

A CONCEPTUAL FRAMEWORK FOR EMPLOYEE PERFORMANCE IN THE ISLAMIC HOSPITALITY IN INDONESIA

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Abstract

Background – There are pressures experienced by Islamic hospital employees in Indonesia who are exposed to negative workplace gossiping and toxic leadership has an effect on the performance of Islamic hospital employees in Indonesia. These problems can be minimized by applying an Islamic work ethics in order to improve the employees performance of Islamic hospital in Indonesia.

Purpose – The purpose of this study was to determine the performance of employees at the Indonesian Islamic Hospital.

Design/ Methodology/ Approach – This study uses the COR basis in analyzing phenomena and research findings. The population of this study was medical staff throughout the Indonesian Islamic Hospital. The number of samples was determined using the Isaac equation table so that a total sample of 300 respondents was obtained. Retrieval of data using questionnaires that are distributed online. Measurement data uses answers Strongly Agree, Agree, Netral, Disagree, Strongly Disagree, with a rating scale of 1 to 5 Data processing uses the SMART PLS3 application.

Findings – The findings of this study revealed that staff performance at the Indonesian Islamic Hospital is significantly impacted by toxic leadership negative workplace gossiping, and islamic work ethics. This can be seen from the results of the discriminate validity test and the final results of Smart PLS3 data processing.

Conclusion – The study's findings are consistent with another study that found that Indonesian Islamic Hospital employees perform better when they adhere to islamic work ethics has a significant positive effect on Employee Performance. Meanwhile, toxic leadership and negative workplace gossiping significant negative effect on employee performance at the Islamic Hospital in Indonesian.

Research Implication – The results of this study are expected to be input for managers in Islamic Hospitals in Indonesia, especially knowing the effect of Islamic work ethics, Toxic Leadership, Negative Gossip in the Workplace on employee performance as an intervening variable, becoming learning material and applying knowledge in the field of management, especially in the field of management of human resources and can be an additional reference for further research and as a consideration for Islamic Hospitals in Indonesia which are facing similar problems.

Research Limitations – The results of this study can be an opportunity for further research development by focusing on more specific target respondents and adding variables that have a role in Islamic work ethics, toxic leadership, and negative workplace gossiping to improve employee performance at the Indonesian Islamic Hospital.

Keyword: Islamic, Ethics, Toxic, Leadership, Employee, Performance

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Abstrak

Latar Belakang – adanya Tekanan-tekan yang dialami oleh karyawan Rumah Sakit Islam di Indonesia yang terkena gosip negatif di tempat kerja dan toxic leadership berefek pada kinerja karyawan Rumah Sakit Islam di Indonesia. Hal tersebut dapat diminimalisir dengan menerapkan etika kerja islam agar dapat meningkatkan kinerja karyawan Rumah Sakit Islam di Indonesia.

Tujuan – Tujuan penelitian ini untuk mengetahui kinerja karyawan Rumah Sakit Islam di Indonesia.

Desain/ metodologi/ pendekatan - Penelitian ini menggunakan dasar COR dalam analisa fenomena dan temuan penelitian. Populasi penelitian ini adalah tenaga medis diseluruh Rumah Sakit Islam Indonesia. Jumlah sample tersebut ditentukan menggunakan persamaan table Isaac sehingga diperoleh jumlah sample sebanyak 300 responden. Pengambilan data menggunakan kuisioner yang dibagikan secara online. Pengukuran data menggunakan Jawaban Sangat Setuju, Setuju, Netral, Tidak Setuju, Sangat Tidak Setuju, dengan skala lingkert 1 sampai 5. Pengolahan data menggunakan aplikasi SMART PLS3.

Hasil dan Pembahasa – Hasil penelitian ini menemukan bahwa etika kerja islam berpengaruh signifikan, kepemimpinan toxic, dan gossip negative di tempat kerja berpengaruh signifikan terhadap kinerja karyawan Rumah Sakit Islam di Indonesia. Hal ini terlihat dari hasil uji Validitas diskriminat dan final result olah data Smart PLS3.

Kesimpulan – Hasil temuan penelitian ini mendukung kajian bahwa etika keraja islam berpengaruh positif signifikan terhadap kinerja karyawan Rumah Sakit Islam di Indonesia. Sedangkan kepemimpinan toxic dan gossip negative di tempat kerja berpengaruh negative signifikan terhadap kinerja karyawan Rumah Sakit Islam di Indonesia.

Implikasi Penelitian – Hasil penelitian ini diharapkan menjadi masukan bagi pengelola Sumber Daya Manusia Rumah Sakit Islam di Indonesia terutama mengetahui pengaruh etika kerja islami, Kepemimpinan Toxic, Gosip Negatif Di Tempat Kerja terhadap kinerja karyawan sebagai variabel intervening, menjadi bahan pembelajaran dan pengaplikasian ilmu pengetahuan di bidang manajemen, khususnya dalam bidang manajemen sumber daya manusia serta dapat menjadi rujukan tambahan bagi penelitian selanjutnya dan sebagai pertimbangan bagi Rumah Sakit Islam di Indonesia yang menghadapi masalah serupa.

