

# Islamic Philanthropy Employee Work Values (Case Study Lasizmu Branch Office)

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## Abstract

*This study uses a qualitative method to analyse the work values of the Lazizmu Service Office employees (Lembaga Amil Zakat Infak Sadaqoh Muhammadiyah) located in Adiwerna District. The results of the interview show that the spiritual motivation aspect of work has the most influence on the work value of employees. It can be seen that there is a spiritual side that employees feel and experience while working. This has an impact on employee attitudes and behaviour.*

**Keywords:** *Work Values, Islamic Philanthropy, Lazizmu Branch Office.*

## Introduction

Many philanthropic institutions have been established in Indonesia, consisting of social charitable associations, company foundations, family foundations, community foundations, religious foundations, and other institutions. This is partly due to Indonesia's rapid economic expansion.<sup>1</sup> Religious-based charitable organizations, in this context Islamic philanthropic organizations, are growing rapidly in every city in Indonesia and provide comprehensive and high-quality facilities and services according to the needs of the community. Philanthropy in Islam can be done through zakat, infaq, sadaqah, and endowments which are forms of Islamic philanthropy (ZISWAF). 31 institutions in Indonesia administer zakat, infaq, and sadaqah which are officially registered in the decree that operates on a national scale.<sup>2</sup>

List of official amil zakat institutions by region.<sup>3</sup>

- 31 national scale amil zakat institutions
- 29 provincial scales amil zakat institutions
- 52 amil zakat institutions at Regency or City scale

One of the Amil Zakat Institutions that operate on a national scale and work in Indonesia is the Muhammadiyah Alms Amil Zakat Institution

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<sup>1</sup> Arin Setiyowati, 'Empowering Islamic Philanthropy: Analysis of Entrepreneurial Capital Assistance Program by Lazizmu Surabaya City', *Humanities and Social Sciences Reviews*, 7.4 (2019), 1018–1025.

<sup>2</sup> PPID BAZNAS, 'DATA LEMBAGA AMIL ZAKAT (LAZ) RESMI' <<https://pid.baznas.go.id/laz-nasional/>> [accessed 3 November 2022].

<sup>3</sup> PPID BAZNAS.

(LAZISMU), which spread throughout Indonesia. LAZISMU has a good record of achievement in the field of philanthropy, both in the fields of disaster response, health, education, social, economic and religion as well. Operating in all parts of Indonesia, LAZISMU has access to philanthropic services to the community through the provision of service offices at the sub-district and village levels, so that its existence and use are easily accessible to the community.<sup>4</sup>

LAZISMU as a philanthropic institution certainly has a goal as an organization engaged in the field of philanthropy, the purpose of establishing LAZISMU is "First to increase the effectiveness and efficiency of services in managing ZISKA funds to achieve the goals and objectives of the Organization, second to increase the benefits of ZISKA funds to realize community welfare and countermeasures poverty in the context of achieving the goals and objectives of the Organization, Thirdly increasing the economic capacity of the people through empowering productive businesses." To realize and achieve organizational goals, companies or institutions must pay attention to their human resources, especially in the current era of globalization. Work is often understood from an economic perspective, where a person works for a salary to survive. Because they can manage other resources and have an impact on organizational efficiency and performance, human resources (HR) are considered the only asset that is very important for business.<sup>5</sup>

Work plays an important role in the lives of individuals who make absolute time commitments, work has significant social and economic consequences in organizations and society.<sup>6</sup> The three most prominent propositions have explained the meaning of work in general: economic or instrumental, commitment to work as part of human nature and needs, and socio-psychological.<sup>7</sup>

Work is seen as a source of independence as well as a means of fostering personal development, self-esteem, satisfaction, and self-fulfilment. Work is also said to have a social meaning, that is, it must be useful for others, where the best work is one that produces benefits and the best person is one that can benefit others.<sup>8</sup>

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<sup>4</sup> Zakiyuddin Baidhawiy, 'Lazizmu and Remaking the Muhammadiyah's New Way of Philanthropy', *Al-Jami'ah*, 53.2 (2015), 387–412.

<sup>5</sup> W Tanujaya, 'Hubungan Kepuasan Kerja Dengan Kesejahteraan Psikologis (Psychological Well Being) Pada Karyawan Cleaner (Studi Pada Karyawan Cleaner Yang Menerima ...', *Jurnal Psikologi*, 12.2 (2014), 67–79.

