

# Draft Motivation In Islam, Reward And Punishment In Sharia, Islamic Work Culture

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## ABSTRACT

This study aims to analyze work direction and motivation based on Islamic values, focusing on the concept of motivation in Islam, the implementation of reward and punishment in Sharia, and Islamic work culture. The background of this research is the dominance of conventional work motivation approaches that mainly emphasize material aspects and have not fully addressed human needs in a holistic manner. In this context, Islam offers a more comprehensive approach by integrating spiritual, moral, and social dimensions into work activities. This research uses a qualitative approach with a library research method. The data used are secondary data obtained from reputable international journals, academic books, and primary Islamic sources such as the Qur'an and Hadith. Data collection techniques were carried out through documentation studies, while data analysis used content analysis to regularly examine and interpret relevant concepts. The results show that work motivation in Islam is not only driven by material needs but also by spiritual awareness, where work is considered a form of worship to Allah. The application of reward and punishment in Sharia serves not only as a control mechanism but also as an educational tool to shape positive work behavior. In addition, Islamic work culture, which emphasizes values such as honesty, responsibility, discipline, and cooperation, can create a productive and harmonious work environment. his study contributes theoretically to the development of Islamic human resources management and practical provides guidance for organizations in designing effective and sustainable work motivation systems based on Islamic values.

Keywords: Islamic work motivation, reward and punishment, Islamic work culture, work direction

## INTRODUCTION

In the era of globalization and increasingly complex business competition, human resource (HR) management is a key factor in determining the success of an organization. One of the important aspects in HR management is work direction and motivation, which plays a role in improving employee productivity, performance, and loyalty. Work motivation is not only related to material encouragement, but also psychological, social, and spiritual aspects. influence individual behavior within organizations. In this context, conventional approaches often emphasize economic aspects and material incentives alone, thus failing to fully address human needs holistically. As modern management studies develop, the need to integrate religious values into management practices, including the concept of work motivation, has emerged. Islam, as a comprehensive system of life, offers a unique perspective in understanding work motivation, namely by linking work activities as part of worship to

Allah SWT. In the Islamic perspective, work is not merely an economic activity, but also a form of devotion with spiritual and moral dimensions (Sari, n.d.).

Therefore, work motivation in Islam is not only driven by worldly needs, but also by a hereafter orientation that gives deeper meaning to work. The concept of motivation in Islam encompasses intrinsic and extrinsic drives aligned with the values of monotheism, trustworthiness, and ihsan. Intrinsic motivation in Islam arises from an individual's awareness that every act will be accounted for before God, thus encouraging a person to work professionally and honestly. Meanwhile, extrinsic motivation can take the form of rewards and punishments applied fairly in accordance with sharia principles. Research shows that providing proportional rewards and punishments can improve employee performance and support the implementation of Islamic economic values within an organization (Sumadi, 2022).

Furthermore, the concept of reward and punishment from a sharia perspective differs from the conventional approach. In Islam, rewards are not limited to material things like salaries and bonuses, but also encompass moral and spiritual recognition. Conversely, punishment is not intended solely as a form of punishment, but rather as an educational tool to improve individual behavior in line with Islamic values. This is in line with the principle of *maslahah* (public benefit) which is the basis for the application of Islamic law (Lahuri, 2023).

An Islamic work culture is also a crucial element in building an effective work motivation system. An Islamic work culture reflects values such as honesty, discipline, responsibility, cooperation, and professionalism, which are grounded in Islamic teachings. Implementing an Islamic work culture can create a conducive work environment, improving employee performance, and enhancing employee morale, job satisfaction, as well as strengthen commitment organization. Study previously showed that Islamic work ethics and Islamic work motivation have a positive influence on employee performance (Barkhiyyah & Prasetyo, 2020)

However, although extensive research has been conducted on work motivation, rewards and punishments, and Islamic work culture, several research gaps remain. First, most studies still focus on the partial influence of each variable on employee performance, without integrating all three within a comprehensive conceptual framework. Second, research examining work motivation from an Islamic perspective is often limited to a quantitative approach, thus failing to delve deeply into the values of Islamic work. The underlying philosophical and normative foundations. Third, there is still inconsistency in research results regarding the influence of rewards and punishments on employee performance, where some studies show a significant influence, while other studies find inconsistencies in the results. which is not significant (Shintianingsih & Utomo, 2023).

