

Islamic Work Ethics and Professional Commitment: The Mediating Role of Organizational Commitment

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Abstract

This study aims to determine the influence of Islamic work ethics on professional commitment with organizational commitment as an intervening variable of bankers in Bank Syariah Bank location in Central Java. A questionnaire is used to collect the data, with a likert scale as measurement scale. The population used in this study was 106 people with characteristics of bankers who had worked for more than 1 year. Sample in this study is equal to the total population that is 106 samples. This research is using purposive sampling for sampling technique. By using *path analysis*, the results of the study show that Islamic work ethics have a positive and significant effect on the professional commitment of Sharia bankers Bank in Central Java, and organizational commitment mediates the influence of Islamic work ethics on the commitment of Sharia bankers in Central Java.

Keywords: Islamic work ethic, organizational commitment, commitment, Sharia banker profession, Bank.

INTRODUCTION

The rapid development of Islamic financial institutions has increased the importance of ethical human resource management and professional commitment among employees. Islamic banking operates within a distinctive institutional framework in which financial performance must be aligned with Sharia principles, ethical conduct, accountability, and social responsibility. Consequently, employees are expected not only to achieve organizational targets but also to demonstrate honesty, justice, responsibility, trustworthiness, and professional integrity. Recent studies confirm that Islamic work ethics (IWE) are increasingly relevant to employee attitudes and organizational outcomes. Nasution and Rafiki (2020) found that Islamic work ethics were positively associated with organizational commitment and job satisfaction among employees of Islamic banks in Indonesia. Hamzah and Ashoer (2021) further demonstrated that Islamic work values influence employee engagement and in-role performance, while Muhajir et al. (2023) found that Islamic work ethics positively affect affective, continuance, and normative commitment among employees in the halal industry. Hulaify et al. (2024) also showed that Islamic work ethics contribute to organizational commitment and job performance in Islamic higher education, while Riadi et al. (2025) demonstrated that Islamic work ethics are associated with organizational citizenship behavior, job satisfaction, and organizational commitment among Indonesian university lecturers.

Islamic work ethics are particularly important because they provide employees with a value-based framework for translating religious principles into workplace behavior. In Islamic organizations, work is not merely an economic activity but can also be understood as a form of responsibility and worship, requiring employees to maintain integrity, fairness, diligence, accountability, and concern for others. Recent empirical evidence indicates that these ethical values can strengthen employees' psychological attachment to their organizations. Nasution and

Rafiki (2020) reported a significant positive association between Islamic work ethics and organizational commitment in Islamic banking. Muhajir et al. (2023) similarly found that Islamic work ethics positively influence different dimensions of organizational commitment among halal-industry employees. Sulaksono et al. (2024) found that Islamic work ethics significantly influence organizational commitment, although organizational commitment did not mediate the relationship between Islamic work ethics and organizational citizenship behavior. Hulaify et al. (2024) reported that organizational commitment successfully mediates the relationship between Islamic work ethics and employee performance, while Firmansah and Sari (2025) confirmed the relevance of Islamic work ethics to organizational commitment in the halal cosmetics industry, with job satisfaction considered as an additional mechanism. These findings suggest that the effect of Islamic work ethics is not necessarily limited to direct employee outcomes but may operate through organizational psychological mechanisms.

Organizational commitment is therefore an important mechanism for explaining how Islamic work ethics may influence employees' professional attitudes. Organizational commitment reflects employees' psychological attachment, identification, willingness to contribute, and intention to remain within an organization. When employees perceive consistency between their personal ethical values and organizational values, they may develop stronger organizational identification and a greater willingness to support organizational objectives. Recent studies provide evidence for this mechanism. Nasution and Rafiki (2020) established the relationship between Islamic work ethics and organizational commitment among Islamic bank employees. Muhajir et al. (2023) demonstrated that Islamic work ethics positively influence affective, continuance, and normative commitment. Sulaksono et al. (2024) confirmed the significant effect of Islamic work ethics on organizational commitment, although the mediating role of commitment may depend on the outcome variable. Hulaify et al. (2024) found organizational commitment to be a significant mediator between Islamic work ethics and job performance, providing evidence that organizational commitment can translate Islamic ethical values into employee outcomes. More recently, Aman-Ullah et al. (2025) explicitly examined a serial mediation model involving Islamic work ethics, organizational commitment, and employee loyalty, further indicating that organizational commitment can serve as an important psychological pathway through which Islamic work ethics influence employee retention-related outcomes.