Batasan Penelitian – Hasil Penelitian ini dapat menjadi peluang pengembangan riset selanjutnya dengan menfokuskan pada target responden yang lebih pesifik dan menambahkan variabel-variabel yang memiliki peranan dalam etika kerja islam, kepemimpinan toxic, dan gossip negative di tempat kerja untuk meningkatkan kinerja karyawan Rumah Sakit Islam di Indonesia

Kata Kunci: Islam, Etika, Toxic, Kepemimpinan, Kinerja, Karyawan.

INTRODUCTION

Islamic work ethics is one of the main keys for Muslims in carrying out their work. Islamic work ethics it is closely related to work models related to God, so attitudes and behavior at work must be based on the rules of Islamic law (Nurfaizi & Muafi, 2022). When employees can apply an Islamic work ethic that is by the rules of Islamic law, then employees will tend to work with a spiritual approach and be able to distinguish between right and wrong (Chupradit et al.,

2022). Apart from being able to distinguish between what is wrong and right, employees who apply Islamic work ethics will tend to work hard, by working hard, life will be more advanced (Filatrovi et al., 2021). (Narrated by Bukhari) narrated "No one eats any food that is better than the food of his own hands (work). And indeed the Prophet Dawud eat the food of their own making." It is narrated in an Al-Quran One of the forms of hard work in Islamic work ethics is to strictly prohibit Muslims from involving



themselves in unproductive and negative activities, if someone has a close relationship with God, then when employees work and apply work ethics Islam will tend to comply with the rules of Islamic law (Nurfaizi, & Muafi, 2022). (HR. Muslim) narrated "Be enthusiastic about doing things that are beneficial to you and ask Allah for help, and don't be lazy". According to past studies, Muslim workers who work must follow the Islamic work ethic in their performance. (Yuli Widyarini & Muafi, 2021) which states that employee performance will increase when employees apply Islamic work ethics. Employee performance will be significantly improved by the presence of an Islamic work ethic (Rizani et al., 2022). When employees have a high Islamic work ethic, their overall performance of employees will increase so that they can survive and develop (Syarif et al., 2019). Improving the performance of employees who apply Islamic work ethics can be implemented as employees who work must be able to compete with other employees in a fair, trustworthy, responsible manner, avoid things that are not recommended by the rules of Islamic law, and be honest with *fastabiqulkhoirot* intentions, and openness towards various activities in Islamic hospitals in Indonesia (Filatrovi et al., 2021). As stated in the Al-Qur'an letter Al-Qashash, verse 77, "And seek (rewards) for the Hereafter with that which Allah has

given you; but do not forget your portion in this world and do good (to others), as Allah has done good to you; and do not do wrong in the earth". Allah does not favor individuals who cause trouble, for sure. In the letter, it is explained that Allah commands us to always do good to others and not to do bad things that can damage and harm other people, in this case, the Islamic work ethic is used as a foundation that is emphasized to every employee who works to always carry out the rules of Islamic law and stay away from its prohibitions. so that no party is harmed, where these conditions will improve employee performance.

Every Islamic hospital in Indonesia must have someone who leads it. Leadership is a determining factor in creating environmental conditions and employee commitment (Rizani et al., 2022). Researchers have already shown how leadership affects employee performance. Many studies on toxic leadership have links with weakening employee performance (Khan et al., 2021). Toxic leadership has a statistically significant detrimental impact on both individual and group employee performance (Paltu & Brouwers, 2020). One of the toxic leadership behaviors that harm employee performance is marked by the leader's destructive behavior toward his subordinates (Naeem & Khurram, 2020). Then (Walden & Walden, 2021) states that



toxic leaders are divisive, act without integrity, and threaten the security and self-esteem of their employees. (Aini, 2020) added that toxic leadership makes work demands unrealistic and insults its employees.

Toxic leadership will create a negative impact on employees who are in contact with these toxic leaders who can be affected, not only by their behavior but also by their decisions (Yaghi & Yaghi, 2021). Then negative gossip at work refers to a group of people of the same kind communicating with the negative evaluation interaction message on the target person of the gossip is not present there. Negative workplace gossip is also described as unofficial, unfavorable evaluations of the performance of other employees or the absence of other members of the organization (Xie et al., 2022). There is no denying that the workplace is a public area that is extremely susceptible to malicious rumors. Negative workplace gossip, according to (Liu et al., 2022), can have a negative impact on employees' performance. This can be proven. Recently some literature adopts a view about negative workplace gossip, from one employee or another employee for the same about other employees from different groups who are not present to hear what is said, then negative workplace gossiping. workplace focuses on horizontal gossip among co-workers about other absent

employees, negative gossip topics tend to have more impact on targets who are absent at work (Bai et al., 2020). Negative gossip at work will create a negative effect which is characterized by a lower level of integrity (Aboramadan et al., 2021).