In addition, much of the research has been conducted in the context of conventional organizations, so it does not fully represent value-based management practices. Islam in a way intact. Matter This show existence need For develop A more integrative and contextual study is needed, particularly in linking the concept of work motivation with

Islamic values, the reward and punishment system in sharia, and Islamic work culture. Thus, this research is expected to contribute to enriching the literature on Islamic-based human resource management. Furthermore, the importance of this research is also based on the phenomenon of low work motivation and employee productivity in various organizations, which is often caused by a lack of effective direction and an unfair reward and punishment system. In this context, Islamic approach can become alternative solution Which No only oriented on results, but also on processes and moral values. By integrating spiritual aspects into work motivation, it is hoped that a balance can be created between the interests of individuals, organizations, and society.

Based on this background, this study aims to analyze work direction and motivation based on Islamic values, with a focus on three main aspects, namely the concept of motivation in Islam, the application of rewards and punishments from a sharia perspective, as well as culture Work Islamic. In a way special, study This aim For: (1) examine the concept of work motivation in Islam as a theoretical basis for human resource management; (2) analyze the role of rewards and punishments in increasing work motivation according to sharia principles; and (3) evaluate cultural implementation Islamic work in improving employee performance.

This research has several benefits, both theoretical and practical. Theoretically, this research is expected to contribute to the development of Islamic-based human resource management, particularly in integrating the concepts of motivation, reward and punishment, and Islamic work culture into a coherent conceptual framework. Furthermore, this research is also expected to serve as a reference for future research that seeks to explore similar topics with a more comprehensive approach.

Practically, this research is expected to provide recommendations for organizations, particularly Sharia-compliant institutions, in designing effective work direction and motivation systems that align with Islamic values. By implementing Islamic work motivation concepts, organizations can improve employee performance, create a harmonious work environment, and achieve organizational goals sustainably. Furthermore, this research is also expected to benefit students as learning materials, enabling them to analyze and apply Islamic-based work direction and motivation concepts in the workplace.

Thus, this research is important to be carried out as an effort to integrate values Islam in practice management modern, specifically in terms of work direction and motivation. This approach is expected to not only improve organizational performance but also contribute to creating a fairer, more humane, and more sustainable work system in accordance with sharia principles .

## METHODOLOGY STUDY

*library research* method . This approach was chosen because the study aims to understand and analyze the concept of direction and work motivation based on Islamic values in depth without conducting direct data collection in the field. The data used are secondary data derived from reputable international journals, academic books, previous research documents, and primary Islamic sources, namely the Qur'an and Hadith. Data collection techniques are carried out through documentation studies by collecting, reading, understanding, and grouping relevant sources based on themes such as Islamic work motivation, *reward and punishment* , and Islamic work culture.

*content* analysis techniques , which analyze the contents of various written sources to gain an understanding consistent with Islamic values. The analysis steps include data collection, selecting relevant data, grouping them based on themes, interpreting the data, and drawing conclusions. Data validity was maintained through source triangulation, the use of credible references such as journals with DOI, and careful analysis to avoid misinterpretation. The analytical framework of this study focuses on three main aspects: work motivation in Islam, *reward and punishment* in sharia, and Islamic work culture as a supportive environment for implementing Islamic value-based work direction and motivation.

## RESULTS AND DISCUSSION

### Motivation Work in Islamic Perspective

The study's findings indicate that work motivation in Islam is more comprehensive than conventional motivation theories. In conventional approaches, motivation is often associated solely with fulfilling material needs, such as salary, bonuses, or promotions. However, in Islam, work motivation extends beyond worldly concerns and encompasses a spiritual dimension, namely as a form of worship to Allah SWT.

In Islam, work is part of human devotion as caliph on earth. Because That, every activity Work own mark worship if done with intention that is correct and in accordance with sharia principles. This serves as a strong source of intrinsic motivation, as individuals work not only for personal or organizational interests but also to gain Allah's approval.

Besides That, motivation Work in Islam Also based on on draft not quite enough responsible (trustworthy) and awareness of the existence of accountability in afterlife. Individual Which People with this awareness tend to work more honestly, with discipline, and professionally. They will avoid detrimental actions such as fraud, corruption, or abuse of authority. On the other hand, work motivation In Islam, it is also supported by external factors, such as a good work environment, fair leadership, and an appropriate reward system. motivation Work Islamic is combination between encouragement internal (faith and intention) and external encouragement (environment and organizational systems).