<sup>6</sup> Mohammad Insan Romadhan, Dewi Sri, and Andika Rusmana, 'Potensi Media Sosial Sebagai Sarana Media Promosi Pariwisata Berbasis Partisipasi Masyarakat', 2017, 85–90.

<sup>7</sup> Moshe Sharabi and Itzhak Harpaz, 'Changes in Work Centrality and Other Life Areas in Israel: A Longitudinal Study', *Journal of Human Values*, 13.2 (2007), 95–106.

<sup>8</sup> Khoirul Fathoni and Muhammad Ghozali, 'Analisa Konsep Produktivitas Kerja Konvensional Dalam Pandangan Islam', *Al Tijarah*, 3.1 (2017), 1.

The Quran instructs every individual to be active and committed to their duties to achieve their goals. The Prophet Muhammad also stressed the need to work to the best of his ability, cooperating in Jihad in the way of Allah within the Islamic value system.<sup>9</sup> Work values in the application are examples of workers making decisions about their jobs based on their attitudes and goals. Staff in an organization must pay attention to the values of work. Concern for work values is very important because of the ease of process and implementation of tasks working within the organization, thereby increasing work effectiveness for workers.<sup>10</sup>

Some of the researchers' findings indicate that there are differences in work values in the same industry, such as research on hotel employees. The findings suggest that there are different dimensions of work value, with some focusing on results and co-workers, while others focus on convenience and safety. Interestingly, a broader study is needed using an ethnographic approach, because this approach explores the value of work in a way that has rarely been tried, thus increasing our knowledge and understanding of the concept of work value, the nature of work, and maintaining long-term life. After all, work Dominant values can have an impact on the work environment and work life of employees (Pryce, 2016). In another study, intrinsically assessed work value has been shown to influence job satisfaction and intention to work, while extrinsic work value also influences job satisfaction<sup>11</sup>. This is following Amaliah et al. that work values have a direct influence on employee attitudes and behaviour.<sup>12</sup> Amaliah et al show an aspect that has a significant effect on the work values of employees at a philanthropic institution located in Semarang, namely the work aspect of spiritual motivation. Meanwhile, other aspects such as cognitive, social, instrumental, and specific aspects are influenced by the spiritual aspect experienced by employees in carrying out their work. This affects the behaviour and attitudes of employees of the Islamic Philanthropy Institute.<sup>13</sup>

LAZISMU is currently growing, and the economic growth of the Tegal Regency Region certainly encourages this development. The potential for large amounts of zakat will generate a sizeable value which will be managed by the Islamic Philanthropy Institute. This research will analyse and investigate what work values are like in an institution for employees, where

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<sup>9</sup> Muhamad Khoirul Umam, 'Dimensi Kepemimpinan Transformatif Era Disrupsi Perspektif Manajerial Birokrasi', *AL-WIJDÂN: Journal of Islamic Education Studies*, 4.2 (2019), 126–46.

<sup>10</sup> Febry Erfin Ardianti, Nurul Qomariah, and Yohanes Gunawan Wibowo, 'Pengaruh Motivasi Kerja, Kompensasi Dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan (Studi Kasus Pada PT. Sumber Alam Santoso Pratama Karangasari Banyuwangi)', *Jurnal Sains Manajemen Dan Bisnis Indonesia*, 8.1 (2018), 13–31.

<sup>11</sup> Desley Hegney, Ashley Plank, and Victoria Parker, 'Extrinsic and Intrinsic Work Values: Their Impact on Job Satisfaction in Nursing', *Journal of Nursing Management*, 14.4 (2006), 271–281.

<sup>12</sup> Ima Amaliah, Aan Julia, and Westi Riani, 'Pengaruh Dari Nilai-Nilai Islam Terhadap Kinerja Kerja', *MIMBAR, Jurnal Sosial Dan Pembangunan*, 29.2 (2013), 165.

<sup>13</sup> Amaliah, Julia, and Riani.

work values are very crucial because work values are a form of perception of employee preferences in the workplace, as well as having influence.

### Philanthropy Institute

Philanthropy is a Greek word derived from the words *Philos* (love) and *Anthropos* (man) and means "a conceptual model of the voluntary practice of giving (giving), service (service) and association (association) to help others in need." as a form of affection".<sup>14</sup> Philanthropy is defined as a person's actions aimed at others based on feelings of love for fellow human beings and human values to help them, both materially and non-materially. Philanthropy stems from a desire to use and expand the independence of civil society. Philanthropy is a type of love, both individual and group, which is manifested by devoting some of one's time, assistance (assistance), or money for the betterment of society. Philanthropy is defined as a voluntary activity that serves the public interest. Philanthropy, in general, has a root meaning of "people love", and is widely practised by diverse cultural entities and communities around the world.<sup>15</sup>

Philanthropy is a form of social capital owned by almost all levels of society. Philanthropy is also defined as human love that is imprinted in the form of charitable contributions to others,<sup>16</sup> philanthropy is more than just money. The Kellogg Foundation defines philanthropy more broadly as "the giving of time, money and knowledge about how to promote the common good".