Despite the growing literature on Islamic work ethics, an important research gap remains concerning its relationship with **professional commitment**. Most recent studies have concentrated on organizational commitment, job satisfaction, employee performance, organizational citizenship behavior, employee loyalty, or turnover-related outcomes. Nasution and Rafiki (2020) focused on organizational commitment and job satisfaction in Islamic banking; Hamzah and Ashoer (2021) examined in-role performance; Muhajir et al. (2023) investigated organizational commitment and performance; Sulaksono et al. (2024) examined organizational citizenship behavior through organizational commitment; and Aman-Ullah et al. (2025) focused on employee loyalty through a serial mediation mechanism. Although these studies provide strong evidence that Islamic work ethics influence employee attitudes, they do not sufficiently explain whether ethical values are translated into **commitment to the profession itself**, particularly among Islamic banking professionals. This distinction is important because organizational commitment and professional commitment represent different forms of attachment: employees may be committed to their organization while simultaneously having different levels of identification with their profession. Therefore, investigating professional commitment can provide a more specific understanding of how Islamic ethical values shape employees' professional identity, responsibility, and willingness to uphold professional standards. The limited integration of these constructs represents an important opportunity for further research.

Based on this research gap, the present study examines the relationship between Islamic work ethics and professional commitment, with organizational commitment proposed as a mediating

mechanism among Islamic banking employees in Central Java, Indonesia. The research is particularly relevant because Islamic banking requires employees to simultaneously maintain organizational loyalty, professional standards, ethical conduct, and compliance with Sharia principles. Recent evidence from Indonesia indicates that Islamic work ethics can strengthen organizational commitment in Islamic banks and other Islamic-oriented organizations, while organizational commitment can subsequently contribute to employee performance, loyalty, and other positive organizational outcomes. Nasution and Rafiki (2020), Muhajir et al. (2023), Hulaify et al. (2024), Arif et al. (2025), and Aman-Ullah et al. (2025) collectively demonstrate the continuing importance of Islamic work ethics and organizational commitment in contemporary organizational research. Accordingly, this study contributes to the literature by extending the discussion from organizational outcomes toward professional commitment and by testing whether organizational commitment explains the mechanism through which Islamic work ethics contribute to stronger professional commitment. The study therefore provides empirical evidence that may be useful for Islamic banking institutions in designing ethical culture, employee development, and human resource strategies aimed at strengthening both organizational and professional commitment.

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

2.1. Islamic Work Ethics

Islamic Work Ethics (IWE) represents a system of ethical values derived from Islamic teachings that guides individuals in performing their professional activities. Unlike a purely instrumental view of work, Islamic work ethics conceptualizes work as a responsibility that should be performed with honesty, justice, diligence, trustworthiness, accountability, and social responsibility. In the organizational context, these principles encourage employees to integrate personal moral values with professional responsibilities. This perspective is particularly relevant to Islamic financial institutions because Sharia compliance requires not only organizational procedures but also ethical behavior at the individual level. Nasution and Rafiki (2020) demonstrated that Islamic work ethics are positively associated with organizational commitment and job satisfaction among employees of Islamic banks in Indonesia, suggesting that the compatibility between Islamic ethical values and organizational practices can strengthen employees' attachment to their organizations.

Recent studies further confirm that Islamic work ethics have consequences beyond individual morality. Hamzah and Ashoer (2021) found that Islamic work values contribute to employees' in-role performance, indicating that Islamic values can be translated into workplace behavior. Muhajir et al. (2023), using employees of halal-certified restaurants in Indonesia, found that Islamic work ethics positively affect affective, continuance, and normative commitment as well as employee performance. Sulaksono et al. (2024) also reported a significant relationship between Islamic work ethics and organizational commitment, while Hadi et al. (2023/2024) demonstrated that Islamic work ethics contribute to organizational citizenship behavior and examined organizational commitment as a mediating mechanism. More recently, Firmansah and Sari (2025) confirmed the positive relevance of Islamic work ethics to organizational commitment in the halal cosmetics industry. These findings indicate that IWE should be regarded not merely as a religious concept but as an organizational value system capable of influencing employees' attitudes and behavior.