### Analysis Draft Reward in Perspective Sharia

The research results show that rewards from an Islamic perspective have a broader meaning than conventional concepts. Rewards are not limited to material rewards such

as salaries, bonuses, or allowances, but also encompass non-material rewards such as recognition, trust, and respect. In Islam, rewards must be based on the principles of justice ('adl) and fairness. This means that every individual deserves rewards commensurate with their efforts and contributions. This is essential to maintaining balance and avoiding injustice. Organizational rewards also serve as external motivators that can boost employee morale. When somebody feel appreciated for the results of his work, so He will be motivated to maintain and even improve their performance. Furthermore, rewards can also foster healthy competition among employees. From an Islamic perspective, rewards are not limited to worldly matters but also encompass Reward in the afterlife. This concept provides additional motivation for individuals to work optimally, as they believe that every effort they make will be rewarded by Allah SWT.

### **Analysis Draft Punishment in Perspective Sharia**

In addition to rewards, the concept of punishment also plays a crucial role in work motivation systems. Research shows that punishment in Islam is not intended to punish excessively, but rather to improve individual behavior. in perspective sharia nature educative And preventive. It means, sanctions given to give lesson so that individual No repeat error Which The same, as well as to prevent occurrence violation in time front. By Because That, punishment must It must be applied wisely, proportionally, and without excessive harm. In practice, punishment can take the form of reprimands, warnings, or administrative sanctions depending on the severity of the violation. Appropriate application of punishment can improve work discipline and enforce rules within the organization. However, if punishment is applied unfairly or excessively, it can have negative impacts. like decline motivation Work, dissatisfaction, And conflict in organization. Therefore, it is important for organizations to apply punishment fairly and transparently.

### **Implementation Culture Work Islamic in Organization**

Islamic work culture is an important factor supporting the success of a work motivation system. The analysis shows that Islamic values such as honesty (shiddiq), Trustworthiness, responsibility, discipline, hard work, and cooperation have a positive influence on employee performance. An Islamic work culture not only influences individual behavior but also shapes the overall work environment. Work environments based on Islamic values tend to be more harmonious, as relationships between employees are built on mutual trust and respect.

Furthermore, an Islamic work culture encourages individuals to work independently without constant supervision. This is due to the awareness that Allah always watches over every human action. Thus, internal control becomes stronger than external control. An Islamic work culture can also increase employee loyalty and commitment to the organization. Employees who feel comfortable and valued in a positive work environment tend to perform better and stay with the organization longer.

### **Integration Motivation Islamic, Reward–Punishment, And Culture Work Islamic**

The results of the discussion show that the three main concepts in this study are

interrelated and form a complete system. Islamic work motivation acts as an internal foundation that encourages individuals to perform well. Meanwhile, rewards and punishment functioning as amplifier external Which direct behavior On the other hand, an Islamic work culture creates a supportive environment for the implementation of both concepts. The integration of these three aspects results in a work direction system. A more effective work environment. Employees work not only because of demands or pressure, but also because of self-awareness and their values. This will improve work quality, productivity, and job satisfaction. Conversely, if one aspect is not functioning well, the work motivation system will be suboptimal. For example, high motivation without a fair reward system can lead to dissatisfaction. Similarly, a good work culture without strong motivation will struggle to achieve maximum results.

### **Impact to Performance And Productivity Employee**

The research results show that the implementation of Islamic work motivation, rewards and punishments, and an Islamic work culture have a positive impact on employee performance. Employees become more disciplined, responsible, and have high work enthusiasm. Furthermore, work productivity also increases due to the balance between internal and external motivation. Employees work not only for rewards, but also for the achievement of a higher standard of living. Also because of moral and spiritual awareness. Increased performance This Also impact on achieving overall organizational goals. Organizations that implement Islamic values in HR management tend to have more stable and sustainable performance. sustainable.

### **Conclusion**

Based on the analysis of work direction and motivation based on Islamic values, it can be concluded that the Islamic approach to human resource management has more comprehensive characteristics than conventional approaches. Work motivation in Islam is driven not only by material needs but also by a spiritual awareness that work is part of worship and a form of responsibility to Allah SWT. This encourages individuals to work optimally, honestly, and professionally. The concept of reward and punishment from a sharia perspective plays a crucial role in shaping positive work behavior. Rewards function not only as a form of material appreciation but also as moral and spiritual recognition, while punishment is more educational and corrective, rather than simply a punishment. The implementation of these two concepts must be based on the principles of justice, proportionality, and welfare to improve employee discipline and responsibility. Furthermore, an Islamic work culture has proven to be a key supporting factor in creating a conducive work environment. conducive. Values like honesty, trust, discipline, And Work The same capable improve performance individual and organization in a way overall. Integration between Islamic work motivation, reward and punishment systems, and Islamic work culture form a system effective, sustainable, and balanced direction between worldly and afterlife interests.

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