The phenomenon of the problem underlying this problem is related to the finding of problems regarding the performance of Islamic hospital employees that researchers found when making simple observations. Findings of employee problems come from internal sources. Internal problems come from employees working at Islamic hospitals, the problems faced by employees working at Islamic hospitals such as some employees are irresponsible, dishonest, unfriendly, and cannot be trusted in carrying out their duties. This is one of the problems that occur in Islamic hospitals in Indonesia. When workers implement Islamic work ethics, which will have a beneficial effect and impact on employee performance, these issues can be suppressed. Besides that, employees who work in Islamic hospitals also experience pressure from toxic leadership, where they have a negative role, such as naturally if subordinates don't rest according to working hours, the leader goes home early, leaves his job, and the leader makes decisions unilaterally, this greatly affects performance. employees (Rizani et al., 2022). In addition, there is pressure



from toxic leadership to lead a company, so what happens is that it is less accepted and has the potential to exacerbate social interactions between leaders and followers, which can have detrimental effects on employee welfare, attitudes, and performance (Hattab et al., 2022). Another problem experienced by employees of Islamic hospitals in Indonesia is the existence of negative gossip at work which is a type of social disturbance that is moderated by the effect of viewing negative gossip at work for employees, this tends to feel ostracized and rejected at work (Lee et al., 2016). The pressures experienced by employees who are exposed to negative workplace gossiping and toxic leadership affect the quality of employee performance. These problems can be minimized with the Islamic work ethic.

This view of toxic leadership supports mainstream research that regards it as negative and contrary to performance, it causes a decrease in the quality of life for everyone in the organization. (Behery et al., 2018). It is important to know how badly a toxic leader influences the perception of fairness in employees and raises their voice against the bad practices of the organization, which is very important for the success and organizational performance of employees (Reyhanoglu & Akin, 2022). (Sarwar et al., 2021) found that toxic leadership reduces employee identity and

performance as a result of unfair and unethical treatment of employees, toxic leadership is negatively correlated with employee performance.

Most studies that have addressed negative gossip found that negative workplace gossip harms employee performance (Khan et al., 2022). On the one hand, the perception of being the target of negative gossip can have similar consequences to victimization (Xie et al., 2019). Which in turn can reduce performance due to a negative relationship with the target's proactive behavior (Pol, 2020). In this study, there was an influence between Islamic work ethics, toxic leadership, and negative gossip in the workplace on employee performance, and was strengthened by a learning organization of 70%. (Rizani et al., 2022) assumes that organizations that have a negative environment tend to harm individual performance, and Islamic work ethics can be used as a positive thing in learning organizations, then the rest is influenced by other variable.

LITERATUR REVIEW

Conservation of Resources (COR) Theory

Conservation of Resources (COR) theory researchers will use the theory of resource conservation (COR) as the main source for combining and finding between research variables. By using this method researchers



can measure the influence of a resource-based perspective (Yao et al., 2020). The most significant element in Islamic work ethics is human resources. Islamic work ethics emphasize internalizing work as a natural state and keeping an eye on one's resources and potential (Chupradit et al., 2022). Islamic work ethics also influence how well employees perform (Aflah et al., 2021). Islamic work ethics have been shown to influence employees' performance (Filatrovi et al., 2021). In addition to the islamic work ethic that influences employee performance, namely toxic leadership. A group of negative behaviors known as toxic leadership are thought to encourage leaders to pursue their own objectives and rewards at the expense of the interests of the individual, the team, and the organization (Watkins, 2021). The attitudes and behavior of toxic leaders affect the minds of subordinates (Saqib & Arif, 2017). Then everyone who comes into contact with these toxic leaders can be affected, not only by their behavior but also by their decisions (Rizani et al., 2022). An example is Bill Gates who is known to have negative behavior (Saputra & Mahaputra, 2022).

What affects employee performance is negative gossip at work. Negative gossip in the workplace encourages selfish behavior by targeted employees and affects employee performance. This is evidenced by more than 90% of employees being involved in

workplace gossip, negative gossip at work from the victim's perspective, namely the target's subjective perception of negative workplace gossip (Zhou et al., 2019). Employees who are exposed to negative gossip at their place, tend to be emotionally exhausted, so they don't have extra time and energy for these efforts under that pressure (Xie et al., 2022).

