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Literature Review of An Islamic Positive Work Behavior: Ta'awun

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ABSTRAK

Perilaku positif di tempat kerja diharapkan mampu menyelesaikan organisasi secara lebih efektif dan meningkatkan kinerja. Salah satu konsep Islam tentang perilaku ini adalah ta'awun yang diambil dari Al-Qur'an dan berarti saling membantu dalam berbuat kebaikan. Penelitian ini merupakan penelitian bibliografi dan digunakan oleh peneliti untuk mencari sumber kutipan dengan menggunakan teknik kutipan. Banyak penelitian yang berkaitan dengan ta'awun, peneliti sepakat bahwa 4 indikator perilaku ta'awun adalah membantu rekan kerja tanpa diminta, membantu pekerjaan meskipun bukan pekerjaannya, membantu rekan kerja adalah ibadah, dan membantu rekan kerja. -pekerja tanpa mengharapkan imbalan apa pun. Perilaku positif di tempat kerja diharapkan mampu meningkatkan efektifitas organisasi secara dan meningkatkan prestasi kerja.

Kata kunci: Ta'awun, Perilaku Kerja Positif Islami, Kinerja, Literature Review

ABSTRACT

Positive behavior in the workplace is expected to be capable of completing the organization more effectively and increasing performance. One of the Islamic concepts about this behavior is ta'awun which is taken from the Qur'an and means helping each other in doing good. This research is a bibliographical search and is used by researchers to find sources of citations using citation techniques. There are many studies related to ta'awun, researchers agree that 4 indicators of ta'awun behavior are helping co-workers without being asked, helping with work even though it is not their job, helping co-workers is worship, and helping co-workers without expecting anything in return. Positive behavior in the workplace is expected to be capable of completing the organization more effectively and increasing work performance.

Keywords: Ta'awun, Islamic Positive Work Behavior, Work Performance, Literature Review

INTRODUCTION

Work positive behavior has a proven effect on the performance of individuals ((F. and Y. Luthans, 2007). These impacts work satisfaction, work happiness, and organizational commitment. Draft behavior positive employee in place work call positive organizational behavior (POB) developed by (F. Luthans, 2002). The behavior of the draft the one who creates every person has potency and capacity which

could be measured, developed, and managed as well as the impact on increasing the performance of employees. POB is behavior sourced from application strength source power man in build strength in work. This thing refers to the situation of psychological employee which formed and be measured through intervention company with destination increase or increase performance employee. There are 3 elements of POB namely empowerment of employees, communication positive, and colleagues' work support ((F. Luthans, 2002). In Islam religion, there is a concept of positive work behavior called ta'awun.

This literature review focuses on behavior positive named ta'awun as draft behavior organization positive in perspective Islam. Ta'awun originated from Islamic teachings that fellow men sued for each other help in kind without once caring about religion, race, and culture. Man has the obligation to each other to help when their friend is in trouble, follow as well as cooperate in society, and actively help activity positive other.

Ta'awun embodied the Islamic concept in the Qur'an. In the Qur'an, it is commanded for each other to help in kindness and piety. Draft this similar to the concept of OCB (*Organizational Citizenship Behavior*). The difference lies in motivation. In OCB activities, mutual help goes out from the role solely based on a sense of humanity, a sense of togetherness, and mutual support. OCB activities are only addressed for looking for satisfaction private, while activity ta'awun is part of worship activities. Base person activity because of worship, not only crave success worldly but also life hereafter.

Ta'awun is a unique concept. This is a fusion of Islamic religiosity and OCB behavior. A connection between religiosity and OCB has been conducted by (Olowookere, E. I. and Adekeye, 2016) who concluded that someone who has religiosity tall tends to do professional extra outside obligations and have a strong commitment to the destination organization. Finding this is in line with ((Wisker, Z. L. and Rosinaite, 2016) who states that religiosity has a connection with taking decision ethical in the organization ((Vitell, 2009) confirms that the more spirituality, someone, more big possibility for increasing teamwork, making it better, more fair, more care with the needs of others, more believe in the organization, improve OCB, demonstrate behavior serve and more sensitive to performance social company. So, the concept ta'awun is a perfect concept, not only consider interest worldly but also hereafter. This literature review provides an overview of ta'awun behavior, and the indicators that influence it, and aims to help employees implement these behaviors to maximize the productivity of their organization.