### Value of Work in Islam

Work values in Islam Religion are fundamental elements shaping culture and influencing all aspects of Islamic society. The values that distinguish what is good and what is bad are strongly influenced by a person's beliefs or the belief system of a society or organization. The values that exist in Islam are heavily influenced by the Al-Qur'an and As-Sunnah. In Islam, the concept of *Amar maaruf wa nahi mungkar* is an order to invite or seek good things and avoid bad things. Almost all the values of works in Islam are religiously motivated. The submission to commit acts of *amar ma'aruf wa nahi munkar* applies to and for everyone. There are also verses of the Qur'an and Hadith which specifically instruct Muslims on how to act and behave.<sup>17</sup>

Several works of Islamic values, such as *amanah* (amanah), patience (patience), piety (taqwa), sincerity (ikhlas), virtue (ihsan), perfectionism (itqan), and justice, are sourced from the holy book Al-Qur'an and the

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<sup>14</sup> Hilman Latief, *Melayani Umat: Filantropi Islam Dan Ideology Kesejahteraan Kaum Modernis*, 1st edn (Jakarta: Gramedia Pustaka Utama, 2010).

<sup>15</sup> Udin Saripudin, 'Filantropi Islam Dan Pemberdayaan Ekonomi', *BISNIS: Jurnal Bisnis Dan Manajemen Islam*, 4.2 (2016), 165.

<sup>16</sup> Herlina Yustati, 'Efektifitas Instagram Sebagai Media Persuasi Filantropi Islam Bagi Mahasiswa', *CORE*, 5.1 (2019), 83–101.

<sup>17</sup> Mastura Ab Wahab, 'The Impact of Islamic Work Values on Employees ' Job Performance in Malaysia', *PhD Thesis, Faculty of Business and Government, The University of Canberra, Australia*, 2012.

teachings of the Prophet. The work values emphasized in Islam do not only apply to work but also to general attitudes and behaviour.<sup>18</sup>

According to scholars, a person's values can be seen based on the level of his soul or personality related to him, and these values are a reflection of his ideals and desires.<sup>19</sup>

#### 1. Work Value Aspect

Aspects of work values can be classified into five categories: instrumental, cognitive, social /altruistic, prestige, and work spirituality motivation.<sup>20</sup> The instrument Aspect is an aspect related to work material which in this case includes profits, income and work safety, the indicator aspects play the following roles:

- a. Reciprocal, this indicator relates to the response given by the relevant management section to employees who are reviewed from the perspective of efficiency and effectiveness of employee performance.
- b. Job security, this indicator relates to job security and insurance facilities.
- c. Working hours, this indicator relates to setting and enforcing friendly working hours.
- d. Balance, this indicator relates to the convenience of the work environment for employees to balance work, family and personal matters.
- e. Information, this indicator relates to employees' ease of access to information on the work being carried out.
- f. Confession, this indicator relates to the recognition of the results or achievements of a job well done.
- g. Boss support, this indicator relates to the effort made by a supervisor who appreciates it.

The cognitive Aspect is an aspect related to psychological job satisfaction which in this case is exemplified by challenges, increased knowledge and work skills,<sup>21</sup> indicators of cognitive aspects are as follows:

- a. Challenge, the process of working on projects that can hone skills.
- b. Continuous learning, Employees have the opportunity to develop sustainable knowledge.
- c. Freedom, can make decisions freely in completing work.

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<sup>18</sup> Indra Siswanti and others, 'International Journal of Economics and Financial Issues The Impact of Islamic Corporate Governance, Islamic Intellectual Capital and Islamic Financial Performance on Sustainable Business Islamic Banks', *International Journal of Economics and Financial Issues*, 7.4 (2017), 316–323.

<sup>19</sup> Abbas J. Ali and David Weir, 'Islamic Perspectives on Management and Organization', *Journal of Management, Spirituality & Religion*, 2.3 (2010), 410–415.

<sup>20</sup> Sean T. Lyons, Chris A. Higgins, and Linda Duxbury, 'Work Values: Development of a New Three-Dimensional Structure Based on Confirmatory Smallest Space Analysis', *Journal of Marriage and Family*, 31 (2010), 969–1002.

