

Stimulation Islamic Value Entrepreneur; Direct and Indirect Effects to Improving Organizational Performance in the Book Publishing Industry in Java – Indonesia

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Abstract

This study aims to analyze further the stimulation of Islamic value entrepreneurs in improving organizational performance, especially in the Book Publishing Industry in Java. The purposive sampling technique used in this study, meaning based on population characteristics, namely the area or location and a minimum of 10 years of operation, so this study involved 150 respondents. Analysis of the data in this study used The Structural Equation Modeling (SEM) from the AMOS 20.0 software package. It is hoped that this research can be a reference for organizational development, especially based on Islamic value entrepreneurs.

Keywords

Islamic Value Entrepreneur, IKAPI, Organization Performance, Java – Indonesia.

Introduction

The book publishing industry is one of the industries that greatly improve the quality of Indonesia's human resources. Starting from the colonial period, books have contributed to

the intellectual progress of the Indonesian nation, which continues to this day. The Indonesian Publishers Association (IKAPI) is the first professional publisher association in Indonesia. Until 2010, IKAPI existed as the only association that houses publishers in Indonesia. After that, the Association of Indonesian Higher Education Publishers (APPTI) was also established, which oversees the university press in Indonesia. However, the majority of APPTI members are also IKAPI members.

Book publishers have their own role in improving the quality of education in Indonesia, but like other organizations, book publishers must improve the quality of their human resources (Azar & Shafighi, 2013; Benabou & Tirole, 2003). This is done not only to improve the quality of service but also to improve the organization's quality. Here the role of a leader becomes important (Biancone & Radwan 2017). In an organization, to advance the organization, a leadership style is needed where the leadership style consists of transformational and transactional leadership styles (Buil et al. 2019; Gault, 2018, a leader tries to influence followers to be able to do work according to a predetermined concept). together so that later it will have an impact on their followers, including by giving praise, giving awards, motivating, and by motivating their followers (Becker, 2019; Giménez et al., 2019)

Leadership becomes the main function in leading followers by playing an important and strategic role in the survival of an organization (Chan et al., 2019; Dayal, 2018). Leaders set goals, plan, organize, mobilize, and control all available resources to achieve company goals effectively and efficiently due to good teamwork (Kach and Wagner, 2015; Olaisen and Oivind, 2017). Therefore, the leader of an organization must always be able to create conditions that satisfy his followers at work so that followers are not only able to work but are also willing to work towards achieving organizational goals in the future (Chan & Reiner, 2019).

Leadership and organization are two currencies that cannot be separated (Gault, 2018; Gërguri-Rashiti et al., 2017). And in its development, religious values in the concept of leadership became the main issue in the discussion of several studies related to leadership (Giménez et al., 2019). As a country with a Muslim majority, researchers need to study further the stimulation of Islamic value entrepreneurs in improving organizational performance, especially in the Book Publishing Industry in Java. It is hoped that this research can be a reference for organizational development, especially based on Islamic value entrepreneurs.

Methodology

The type of research used is "explanatory research" or research that is explanatory, meaning that this research emphasizes the relationship between research variables to justify or strengthen the hypothesis with the hope that in the end, it can strengthen the theory that is used as a foothold (Hamburg, 2015). The variables of this study include; intrinsic knowledge quality, actionable knowledge quality, follow-up quality knowledge, stimulation orientation of entrepreneurial morale, stimulation of harmony quality of life and organization, performance. Retrieval of data obtained through questionnaires is done by using interval measurements.

The population in this study is the leadership of the Indonesian Publishers Association (IKAPI) throughout Java, totaling 1235. Then the sampling method is a purposive sampling technique, meaning that it is based on population characteristics, namely area or location, and has a minimum of 10 years of operation. Then the number of samples (sample size) refers to the opinion of Hair et al. (1996), which says that the number of samples is an indicator multiplied by 5 to 10 or at least 100 respondents and rounded up to 150 respondents. The Structural Equation Modeling (SEM) from the AMOS 20.0 software package was used to analyze the data in this study.

Result

The analysis of direct, indirect, and total effects is intended to determine the effect of the hypothesized variables. The direct effect is the coefficient of all coefficient lines with an arrow at one end of the path coefficient, while the indirect effect is the effect caused by intermediate variables (Ryan & Daly, 2019). At the same time, the total effect is the total sum of direct and indirect effects. Tests on the direct, indirect, and total effects of each variable of the value-based Islamic entrepreneur model are presented in Figure 1.