LITERATURE

The concept of positive work behavior in the West is known as OCB. OCB is behavior helping others outside not quite enough for their formal answer. OCB is an active volunteer taken by a group of people or people helping others without expecting a reward/reward. People ready to do OCB are marked with readiness for sacrifice for the sake of happiness or the pleasure of others. OCB is also concerned about the readiness of somebody to do role extra outside not quite enough to answer them and not related to system formal awards ((Olowookere, E. I. and Adekeye, 2016). OCB is attitude extra that does not describe part from profession official somebody employees, however, support the functioning organization by efficient.

Someone who behaves OCB does not allow coworkers to get into trouble at work. He voluntarily left the office to help his colleagues without being asked. OCB indicators include altruism, obedience, presence, politeness, civic virtue, prudence, sportsmanship, and helpful behavior (Zehir, C., 2014). OCB or additional roles are defined as a series of voluntary activities that employees attempt on behalf of the institution and whose actions exceed the requirements of their main job

The command about ta'awun is contained in the Qur'an, Al Maidah verse 2. The meaning of the verse is to extend your hand in performing goodness and piety and refrain from assisting you in fulfilling evil and transgressions. And have faith verily is Allah, it's very heavy in torment. This verse of the Quran contains an invitation for each other to help in kind accompanied by devotion to the creator because inside devotion contained the favor of Allah SWT. It was concluded that humans are weak creatures who need other parties to fulfill their needs (Hijrati, 2020) . Meeting their needs requires cooperation, mutual assistance, and mutual assistance in various activities. This shows that Islam teaches an attitude of helping, and it is a must for every human being because whatever is done requires other people to get it. So in the hadith, it is stated that one Muslim to another is like a building that reinforces each other. Not all help is good, but it can also be bad. If you are following religious directions and are leading to good, do good.

However, the verse also emphasizes, that please help in goodness, not in terms of sin and enmity, including things that are prohibited by religion. This shows that gotong royong is an ideal method of enhancing the beauty of the Islamic environment. Humans need each other, and everyone on this earth wants the assistance of others..

That is strengthened by the words of the Prophet Muhammad narrated by Anas who stated "help" your brother good in the state happy nor persecution (History of Bukhari number 2312). Next another hadith states "truly" a believer and believer other each other strengthen (History of Al Bukhari and Muslim). Muslims are relatives of Muslims. Whoever is suitable for your needs, that certain will fulfill your requirements (History of Bukhari and Muslim). People who are loyal to one another strengthen one another like a building. (Muslim History). Believe that like the whole body, when one part of the body becomes sick, the whole body becomes sick (Muslim History).

RESEARCH METHOD

This study is a literature review study that investigates how library data is collected using various library information (Sukmadinata, 2005). A literature review is a series of activities to read, record, and process the subject or research variable concerned (Nursalam, 2008). Bibliographic data searches were carried out using various national and international databases. Information from various library sources is concentrated in the whole and is applied to solve the topics or variables that have been provided by the description. Previously, a literature study was conducted to gather information on this subject: ta'awun.

To find sources of citations based on sources of citations, or citing other experts, researchers use and analyze citation techniques based on relevant literature, analyze citation techniques based on relevant literature sources, and analyze the results of one study for other studies, there are differences in degrees in concluding. Developing the ta'awun concept and positive ta'awun behavior is a method used by researchers.

RESULT AND DISCUSSION

Based on the results study from the literature review, the concept ta'awun is draft behavior work positive that comes from Islamic rules contained in the Koran which have to mean each other help. Draft this has similarity with OC B as behavior individual needed in *interpersonal skills*. The OCB concept adopts western values and very rarely enters religious elements in it. Religion is Base important in influencing culture and customs, (Olowookere and Adekeye, 2016). Considering religious factors in the process of taking a decision someone very important because basically, man has an instinctive nature and necessity primary religious. Religion can be interpreted as signs, beliefs, values, and systems of institutionalized behavior that are all centered on internalized problems as meaning highest.