<sup>21</sup> Lyons, Higgins, and Duxbury.

- d. Variation, is to do work that contributes to variations and changes in work.
- e. Ability, is to implement skills and knowledge that have been improved in work.
- f. Enhancement, an opportunity to experience job advancement.
- g. Achievement, get appreciation when achieving a certain achievement.
- h. Work engagement, Choose and work on the part according to your interests and pleasure.

The social aspect is an aspect related to the relationship between colleagues both horizontally and vertically,<sup>22</sup> indicators of social aspects are as follows:

- a. Work colleagues, are to control the same work with colleagues who are friendly and establish familiarity with anyone.
- b. Pleasure, is to have the opportunity to work in a supportive and fun environment.
- c. Social interaction, is to work that allows for many processes of social interaction.
- d. Help others, to do work that makes it possible to help others.

Aspects of privileges or specificity is an aspect related to power, authority and influence, the indicators for this aspect are as follows:

- a. The impact is to do work that makes a significant impact on the organization.
- b. authority is to organize and direct the work of others
- c. Status is an ability to do prestigious work and be respected by others.
- d. Influence, can influence organizational results.

Aspects of Spiritual Motivation at Work is an aspect related to non-material and is closely related to aspects of worship,<sup>23</sup> the indicators for this aspect are as follows:

- a. Value at work  
Consider work as worship and fun
- b. Sincerity  
By not expecting thanks, or encouraging others to do a good job.

#### **Muhammadiyah Charity Infaq Zakat Institution (LAZISMU)**

Lazizmu was established in 2002, at the turn of the century. This establishment is interpreted as Muhammadiyah's readiness to become a mujaddid (reformer) of the new century. This new ijthad follows the first, which focuses on expanding a more progressive and advanced public space. The new al-Ma'un spirit that Lazizmu adheres to is inspired by the passion to advance social justice, human development, and poverty alleviation, which are still far from what is happening in the constellation of social and

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<sup>22</sup> Lyons, Higgins, and Duxbury.

<sup>23</sup> Wahab.

political, state, and national visions and realities.<sup>24</sup>

This institution discusses current issues and problems that suffocate Indonesian society in general and Muslims in particular. Poverty, social marginalization, a decline in the quality of human resources, and social injustice are some of the undeniable situations that have occurred amid a positive resurgence of development and economic growth in the country. Lazismu is on a welfare reform mission.<sup>25</sup> Prosperity requires more than just material things and economic growth; it also includes humanizing people, treating them with dignity, providing a decent living for all citizens, and upholding social justice. The generosity of the Muslim community is at the root of welfare reform.

### Literature Review

Research on the application of work values in human resource operations at LAZISMU has not found much, but many studies have been carried out on LAZISMU's performance. Therefore, researchers divide previous research into several categories, as follows:

#### 1. Managerial

Research on managerial LAZISMU was conducted by Novitasari et al., who examined transparency, optimization, and efficiency at LAZISMU Ponorogo Regency and found that LAZISMU was transparent in reporting, presentation optimization efforts had been optimized according to environmental conditions, and a good efficiency level was obtained below 20%.<sup>26</sup> In another study by Ardiansyah researching human resource management in improving the quality of LAZISMU in Purbalingga in the COVID-19 era, it is known that LAZISMU Purbalingga held recruitment with special selection stages to improve performance, divide it into more detailed fields, and divide the types of employees into permanent employees and voluntary employees.<sup>27</sup>

#### 2. Tashoruf (distribution)

Setiyowati's research, which analyzed the LAZISMU UMKM assistance program in Surabaya City, found that the distribution conducted by LAZISMU had an impact on strengthening the people's economy. Nasution and Edi's research on efforts to improve the welfare of LAZISMU mustahik in Medan City found that the UMKM empowerment program,

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<sup>24</sup> Setiyowati.

<sup>25</sup> Syahrul Amsari and Salman Nasution, 'Benefits Of Productive Zakat In Increasing Mustahik Revenue In Lazismu Center', *Proceeding International Seminar on Islamic Studies*, 1 (2019), 141–50; Setiyowati.

<sup>26</sup> Erma Novitasari, Titi Rapini, and Riawan Riawan, 'Analisis Transparansi, Optimalisasi Pengelolaan Zakat Dan Efisiensi Terhadap Lembaga Zakat Infaq Dan Shodaqoh Muhammadiyah (LAZISMU) Kabupaten Ponorogo', *ASSET: Jurnal Manajemen Dan Bisnis*, 1.2 (2020), 1–9.