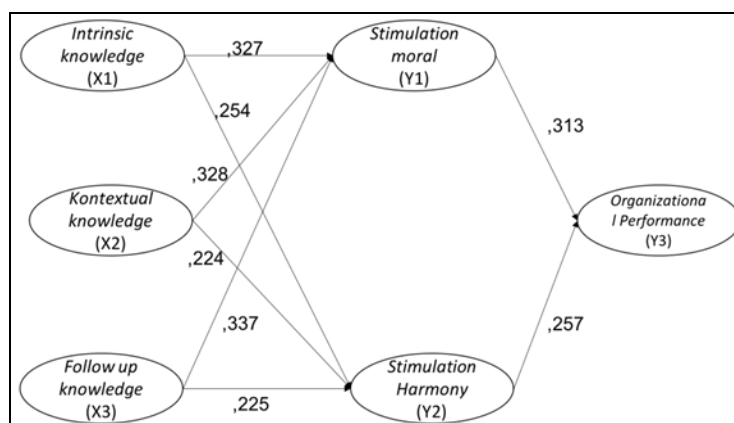


Figure 1 Correlation between variables

Figure 1 illustrates the form of the relationship, directly and indirectly, from each variable. And then, table 1 shows the value for each variable.

Table 1 Score total of variables

	Correlation between variables		<i>stimulation moral</i>	<i>stimulation harmony</i>	<i>kualitas pengetahuan intrinsic</i>	<i>kualitas pengetahuan kontekstual</i>	<i>follow up quality knowledge</i>
1	<i>stimulation moral</i>	Direct	,000	,000	,327	,328	,337
		Indirect	,000	,000	,000	,000	,000
		Total	,000	,000	,327	,328	,337
2	<i>stimulation harmony</i>	Direct	,000	,000	,254	,224	,225
		Indirect	,000	,000	0,000	,000	,000
		Total	,000	,000	,254	,224	,225
3	Organizational performance	Direct	,313	,000	,000	,000	,000
		Indirect	,000	,000	,102	,103	,105
		Total	,313	,000	,102	,103	,105
	Prganizational performance	Direct	,000	,257	,000	,000	,000
		Indirect	,000	,000	,084	,084	,087
		Total	,000	,257	,084	,084	,087

Table 1 above explains that the sustainable competitive advantage model's direct, indirect, and total influence explains that the organizational performance variable is directly influenced by the stimulation of harmony quality life entrepreneur by 0.257 and the stimulation of moral orientation entrepreneur by 0.313. Indirect influences that affect organizational performance variables through the stimulation of moral orientation entrepreneurs are the intrinsic knowledge quality variable of 0.102, the quality of contextual knowledge is 0.103, and the quality of slow-up knowledge is 0.105. While the indirect influence that affects organizational performance variables through stimulation of harmony quality life entrepreneur is the intrinsic knowledge quality variable of 0.084; the quality of contextual knowledge is 0.084, and the quality of slow-up knowledge is 0.087. From the total effect, it is known that the stimulation of the entrepreneur's moral orientation has a dominant influence on organizational performance with a total effect of 0.313 and the stimulation of harmony quality life entrepreneur of 0.257.

Conclusion

The theoretical implications of the Stimulation Islamic Value entrepreneur development model based on knowledge quality towards the performance of IKAPI member organizations in Indonesia are reflected in several research findings as follows:

1. Implications for transformational leadership theory. The leader shows new ways of completing tasks, encourages employees to be more innovative, and invites employees to look at problems from a different perspective and find new ways to solve problems using an Islamic perspective.
2. Implications for Entrepreneurship Theory. Emphasis on how an entrepreneur can have the morals of an entrepreneur with Islamic breath. A good entrepreneur can harmonize different values and judgments according to the culture in which they come from and has ethical motivations that guide them to purify their inner self by not doing wrong intentions.
3. Implications for Knowledge strategy. Emphasizes intelligence, contemplation, consideration, and demands to improve intellectual abilities, the quality of knowledge in itself, the context of quality knowledge, and how knowledge can be acted upon.
4. Implications on Organizational performance. To improve organizational performance, Stimulation of Moral Orientation Entrepreneur and Stimulation of Quality Harmony Life Entrepreneur is built by the quality of intrinsic knowledge, quality of contextual knowledge, and quality of Follow-up knowledge.

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