2.2 Organizational Commitment

Organizational commitment refers to the psychological attachment of employees to their organization, reflected in identification with organizational values, willingness to contribute to organizational objectives, and intention to maintain organizational membership. In the context of Islamic organizations, organizational commitment can be strengthened when employees perceive consistency between their personal Islamic values and the values practiced by their organization.

This argument is strongly supported by evidence from Islamic banking. Nasution and Rafiki (2020), for example, found a positive and significant relationship between Islamic work ethics and organizational commitment among employees of four Islamic commercial banks in Indonesia. Their study is particularly relevant to the present research because it demonstrates that Sharia compliance and Islamic work ethics can create stronger organizational attachment among employees.

The relationship has also been supported in other Islamic-oriented organizational contexts. Muhajir et al. (2023) found that Islamic work ethics positively influence the three dimensions of organizational commitment—*affective, continuance, and normative commitment*—among employees of halal-certified restaurants. Sulaksono et al. (2024) similarly found that Islamic work ethics significantly affect organizational commitment, although organizational commitment did not mediate the relationship between Islamic work ethics and organizational citizenship behavior. Riadi et al. (2025), examining lecturers in Indonesian higher education, also incorporated Islamic work ethics, job satisfaction, and organizational commitment in explaining organizational citizenship behavior. Furthermore, Arif et al. (2025) specifically investigated Islamic banks and found that employee empowerment and Islamic work ethics are relevant factors in strengthening organizational commitment. Firmansah and Sari (2025) provide additional evidence from the halal cosmetics industry, showing that Islamic work ethics remain relevant to organizational commitment in contemporary Islamic-oriented businesses.

2.3 Professional Commitment

Professional commitment refers to an individual's psychological identification with, involvement in, and loyalty to a profession, including willingness to uphold professional standards and remain committed to the values and objectives of the profession. Professional commitment differs from organizational commitment because the former concerns attachment to a profession, whereas the latter concerns attachment to a particular organization. This distinction is particularly important in banking because employees simultaneously face expectations from their organization, professional standards, regulators, customers, and ethical principles. In Islamic banking, professional commitment also involves the ability to maintain professional integrity while complying with Sharia principles.

The existing literature has provided substantial evidence concerning Islamic work ethics and organizational commitment, but comparatively less attention has been given to the direct relationship between Islamic work ethics and professional commitment. Recent research has mainly examined outcomes such as organizational commitment, job satisfaction, employee performance, organizational citizenship behavior, and employee loyalty. Nasution and Rafiki (2020) focused on organizational commitment and job satisfaction among Islamic bank employees; Hamzah and Ashoer (2021) examined in-role performance; Muhajir et al. (2023) investigated organizational commitment and performance; Sulaksono et al. (2024) examined organizational citizenship behavior; and Firmansah and Sari (2025) examined organizational commitment in the halal cosmetics sector. Therefore, the specific mechanism through which Islamic work ethics can strengthen professional commitment remains insufficiently developed in recent literature. This gap is particularly relevant in Islamic banking because professional integrity, ethical decision-making, and compliance are central to maintaining stakeholder trust.

2.4 Islamic Work Ethics and Organizational Commitment

The relationship between Islamic work ethics and organizational commitment can be explained through the congruence between individual values and organizational values. When employees perceive that their organization supports values such as honesty, justice, responsibility, trust, and social responsibility, they are more likely to identify with the organization and develop stronger psychological attachment. Nasution and Rafiki (2020) provide direct empirical evidence of this relationship in Indonesian Islamic banks, finding that Islamic work ethics have a positive and significant relationship with organizational commitment. This finding is

supported by Muhajir et al. (2023), who found that Islamic work ethics positively affect affective, continuance, and normative commitment. Sulaksono et al. (2024) also confirmed a significant effect of Islamic work ethics on organizational commitment.

The consistency of these findings across different Islamic-oriented sectors suggests that Islamic work ethics may function as an important antecedent of organizational commitment. Evidence from halal cosmetics further confirms this relationship, with Firmansah and Sari (2025) examining Islamic work ethics as a determinant of organizational commitment and considering job satisfaction as an additional explanatory mechanism. Similarly, Arif et al. (2025) specifically examined Islamic work ethics in Islamic banks and emphasized its role in strengthening organizational commitment. Accordingly, the following hypothesis is proposed:

H1: Islamic Work Ethics have a positive and significant effect on Organizational Commitment.