Employee Performance

(Yuli Widyarini & Muafi, 2021) performance show the abilities and skills of workers. Performance is the outcome of work completed by an individual or group of individuals in a company in accordance with their respective responsibilities and authorities to accomplish goals that are morally and ethically right and do not break any laws or regulations (Shafique et al., 2018). On the other hand, the definition of employee performance is a person's success in carrying out duties and the work outcomes that may be attained by a person or group of individuals in an organization in accordance with their various powers and responsibilities (Yuli Widyarini & Muafi, 2021). According to (Hidayat et al., 2022) performance is the outcome of a person's work in completing the tasks given to him based on his knowledge, experience, sincerity, and ability as well as the amount of time available. Because labor has components of accomplishment requirements that must be



satisfied, people who do so are demonstrating good performance (Yuli Widyarini & Muafi, 2021). Therefore, to get quality performance, employees must master the tasks that must be done.

According to some previous studies and experts, several indicators can be used to measure employee performance, as described in Table 1 below. Employee performance is the end result of the quality and quantity of work that is completed by an employee while performing the obligations that have been delegated to him. Then in practice, employee performance is something that is crucial in a company and is something that must be analyzed (Sa'adah & Rijanti, 2022).

Islamic Work Ethics

Islamic work ethics pertain to social norms, decent manners, and social fairness (Nurfaizi, & Muafi, 2022). Islamic work ethics can then be described as attitudes, beliefs, and multidimensional traits that are reflected in behavior and decision-making at work (Aflah et al., 2021). Additionally, Islamic work ethics can be seen as a general framework that affects how people behave at work (Nurfaizi, & Muafi, 2022). In this situation, the Al-Qur'an, hadith, and As-Sunnah regarding proper Islamic work ethics and Islamic religious principles are all closely related to the Islamic work ethic. Employee performance will be positively

impacted by effective employee collaboration and the application of Islamic work ethics.

According to some previous research and experts, several indicators can be used to measure Islamic work ethics, which are described in table 2 below. Ulama reporting that religiously based ethics have an impact on high performance is proof that Islamic work ethics have a very positive impact on the performance of Islamic hospital employees in Indonesia (Nurfaizi, & Muafi, 2022). With an Islamic work ethic, employee performance will have better results (Nurfaizi, & Muafi, 2022). Furthermore, we hypothesize that:

H₁: *Islamic work ethics has a very positive effect on employee performance*

Toxic Leadership

Toxic leadership practices frequently have detrimental consequences on workers and the workplace environment (Akca, 2017). According to Life Meets Work Consulting, up to 56% of employees are currently under the control of toxic leadership, whose actions foster a toxic work environment (Paltu & Brouwers, 2020). Where toxic leadership causes a high regression rate and low employee performance, there are various kinds of conflicts in it. Toxic leadership tends to intimidate employees. It is important to stress that toxic leadership in this situation causes unpleasant emotions in workers, including feelings of violation, uncertainty, belittlement, and



dissatisfaction (Mohamed, 2013). According to several previous studies and experts, several indicators can be used to measure toxic leadership, as described in table 3 below.

Toxic leadership harms the performance of Islamic hospital employees in Indonesia. So that it causes employees to be uncomfortable while working, that it causes the performance of hospital employees to not develop properly. Employee performance is disrupted due to the dangerous behavior of toxic leaders and perceptions of toxic leadership styles bring employee deviant behavior and undermine sustainable individual and organizational success (Akca, 2017). Furthermore, we hypothesize that:

H₂: *Toxic leadership has a very negative effect on employee performance*

Negative Workplace Gossiping

Spreading rumors and negative gossip about personal information, such as behavior, characteristics, and performance, appears as a perceived threat to reputation, respect, and dignity, affecting psychological health

(Liu et al., 2022). Negative workplace gossip is defined as negative, informal evaluative discussions about other organization members who are absent, such as poor performance (Xie et al., 2022). Then negative workplace gossiping is the most common thing found in the workplace. Where the perpetrators range from employees to those who have the highest positions in the workplace. Employees become easy targets as victims (Tian et al., 2019). This can cause disputes between employees, causing decreased employee performance. Negative workplace gossip can have a significant influence on employee behavior (Kong, 2018). According to some previous research and experts, several indicators can be used to measure negative workplace gossiping, as described in table 4 below. Negative workplace gossiping can be seen as an emotional demand that activates stress processes (Liu et al., 2022). Negative gossip at work harms employee performance. Furthermore, we hypothesize that:

H₃: *Negative gossip at work has a very negative effect on employee performance*

Table 1.
 Employee Performance and Measurement Indicators

Variable	Indicator	Source
Employee performance	1) Work result 2) Behavior at work 3) Personal traits	(Yuli Widyarini & Muafi, 2021)
Employee performance	1) Quality 2) Quantity 3) Punctuality 4) Cost-effectiveness 5) Requires Oversight 6) Interpersonal Influence	(Endrian et al., 2021)