<sup>27</sup> Hanif Ardiansyah, 'Human Resource Management in Quality Improvement of ZIS Management at LAZISMU Purbalingga in the New Normal Era', *Journal of Business Management Review*, 2.2 (2021), 147–161.

in certain ways, had a major impact on poverty alleviation. Research conducted by Apriliyani and Malik at LAZISMU Banjarnegara regarding improving the economy of the poor shows that LAZISMU has played a role in improving the economy of the poor and has played a role in improving the economy of Mustahik after receiving business assistance with a Qardhul Hasan contract.<sup>28</sup>

From previous research, no one has specifically studied the work values of LAZISMU employees, especially in service office environments. This is an interesting research gap to study.

### **Methods**

This research is field research (field research) because the data to be used are primary data obtained from informants directly with certain conditions, using the method used is a qualitative method, and this research is designed to understand reality and meaning.<sup>29</sup> Using a phenomenological approach to examine essential phenomena that are directly felt by informants. This research took place at the LAZISMU Service Office Adiwerna Branch, which is located on Jl. Katesan III Tembok Banjarnegara (Zaenab Masykur Orphanage complex). The subjects of this study were all active employees of the Adiwerna Branch LAZISMU Service Office, who were still working and not currently applying for leave, consisting of 1 manager, 1 finance staff, 1 administrative staff, and 2 fundraisers. Data were obtained directly from primary sources through interview techniques. Interviews were conducted by following the interview guide to obtain information about employee work values. This research uses internal and external validity. Internal validity is carried out through triangulation, member checking and emic. Triangulation was carried out, namely methods and sources. The process of method triangulation was carried out by juxtaposing data on acquisition and performance in the last 1 quarter with data from employee interviews. Member checking to minimize the subjectivity of researchers on research results. External validity is carried out by comparing the researchers' findings with previous findings, with implementation being idiographic, tentative, and according to a specified time.<sup>30</sup> This research is included in the category of exploratory verification analysis. In the process of collecting data, researchers will explore more deeply so that information that has not previously been disclosed becomes more open. So that after the data collection process is complete, verify it with related previous research.

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<sup>28</sup> Sri Apriliyani, Zaini Abdul Malik, and Maman Surahman, 'Peran Lembaga Amil Zakat, Infaq Dan Shadaqah Muhammadiyah (Lazizmu) Banjarnegara Dalam Meningkatkan Perekonomian Kaum Dhuafa', *Prosiding Hukum Ekonomi Syariah*, 2020, 89.

<sup>29</sup> Sugiyono, *Statistik Untuk Penelitian*, 25 Oktober (Bandung: Alfabeta, 2014); Sugiyono, *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D* (Bandung: Alfabeta, 2017).

<sup>30</sup> Sugiyono, *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D*.



## **Result and Discussion**

### **Work Values on the Employees of LAZISMU Service Office Adiwerna Branch**

Based on the information obtained from the informants, the information obtained about work values in the philanthropic institution environment, in general, the Adiwerna branch service office, that the instrumental aspects, social aspect. the remaining time can be used to do additional work or provide time for organizational activities outside the work schedule.

Constructive feedback from managers gives a positive impression of doing work, and superiors are considered participatory in dealing with every problem so that every problem that arises can be resolved aspects and aspects of spiritual motivation at work are the aspects that have a lot of influence on employees work values, while the cognitive aspects and aspects specificity have a more or less dominant influence in improving performance. The informant explained that the purpose of worship was one of the reasons that influenced other reasons, aspects of spiritual motivation at work also influenced other aspects. This makes employees more enthusiastic at work, especially so that more and more people will benefit from the presence of the LAZISMU Adiwerna Branch service office.

### **Instrumental Aspect on the Employees of LAZISMU Service Office Adiwerna Branch**

The results of the existing research by measuring indicators of the instrumental aspect in the form of profit or income are considered insufficient, but the encouragement of spirituality is a factor that is strengthening and moves the heart even though at certain moments there is work done outside working hours without compensation for overtime hours.

Each employee has different working hours with different portions of work. The implementation of friendly working hours and the opportunity to be able to continue to take care of personal needs and make time for family needs gives a special impression to employees so that properly.

