of Determination Test (R^2)

Capital Summary				
Model	R	R Square	Adjusted R-Square	Standard Error of the Estimate
1	.475[a]	.226	.217	3.70247

a. Dependent Variable: *Outsourced* Employee Performance b. Predictors: (Constant), Religiosity

Source: SPSS 25 data processing results, 2022

From the results of the R (square) coefficient of determination test in the table, it can be seen that the R (square) coefficient of determination value is 0.226, or equal to 22.6%, which indicates that religiosity influences employee performance by 22.6%. Meanwhile, the remaining 77.4% is influenced by other variables outside the scope of this study.

7. Hypothesis Test (T)

In the t-test in this study, the determined t-table value is 1.986. The results of the T-test can be seen in the following table:

Table 8. Hypothesis Test Results (T)

Coefficients[a]						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	25,395	4,638		5,476	,000
	Religiosity	445	,086	,475	5,178	,000
a. Dependent variable: *Outsourced* Employee Performance						

Source: SPSS 25 data processing results, 2022

Based on the SPSS Coefficients output above, the t-value $_{calculated}$(5.178) > t ($_{table}$) (1.986), with a significance value (Sig.) of 0.000 < 0.05, indicating that Religiosity (X) has a significant effect on *Outsourced* Employee Performance (Y), or in other words, Ha is accepted and $H_{(0)}$ is rejected.

CONCLUSION

Based on the results of the research and discussion described above, there is a positive and significant influence of religiosity on the performance of outsourcing employees. This is supported by the results of the coefficient of determination (R-squared) test, which yielded a value of 0.226, equivalent to 22.6%, indicating that the religiosity variable has a 22.6% influence on employee performance. Meanwhile, the remaining 77.4% is influenced by other variables outside the scope of this study. The T-test results yielded a t-value of 5.178, which is greater than the t-table value (1.986), and a significance value (Sig.) of 0.000, which is less than 0.05. In other words, Ha is accepted, and $H_{(0)}$ is rejected.

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