Variable	Indicator	Source
Employee performance	1) Efficiency	(Pawirosumarto et al., 2017)
	2) Effectiveness	
	3) Knowledge	
	4) Skills	
	5) Skill	
	6) Behavior	

Table 2
 Islamic Work Ethics and Measurement Indicators

Variable	Indicator	Source
Islamic Work Ethics	1) Integrity	(Nurfahmiyati et al., 2021)
	2) Loyalty	
	3) Professional	
	4) Trust	
Islamic Work Ethics	1) Honesty	(Ibrahim & Kamri, 2013)
	2) Pride	
	3) Modesty	
	4) Professionalism	
Islamic Work Ethics	1) Honesty	(Asha'ari* & Daud, 2018)
	2) Responsibility	
	3) Right intention	
	4) Integrity	

Table 3
 Toxic Leadership and Its Measurement Indicators

Variable	Indicator	Source
Toxic Leadership	1) Destructive behavior	(Khan et al., 2021)
	2) Toxicity	
	3) Intimidation	
	4) Rough	
	5) Condensing	
Toxic Leadership	1) Selfish	(Akca, 2017)
	2) Ignoring ideas	
	3) Blame others	
	4) Make fun of lies	
Toxic Leadership	1) Play favor	(Reyhanoglu & Akin, 2022)
	2) Coercion	
	3) Unfair	

Table 4
 Negative Workplace Gossiping and its measurement indicators

Variable	Indicator	Source
Negative Workplace Gossiping	1) Mental stress	(Lee et al., 2016)
	2) Physical	
	3) Negative emotions	
Negative Workplace Gossiping	1) Social Reputation	(Cui, 2020)
	2) Damaging the image	
	3) Mutual suspicion	



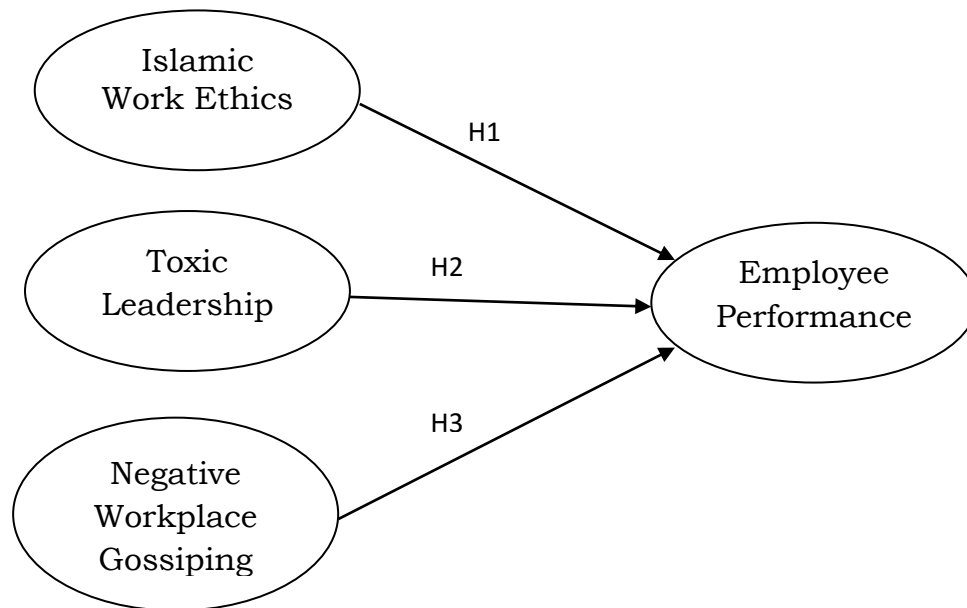


Figure 1. Conceptual Framework

RESEARCH METHODOLOGY

This study's demographic and sample are employees who work in Islamic Hospitals in Indonesia. The questionnaire was distributed online as part of the investigation.

Sample data were collected through a non-probability sampling method in the form of accidental sampling, namely respondents based on coincidences such as accidentally meeting and respondents who were suitable to be sources of information, so they could be used as samples in this study. The number of samples in this study amounted to 300 employees who work in Islamic hospitals in Indonesia. The data collection method uses distributing questionnaires to research respondents online using Google Forms. All items were reported and responded to by the respondents themselves honestly and

without coercion. The four variables were adapted into a questionnaire with statement items according to the indicators for each variable and by using language that was clear and easily understood by the respondents. Following are some of the indicators used in the distribution of questionnaires that have been carried out by adopting several previous studies, shown in table 5.