2.5 Islamic Work Ethics and Professional Commitment

Islamic work ethics may also influence professional commitment because ethical values encourage employees to perceive their work as a responsibility that should be performed with integrity, competence, accountability, and dedication. Employees who strongly internalize these values are expected to demonstrate greater identification with their profession and stronger willingness to uphold professional standards. Although recent empirical research has rarely tested this relationship directly, evidence from adjacent outcomes provides a theoretical basis for expecting a positive relationship. Hamzah and Ashoer (2021) showed that Islamic work values influence employee performance, suggesting that internalized Islamic values can be translated into professional behavior. Muhajir et al. (2023) found that Islamic work ethics significantly influence several forms of commitment, particularly affective, continuance, and normative commitment. Nasution and Rafiki (2020) similarly demonstrated the importance of Islamic work ethics for organizational commitment among Islamic bank employees.

The professional implications of these findings are important because commitment to a profession requires more than compliance with formal organizational rules. It requires an internalized willingness to uphold professional values even when employees encounter competing pressures. Islamic work ethics, through values such as honesty, justice, responsibility, and trustworthiness, can provide an internal moral foundation for such behavior. Recent studies linking Islamic work ethics with organizational citizenship behavior and employee performance further indicate that ethical values can translate into discretionary and performance-related behavior. Therefore, although the direct empirical evidence on IWE and professional commitment remains limited, the accumulated evidence supports the following hypothesis:

H2: Islamic Work Ethics have a positive and significant effect on Professional Commitment.

2.6 Organizational Commitment and Professional Commitment

Organizational commitment may also strengthen professional commitment because employees who are psychologically attached to their organization are more likely to internalize organizational standards, values, and professional expectations. In Islamic banking, this relationship may be particularly important because organizational values and professional standards are closely connected through Sharia compliance, governance, and ethical conduct. Employees who strongly identify with their organization may therefore become more willing to uphold the standards associated with their profession.

Recent studies consistently demonstrate the importance of organizational commitment for positive employee outcomes. Muhajir et al. (2023) demonstrated that organizational commitment is associated with employee performance in the halal industry. Sulaksono et al. (2024) found that organizational commitment influences organizational citizenship behavior, demonstrating that organizational attachment can be translated into behavior beyond formal job requirements. Hadi et al. (2023/2024) similarly examined organizational commitment as a mediating mechanism linking Islamic work ethics and organizational citizenship behavior. Riadi et

al. (2025) also positioned organizational commitment as an important component in explaining positive organizational behavior among Indonesian lecturers. Based on this evidence, organizational commitment can reasonably be expected to reinforce employees' identification with and dedication to their profession.

H3: Organizational Commitment has a positive and significant effect on Professional Commitment.

2.7 The Mediating Role of Organizational Commitment

Organizational commitment can be conceptualized as a psychological mechanism through which Islamic work ethics are translated into stronger professional commitment. Islamic work ethics represent individual ethical values, while professional commitment represents attachment to one's profession. Organizational commitment provides the organizational-level psychological mechanism connecting the two. When employees apply Islamic work ethics in their daily activities, they may perceive greater compatibility between their personal values and organizational values. This value congruence can strengthen organizational identification and commitment, which subsequently encourages employees to maintain professional standards and strengthen their commitment to the profession.

Recent empirical evidence supports the general logic of this mediation mechanism. Nasution and Rafiki (2020) established the positive relationship between Islamic work ethics and organizational commitment in Islamic banking. Sulaksono et al. (2024) explicitly tested organizational commitment as a mediator between Islamic work ethics and organizational citizenship behavior, although the mediation was not supported for that particular relationship. Hadi et al. (2023/2024) likewise examined organizational commitment as a mediating variable in the relationship involving Islamic work ethics and organizational citizenship behavior. Hulaify et al. (2024) further demonstrated the usefulness of organizational commitment as a mechanism connecting Islamic work ethics with employee outcomes. These mixed findings are theoretically important because they suggest that the mediating role of organizational commitment may depend on the specific outcome variable examined. Therefore, testing professional commitment as the outcome provides an opportunity to extend the literature beyond organizational citizenship behavior and employee performance.

H4: Organizational Commitment mediates the relationship between Islamic Work Ethics and Professional Commitment.