### **Cognitive Aspect on the Employees of LAZISMU Service Office Adiwerna Branch**

Based on the results of the study by considering indicators of the cognitive aspect, it shows that employees feel comfortable working, even though there are many challenges faced in office work and fieldwork. Challenging work or something new is sometimes a burden in itself because they are used to the existing work portion. There is value in itself because employees feel that the jobs they do are a form of worship, and this work can be of benefit to others. Developing the ability of employees is one thing that needs to be owned because having different backgrounds will produce different experiences that can make employees learn a lot and develop themselves and their work which can bring benefits and good, especially in the world of work. This makes employees feel they still have

to learn to develop their abilities even though the results have been obtained.

**Social Aspect on the Employees of LAZISMU Service Office Adiwerna Branch**

Based on the findings of the research process conducted through interviews, which looked at indicators of social aspects indicating good relations between employees and colleagues, as well as other people associated with Islamic Philanthropic Institutions. Relationships with good co-workers are built by mutually supporting one another, even when there are disagreements. They believe that their work is an effort to preach and help others rather than a business, but they believe there is goodness in it. In between routines, they can engage in fun religious activities such as reciting the Quran, dhuha praying, doing *shiam* (Fasting) on Monday or Thursday and reminding each other of other worship matters. When it comes to helping others by working at the Islamic Philanthropy Institute, they believe that it helps someone to have awareness in giving zakat infaq sadaqah when this is achieved, they say they can help other people who also need the results of these benefits, and this makes employees feel happy and more enthusiastic about working to benefit others.

**Prestige Aspect on the Employees of LAZISMU Service Office Adiwerna Branch**

Based on information obtained through interviews with informants based on indicators of specificity aspects, informants said that they always expect an increase in work results, both in fundraising and *tashoruf*, because many people need help so requests queue and are not processed immediately. Informants in terms of authority are not needed because they have been supervised by the manager. In terms of the respect they receive from other people, they feel respected in the form of other people's trust, in this case from donors to LAZISMU, and the trust given makes employees eager to put it into practice so that donors can always deposit their funds.

**Spiritual Motivation Aspect on the Employees of LAZISMU Service Office Adiwerna Branch**

The results of interviews conducted by looking at the indicators of work spiritual motivation aspect, employees of the LAZISMU service office Adiwerna branch feel that they get worldly and *ukhrowi* benefits by helping people in need and helping the community to carry out zakat obligations and be aware of giving and giving alms. This becomes an encouragement when working so that the benefits received are greater and the awareness of charity increases. They also feel that work is a form of worship with good and sincere intentions where there is a spiritual sense and a form of gratitude in it.

Employees feel that doing work does not require gratitude from people because that is not what is expected when people feel happy they also feel happy, the value of its benefits is seen because there is trust that is entrusted. So that they feel they have to do the job properly and correctly according to their conscience, everything they do will be accounted for as a form of God's commandment. The relationship that exists between employees is also good by reminding each other when a co-worker makes a mistake by trying to tell in a good and acceptable way, and finding solutions when problems occur and solving them together.

### Conclusion

Based on the review that has been carried out from the research results, the researcher draws the following conclusions:

1. The work values that have been implemented by the employees of the LAZISMU service office Adiwerna branch give rise to a strong tendency of spiritual motivation at work which affects performance at work.
2. Work values are seen from the instrumental aspect, even though in terms of income it is still below the standard salary, spiritual motivation is a factor that strengthens and encourages employees to always be enthusiastic. Flexible working hours are a value of its influence, so they can divide their time better.
3. Work values seen from the cognitive aspect show that employees are comfortable working despite a lot of pressure and activity, but need to adapt to something new. At work, there is a value of its own because employees feel that their work is a form of worship and that work can benefit others.
4. Work value seen from the social aspect shows a connection between seriousness at work, social care and spiritual motivation. The work that is done is a worship that benefits others as well as preaching, and this makes employee's feel happy and more enthusiastic about working to benefit others.
5. Viewed from prestige aspects of work value, always hoped that there will be an increase in work output so that fundraising and *tashoruf* will also increase. Authority is not needed by employees because it has been supervised by the manager in performance. It is not a goal to be respected, but respect is obtained from the donor's trust in the Institution.
6. Work value seen from the aspect of spiritual motivation at work shows Employees get double benefits from work, worldly and spiritual benefits, and work without expecting gratitude, and Trust that is entrusted is carried out with full responsibility. Good employee relations create a conducive and constructive atmosphere at work.

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This research is not perfect, there are still many criticisms and suggestions needed for the development of further research. Researchers limit this research to employees of your service office, usually having diverse backgrounds, and work values as a measure of knowing work motives, so it is interesting to study.

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