Data Analysis

The Structural Equation Modeling (SEM) analysis tool from the Smart PLS 3 statistical software package was utilized in this study's data analysis to model and test hypotheses. Using a mix of statistical information and qualitative causal hypotheses, structural equation modeling (SEM) is a statistical approach for evaluating and estimating causal links. For

the next stage, the data that has been collected will be analyzed employing; the first process of inputting and storing data with Microsoft Excel 2016. The second process is the preparation of data that will be tested to increase the analysis of valid and invalid data. After that is the process of testing the data using SMART PLS3 which will test all the hypotheses of this study. Using the PLS-SEM technique in the SMART

PLS3 application by testing the measurement model and testing the research hypothesis. The reason for using the PLS-SEM tool in this study is because PLS-SEM can simultaneously test a series of relationships between relatively complex constructs and can confirm the dimensions of a concept or factor and its ability to measure theoretically existing relationships.

Table 5
 The Variable and it Indicator

Variable	Indicator	Source
Islamic Work Ethics	1) Honesty 2) Professionality 3) Integrity 4) Responsibility	Asha'ari* & Daud, 2018; Ibrahim & Kamri, 2013; Nurfahmiyati et al., 2021)
Toxic Leadership	1) Intimidasi 2) Merendahkan 3) Egois 4) Memaksakan	Khan et al., 2021; Akca, 2017; Reyhanoglu & Akin, 2022)
Negative Workplace Gossiping	1) Social Reputation 2) Negative emotions 3) Mutual suspicion	Lee et al., 2016; Cui, 2020)
Employee performance	1) Punctuality 2) Knowledge 3) Behavior 4) Expertise 5) Quality	Yuli Widyarini & Muafi, 2021; Endrian et al., 2021; Pawirosumarto et al., 2017)

RESULT AND DISCUSSION

Base on table 6, these data include: (1). The age of the respondents was 55.7%, and the age range was between 21 - 30 years. This shows that the average employee is still at a productive age, so it is expected to be able to have a higher performance compared to employees aged 31-50 years and over, where the level of productivity has decreased. In addition, at the age of 21 - 30 years at this

age, employees are still focused on work and still do not have life responsibilities and complex problems in both family life and the work environment, so they are expected to be able to work optimally and carry the good name of the company where they work. (2). The gender of the respondents was 65.7% filled by female employees. This is because the Islamic Hospital assumes that female employees are more detailed, thorough,



agile, have high loyalty, concentrate, tidy, and have communication skills in serving above average, so they are expected to be able to serve patients well and make patients and their families comfortable during are in a hospital setting. (3). The last education of 51.3% of respondents came from D3 graduates. It is hoped that with the majority of these educational backgrounds, they can serve patients well and take the maximum possible action in treating patients so that they can carry out all their duties while in the hospital. (4). Respondents' working period of 46.7% was filled by respondents who had a working period between 1 year - 5 years. This is in line with the age and education of the respondents where the working period already has a lot of experience in the health sector. In addition, the morale is still relatively high in serving patients and their families while in the hospital. From the results of data processing using the Smart PLS3 application, the following results are obtained.

According to the table 7, the R square value of the purchase decision variable is 0.977. This value explains why the percentage of Islamic Work Ethics, Toxic Leadership, and Negative Workplace Gossiping in the Workplace is 97.7%, while other variables not included in this study explain 0.023%. Based on table 8, it is evident that all constructions are

dependable because the Average Variance Extracted (AVE) for each variable convenience, product quality, price, promotion, and purchase decision has a construct >0.50 . Thus, each variable has a high average extracted variance, it can be said. Additionally, the constructed value for each variable's composite reliability is >0.60 , proving that every research variable has satisfied the criteria for a composite reliability value. Thus, a high degree of reliability for all variables can be drawn. Additionally, the built Cronbach alpha for each variable value >0.60 , proving that each study variable satisfies the criteria for a Cronbach alpha value. Thus, a high degree of dependability for all variables may be drawn. The indicators used in this study have a high level of discriminant validity when constructing the corresponding variables.

With a In testing the hypothesis (see table 9), the results of the correlation between constructs are measured by looking at the path coefficients and their level of significance which are then equated with the research hypothesis. The significance level used in this study is 5%. After processing the data using SmartPLS with the initial stages of calculating the PLS algorithm, the next step is bootstrapping the existing model. The confidence level is 95% or (α) of 0.05. The t-table value for alpha5% is 1.96 and P-values <0.05 . Thus, the criteria for

acceptance of the hypothesis and significance are when $t\text{-count} > t\text{-table}$ and $P\text{-values} < 0.05$.