2.8 Research Framework and Contribution

Based on the preceding literature, the proposed model positions Islamic Work Ethics as an antecedent of both Organizational Commitment and Professional Commitment, while Organizational Commitment is proposed as a mediator between Islamic Work Ethics and Professional Commitment. The model extends the recent literature in several ways. First, previous studies have predominantly focused on organizational commitment, job satisfaction, employee performance, and organizational citizenship behavior as outcomes of Islamic work ethics. Second, relatively limited recent research has examined **professional commitment** as an outcome of Islamic work ethics. Third, the study provides a specific test of whether organizational commitment serves as the psychological mechanism through which Islamic work ethics are translated into professional commitment among Islamic banking employees. This distinction is important because organizational commitment and professional commitment represent different levels of employee attachment. The present study therefore contributes to the literature by integrating these constructs within a single empirical framework and examining the proposed relationships in the context of Islamic banking in Central Java, Indonesia.

RESEARCH METHOD

Referring to previous research, the population of this study is Bankers who work at Syariah Bank in Central Java. The reason for determining Bankers who work at Bank Syariah Bank in Central Java is first, banking institutions have a higher intensity of activity compared to other institutions / organizations. Second, the higher the intensity. The banker's activity in carrying out his duties is increasingly related to the implementation of work ethics (especially Islamic work ethics) and the higher the chance of violating Islamic work ethics. The population of this study is Bankers who work at Bank Syariah Bank in Central Java of 106 people with instruments using a *likert* scale to give scores to each variable and data processed using path analysis.

Table 1 Respondents by Position

Departments	Frequency	Percentage
Branch Leaders	1	0.95%
Auxiliary Branch Leaders	5	3.80%
Manager	6	7.23%
Staff	74	70.58%
Supervisor	20	18.49%
Total	106	100.00%

Source : Primary data processed, 2026

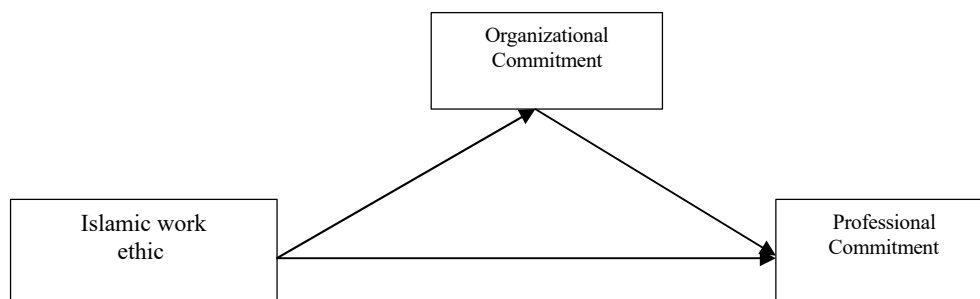


Figure 1. Theoretical framework of thought

RESULT AND DISCUSSION

Discussion

The Influence of Islamic Work Ethics on Organizational Commitment

Hypothesis test 1 showed a significance of 0.000 below 0.05, so the first hypothesis that Islamic work ethics affects organizational commitment was accepted. This can be seen from the regression equation as follows:

$$Y = 4.842 + 1.162 X_1$$

Based on the above equation, it can be seen that the value of the coefficient of Islamic work ethics is positive, which means that Islamic work ethics have a positive effect on organizational commitment. If the Islamic work ethic is higher, then the organization's commitment is higher. The

results of the study obtained an adjusted r square value of 1.142 which means that Islamic work ethics affects organizational commitment by 20.4% while the remaining 79.6% is explained by other factors outside of this study.

The results of this study support the results of a research conducted by Astri Fitria entitled "The Influence of Islamic Work Ethics on Accountant Attitudes in Organizational Change with Organizational Commitment as an Intervening Variable". The study concluded that Islamic Work Ethics affects directly the dimensions of Accountant Attitudes (*cognitive, affective, and behavioral tendency*).

The results of this study are the same as the results of research conducted by Alwiyah Jamil in the thesis "The Influence of Islamic Work Ethics on Attitudes to Organizational Change: Organizational Commitment as a Mediator". The results of the path analysis indicate that Islamic work ethics directly and positively affect various dimensions of accountants' attitudes towards organizational change and organizational commitment.