Religious individuals are usually capable internalize the teachings of religion in life every day. They believe that religion can guide somebody to reach the destination in life and define ideas for life, so influences life personally and socially (Bakar, Lee, and Rungie, 2013). Islamic teachings are known to order help known as ta'awun which comes from the word ta'awuna or ta'awana which means each other please help. Order help in kind there is in several letters in the Qur'an because of its validity human that weak and not capable Fulfill his need alone so that need work the same and each other please help for his needs could fulfill. Each other help could be applied by everyone not only to Muslims this is a universal concept

There are several differences between OCB and ta'awun. First, the basic behavior of ta'awun is religious orders. Religion is based on behavior while OCB is the same very not related to religion. Second, because the foundation is religion, then implementation in life everyday life is also based on religious values (Islam) that are embodied in practice and behavior based on the Qur'an and Al-Hadith. Third, activities for each other mutual help in OCB are only based on a sense of humanity, a sense of togetherness, and support, while in draft ta'awun is not only based on humanity but is an obligation as Muslims. for each other help. Fourth, behavior help in OCB only aims to forget satisfaction private, while each other help in context ta'awun is formed worship activities with hope get the reward from Allah SWT.

A lot of benefits from ta'awun include work fast completed and more perfect, da'wah will scatter, Amar ma'ruf nahi munkar, strengthening rope brotherhood, cultivating love and love dearly, and profession becomes easy for working and unite will strengthen (Muafi, M., Siswanti, Y., & Anwar, 2021).

Behavior *altruism* on the OCB concept is identical to behavior ta'awun. Septiana, N., (2020) shows there are five things in behavior ta'awun, namely:

- (1) attention to fellow ;
- (2) help person other;
- (3) consider person other;
- (4) achievement positive; and
- (5) consequence position

Muafi (2021) in his research proves that there is a positive relationship between ta'awun behavior and life balanced. The man was created by God SWT for life balanced among the world and hereafter. A man works for In this life and the next, seek happiness and security. Matandra (2020) also concludes that behavior ta'awun needs the role of government, Public figures, and figure religion which is useful in terms of policy, education, and outreach to help someone who is less able to have a life which prosperous and balanced good physique and mentally.

Muafi, M., Siswanti, Y., & Anwar (2021) says that in Islam's concept of balance life must give a balance between this world and the hereafter. Employees need to work hard, smart, and tenacious as if they live forever, however, employees also must think hereafter as if death will quickly pick up them. because of that, besides orientation work that is getting a salary and rewards, employees must work too earnest and sincerely because all deeds in the world will accountable in the hereafter.

Variable ta'awun uses four indicators namely (a) ready to help colleague work without requested, (b) help work profession although no task, (c) help colleague work is worship, and (d) helps colleague work without expecting rewards (Cho, Y. and Ryu, 2009). Sudarti, K., Fachrunnisa, O. dan Ratnawati, (2021) prove that the behavior of ta'awun is capable of reducing employee *turnover* intention. This study put *job embeddedness* and *organizational identification* as predicting variables ta'awun and capable improve OCB behavior.

A study conducted by (Muafi, M., Siswanti, Y., & Anwar, 2021) shows that the behavior of ta'awun is partially able to contribute positively to the performance of the employee and *work-life balance*, and the behavior of ta'awun also reduces work stress. This shows that in Islam, someone must have positive constructive behavior. Ta'awun proved by science that attitudes and behaviors that are positive that comes from the Quran are proof that Islamic teachings glorify the status and existence of humans as Allah's most perfect creation. Allah SWT has given humans a mind that is not offered to other creatures. Humans created by Allah SWT have a purpose (Surah Al Mu'minun, 15). The heavens and the earth were not created by Allah SWT without a reason, the Earth and its contents were created by Allah SWT so that humans can live on it, and be able to manage and carry out the mandate given to them. Successful humans who can use their time for activities that are productive and beneficial to society as a whole, not just themselves and their families

CONCLUSION

The results of this literature review are ta'awun understood as behavior volunteer displayed by employee whereas an employee is shown to the organization as a good part of the organization. Factors that affect ta'awun include characters, culture organization, satisfaction work, engagement organization, leadership transformative and leadership employees, responsibility answer social employee, age employees, and participation power work. Including collectivism, and justice organization (Muafi, M., Siswanti, Y., & Anwar, 2021). Behavior is also proven could improve OCB ((Sudarti, K., Fachrunnisa, O. dan Ratnawati, 2021). Besides that, ta'awun is important for an employee in something organization because it can increase the efficiency and productivity of employees and organizations (Muafi, M., Siswanti, Y., & Anwar, 2021). More studies carry on study enriched ta'awun literature review with retrieving data from various databases, more enrich knowledge source power people, by organization sharia-based and general organization. Becoming an organization can also maximize the efficiency and productivity of employees and organization

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