Based on the results of data processing in table 9, the hypothesis testing is further described as follows. Hypothesis 1 Islamic Work Ethics has a positive effect on employee performance, this is indicated by a parameter coefficient of 0.350. From the results of data processing (path coefficients) obtained a $t\text{-count}$ value of 8.608 (greater than t table at alpha 5%) with a $P\text{-value}$ of 0.000 (smaller than 0.05), thus Hypothesis 1 can be accepted, namely Islamic Work Ethics has a significant positive effect on employee performance. Hypothesis 2 Toxic Leadership has a negative effect on employee performance, this is indicated by the parameter coefficient of -0.657. From the results of data processing (path coefficients) obtained a $t\text{-count}$ value of 12.630 (greater than t table at alpha5%) with a $P\text{-value}$ of 0.000 (smaller than 0.05), thus Hypothesis 2 can be accepted, namely Toxic Leadership influences significant negative effect on employee performance. Hypothesis 3 negative workplace gossiping has a positive effect on job satisfaction, this is indicated by the parameter coefficient of -0.105. From the results of data processing (path coefficients) obtained a $t\text{-count}$ value of 3.620 (larger than t table at alpha5%) with a $P\text{-value}$ of 0.000 (smaller than 0.05), thus Hypothesis 3 can be accepted, namely

negative workplace gossiping significant negative effect on employee performance.

Discussion

The results of the study show that the use of IWE (Islamic Work Ethics) has a significant positive effect on EP (Employee Performance), where the results are positive because working by adhering to the principles of Islamic Shari'a will feel safer, calm, trusted, honest, and responsible for their duties so that employee performance can increase (Khadijah et al., 2015). As stated in the Al-Qur'an letter Al-Ahzab (33:21), the Prophet gave an example to do the right things in life with a view to Allah's mercy and blessings. Prophet Hadith, "Whoever struggles to make a living for his family, then he is similar to a mujahidin in the way of Allah." (HR Ahmad). Islam does not want its people to work lazily and have no responsibility. Work is one of worship, a struggle for human dignity and the economic status of the people, one must always work hard, be disciplined, and take full responsibility. This is supported by previous research, namely Islamic work ethics have a significant effect on employee performance (Salahudin et al., 2016), (Harinoto et al., 2018), and (Annisa et al., 2022). Therefore the one hypothesis can be accepted. In the Qur'an it is stated that; Say, "O my people, work according to your position; (because) actually, I'm working.



And you will know who will get success at home. In fact, the wrongdoers will not succeed" (QS Al An'am: 135) When employees apply Islamic work ethics in their work, it will get better and will get success, then the application of Islamic work ethics to employee performance will get better and vice versa, and will be kept away from things that are not good (Yuli Widyarani & Muafi, 2021).

The results of the study show that the use of TL (Toxic Leadership) has a significant negative effect on EP (Employee Performance). Where the results mean that the relationship between toxic leadership harms employee performance (Albashiti et al., 2021). This can happen because toxic leadership is very detrimental to employees. After all, various pressures are carried out in a deductive and discriminatory nature, which makes employees feel stressed and pressured which can affect employee performance (Tanuwijaya & Jakaria, 2022). Toxic leaders cause long-term losses, and they seek profit for themselves without thinking about other employees (Öngel, 2022). Previous research supports that toxic leadership affects employee performance (Zia-ud-Din et al., 2017); (Al Zaabi et al.,

2018); (Rizani et al., 2022). Therefore the second hypothesis can be accepted.

Employee Performance is significantly impacted by negative workplace gossip. In this instance, it is conceivable to conclude that unfavorable office gossip lowers employee productivity (Zhou et al., 2019). When a target of negative workplace gossiping adopts an active strategy, they may devote more energy to image-enhancing activities and improve their performance. The targets of negative workplace gossiping tend to become anxious and distracted from their tasks, which hinders employee performance (Xie et al., 2019). Employees who are exposed to negative workplace gossiping will have a lack of trust in them, and their image will become bad image, and some of these aspects can harm employee performance (Bai et al., 2020). Previous research also supports that negative gossip at work harms employee performance (Tian et al., 2019); (Zhou et al., 2019). Therefore the three hypothesis can be accepted. This is a strengthening of the results of the research that I used, in addition to answers in the form of a questionnaire, I received various opinions and additional support for the answers that I gave and wrote in the results of this research.