Yousef revealed that another factor that affects an individual's attitude towards organizational change is work ethic. There is research on work ethics in relation to organizational commitment and job satisfaction, but there is little literature on the influence of Islamic work ethics on public accountants' attitudes on organizational change. Yousef revealed that those who apply Islamic work ethics will be more committed to their organization and will subsequently be more likely to accept change. The results of this study indicate that there is a positive influence of Islamic work ethics on the attitude of public accountants on organizational change. If a person has a high Islamic work ethic, the public accountant's attitude to organizational change will be better.

Table 2. Linearity Test of Organizational Commitment and Islamic Work Ethics

	Sig.
Organizational Commitment * Islamic Work Ethics Linearity	0,000
Deviation from Linearity	0,002

Source : Primary data processed, 2020

Table 3 Multicollinearity *Tolerance* and VIF Test

Models	Equation 1		Equation 2	
	Tolerance	VIF	Tolerance	VIF
Islamic Work Ethics	0,839	1,192	1,000	1,000
Organizational Commitment	0,845	1,192		

Source : Primary data processed, 2020

Table 4 of ANOVA with values of F and Sig.

Model		Sig.
Regression Residual	19,824	0,000

Table 5 Partial Influence of Islamic Work Ethics on Organizational Commitment

Model	Unstandardized Coefficients		Sig.
	Beta		
(Constant)	5,016	0,269	0,788
Islamic Work Ethics	1.162	4,465	0,000

Source: data processed from attachment

The Influence of Islamic Work Ethics on Professional Commitment

Hypothesis test 2 showed a significance of 0.000 below 0.05, so the second hypothesis stating that Islamic work ethics affect professional commitment was accepted. This can be seen from the regression equation as follows:

$$Y = -1.283 + 0.685 X_1$$

Based on the above equation, it can be seen that the value of Islamic work ethics coefficient is positive, which means that Islamic work ethics have a positive effect on professional commitment. If Islamic work ethics are getting higher, then professional commitment will also be higher. The results of the study obtained an adjusted r square value of 0.299 which means that Islamic work ethics affect professional commitment by 29.9% while the remaining 70.1% is explained by other factors outside this study.

In this test, it means that Islamic work ethics have a positive effect on professional commitment, thus meaning that the higher the understanding of Islamic ethics of a Muslim banker will greatly affect the behavior of his professional commitment, because a banker who understands the applicable norms or rules, especially those derived from the religion he believes in (in this case Islam) will really perform his duties and functions as a banker, and further affect his commitment to the banker profession. In other words, the higher the implementation of the code of ethics and the understanding of the overall dimensions of Islamic work ethics reflects the existence of commitment to the banker profession is also getting higher. This is in accordance with the research of Finn et. al in Harsanti, Nasron found that a profession that is willing to maintain the ideal standard of the profession will show a high level of professional commitment. Unlimited freedom is something that is impossible for humans to do because it does not require accountability and accountability. To meet the demands of justice and truth, man needs to be held accountable for his actions.

The Influence of Islamic Work Ethics on Professional Commitment with the intervening variable of Organizational Commitment

Hypothesis test 3 shows a significance of 0.000 below 0.05, so the third hypothesis stating that Islamic work ethics and organizational commitment simultaneously affect professional commitment is accepted. This can be seen from the regression equation as follows:

$$Y = -2.775 + 0.318 X_1 + 0.297 X_2$$

Based on the above equation, it can be seen that the value of the coefficient of Islamic work ethics and organizational commitment is positive, which means that Islamic work ethics and organizational commitment have a positive effect on professional commitment. If Islamic work ethics and organizational commitment are higher, then professional commitment will be better. The results of the study can be obtained with an adjusted

r square value of 0.689 which means that Islamic work ethics and organizational commitment together affect professional commitment by 68.9% while the remaining 31.1% is explained by other factors outside this study.

Table 6 The Simultaneous Influence of Islamic Work Ethics and Organizational Commitment on Professional Commitment

Model	R Square
	0,79

Source: Data processed, 2026

Table 7 of ANOVA with values F and Sig.

Model		Sig.
Regression	117,975	0,000
Residual		

Source: Data processed, 2026

Table 8 The Simultaneous Influence of Islamic Work Ethics and Organizational Commitment on Professional Commitment

Models	Unstandardized Coefficients		Sig.
	Beta		
(Constant)	-2,654	-0,535	0,576
Islamic Work Ethics	0,318	3,947	0,000
Organizational Commitment	0,297	11,343	0,000

Source: Data processed, 2026

Influence Calculation

- a. Direct Effect (DE)
 - 1) The effect of Islamic work ethics variables on organizational commitment $X \rightarrow M = 1.234$. The direct influence of Islamic work ethics on organizational commitment is 1.162.
 - 2) The influence of organizational commitment variables on professional commitment $\rightarrow Y = 0.297$
The direct effect between organizational commitment and professional commitment is 0.297
- b. Indirect Effect (IE)

The influence of Islamic work ethics variables on professional commitment through organizational commitment $X \rightarrow M \rightarrow Y = (1.234 \times 0.297) = 0.366$
The indirect influence of Islamic work ethics on professional commitment through organizational commitment is 0.366
- c. Total Effect

The influence of Islamic work ethics variables on professional commitment through organizational commitment $X \rightarrow M \rightarrow Y = (1.234 + 0.297) = 1.531$
The total influence of Islamic work ethics on professional commitment through organizational commitment is 1,531

Discussion Results and Findings

The findings show that Islamic Work Ethics (IWE) have a positive and significant effect on Organizational Commitment among Islamic banking employees. This indicates that employees who internalize values such as honesty, responsibility, justice, trustworthiness, and accountability tend to develop stronger attachment to their organizations. This result is consistent with Nasution and Rafiki (2020), Hamzah and Ashoer (2021), Muhajir et al. (2023), Sulaksono et al. (2024), and Nurlaila et al. (2025), who generally found that Islamic work values strengthen organizational commitment and positive employee outcomes. These findings suggest that IWE functions not only as a religious value but also as an organizational resource that strengthens value congruence between employees and Islamic banking institutions.

The study also finds that IWE and Organizational Commitment positively and significantly affect Professional Commitment. The coefficients of IWE (0.318) and Organizational Commitment (0.297) indicate that both ethical values and organizational attachment contribute to stronger professional commitment. This finding is consistent with Hamzah and Ashoer (2021), Muhajir et al. (2023), Hulaify et al. (2024), Ateeq et al. (2025), and Nurlaila et al. (2025), which demonstrate that Islamic work values and employee commitment contribute to positive work-related outcomes. In Islamic banking, professional commitment may therefore emerge from the combination of personal ethical orientation and strong identification with the organization.

Finally, Organizational Commitment significantly mediates the relationship between IWE and Professional Commitment, with an indirect effect of 0.366 and a total effect of 1.531. This finding extends previous studies by demonstrating that organizational commitment is not only an outcome of Islamic Work Ethics but also a mechanism through which IWE strengthens professional commitment. The result is broadly consistent with Nasution and Rafiki (2020), Hulaify et al. (2024), Sulaksono et al. (2024), Ateeq et al. (2025), and Nurlaila et al. (2025), although previous studies have generally focused on performance, organizational citizenship behavior, or employee loyalty. The present study therefore contributes by highlighting Professional Commitment as an important outcome of Islamic Work Ethics and Organizational Commitment among Islamic banking employees.

CONCLUSION

This study concludes that Islamic Work Ethics (IWE) and Organizational Commitment are important determinants of Professional Commitment among Islamic banking employees in Central Java. The findings demonstrate that IWE has a positive and significant effect on both Organizational Commitment and Professional Commitment, while Organizational Commitment also has a positive and significant effect on Professional Commitment. Furthermore, Organizational Commitment significantly mediates the relationship between IWE and Professional Commitment. These findings indicate that the internalization of Islamic values, including honesty, responsibility, justice, trustworthiness, and accountability, can strengthen employees' attachment to their organization and subsequently enhance their commitment to the Islamic banking profession.

The study contributes to the literature by positioning Organizational Commitment as an important mechanism linking Islamic Work Ethics with Professional Commitment, extending previous research that has predominantly focused on organizational commitment, employee performance, and organizational citizenship behavior. From a practical perspective, Islamic banking institutions should strengthen Islamic ethical values through employee training, leadership, organizational culture, performance evaluation, and professional development programs. Such initiatives can foster stronger organizational and professional commitment among employees. However, the study is limited by its sample size and focus on Islamic banking employees in Central Java. Future research should therefore involve larger and more diverse samples across different regions and Islamic financial institutions and consider additional factors that may explain Professional Commitment.

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