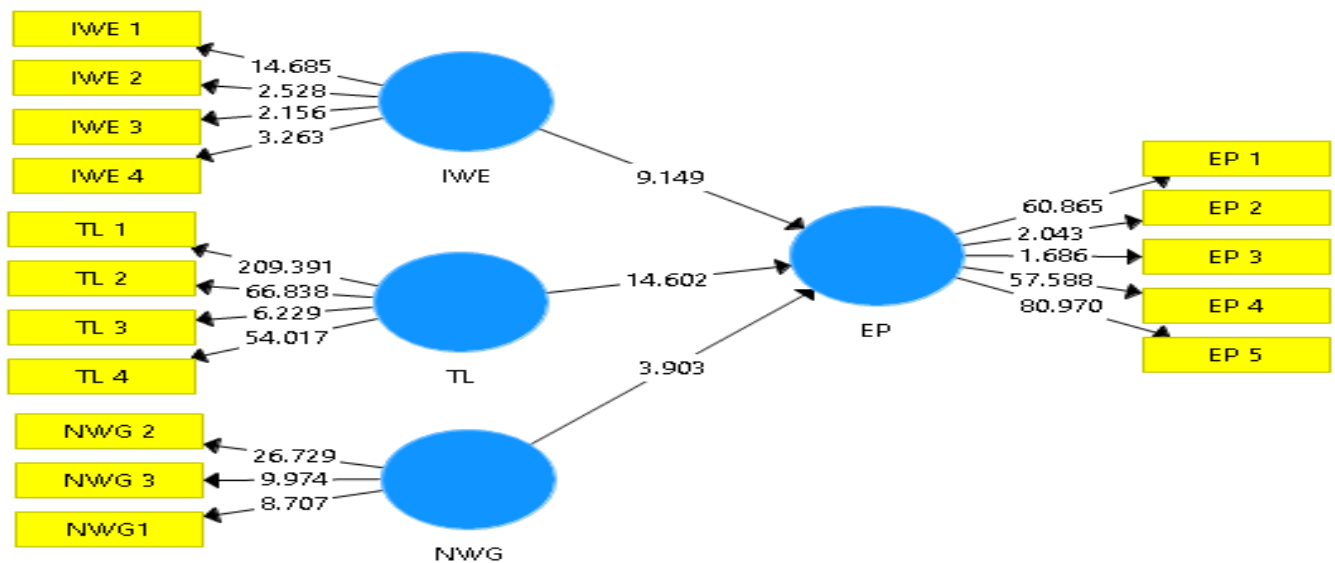


Figure 2. Outer Model

Table 6
 Respondent Profile

Element	Respondent	(%)
Ages		
21 years - 30 years	167	55.7%
31 years - 40 years	91	30.3%
41 years - 50 years	37	12.3%
> 51 years	5	1.7%
Gender		
Male	103	34.3%
Female	197	65.7%
Prior Education		
Senior High/Vocational School	22	7.3%
Diploma (D3)	154	51.3%
Bachelor (S1)	115	38.3%
Master (S2)	9	3.0%
Years of service		
< 1 year	60	20.0%
1 year – 5 years	140	46.7%
6 years – 10 years	43	14.3%
> 11 years	57	19.0%

Source: Research Data, 2023
 Note: Number of responses (n= 300)

Table 7
 R Square and R Square Adjusted

	R Square	R Square Adjusted
EP	0,977	0,976

Source: Research Data, 2023



Table 8
 Construct Reliability Test Results

	Average Variance Extracted (AVE)	Composite Reliability	Cronbach's Alpha
EP	0,573	0,839	0,758
IWE	0,525	0,711	0,817
NWG	0,531	0,769	0,701
TL	0,743	0,916	0,868

Source: Research Data, 2023

Table 9
 Mean Sample Test Results

	Original Sample (O)	Sample Average (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
IWE -> EP	0,350	0,368	0,041	8,608	0,000
NWG -> EP	-0,105	-0,104	0,029	3,620	0,000
TL -> EP	-0,657	-0,641	0,045	12,630	0,000

Source: Research Data, 2023

CONCLUSION

The research focuses on the effect of employee performance in Indonesian Islamic hospitals on Islamic work ethics, toxic leadership, and negative workplace gossiping. From the results of the research conducted, it was found that the influence of Islamic work ethics, toxic leadership, and negative gossip in the workplace has a significant effect on the performance of Islamic hospital employees in Indonesia. This research can be carried out further by focusing on more specific target respondents and adding independent variables to get more precise and clear results. The limitations of the research that I did were permission when distributing the questionnaire which was difficult for me to get at several Islamic hospitals and the links from the questionnaires that I distributed

often failed to open errors. Meanwhile, to cover the deficiencies in this research, I open links more often to fill out the questionnaire so that the respondents can fill it out so that it can be filled in optimally and there are no problems. Here, I suggest to researchers do more research on their theory, understand the character and object of the research to be carried out, be able to analyze the respondents, and be able to strengthen the research results even better. Adding the number of respondents and who is the main reference object to be compared and researched. With this research of mine, I hope it helps readers or students who want to focus on researching the performance of employees in Islamic hospitals, besides that it is expected to focus on improving employee performance such as improving Islamic work ethics in hospital services and



creating a healthy environment for employees so they can improve performance. employees are getting better and comparable to the increase in the performance of Islamic hospitals in achieving goals.

IMPLICATIONS

The results of this study are expected to be input for managers in Islamic Hospitals in Indonesia, especially knowing the effect of Islamic work ethics, Toxic Leadership, Negative Gossip in the Workplace on

employee performance as an intervening variable, becoming learning material and applying knowledge in the field of management, especially in the field of management of human resources and can be an additional reference for further research and as a consideration for Islamic Hospitals in Indonesia which are facing similar problems.

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