

Mukhlis Knowledge Donating Towards Employee Performance

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ABSTRACT: This research aims to describe how internalizing "mukhlis" Islamic values contributes to Employee Performance. Mukhlis Knowledge Contributing (MKD) is the skill of donating knowledge with the earnest intention of pleasing Allah. The concept of Mukhlis Information Donating is the contribution of genuine and relevant knowledge to enhance Employee Performance. Mukhlis Knowledge Donating is activated by one of the Organizational Learning Dimensions, specifically Team Learning and the worth of Taqorrub (getting closer to Allah). This article has consequences for the capacity of Human Resources to provide true, sincere knowledge for the benefit of the world and the hereafter, in the hope of Allah's grace. The contribution of this study to Resource-Based Theory is the function of mukhlis Islamic values in the honest donation of knowledge, as evidenced by the application of Organizational Learning aspects Team Learning and Taqorrub values. The achievement of Employee Performance, encompassing work quality, quantity, timeliness, effectiveness, and independence, is the result of the implementation of information sharing with honesty.

Keywords: resource based theory, mukhlis knowledge donating, team learning, taqorrub, employee performance

INTRODUCTION

Organizations are social entities that utilize and store information, abilities, and internal capabilities essential to their existence, expansion, and success (Håkanson, 2010). Penrose (1959) developed a theory on the effect of a company's resources on its growth; in particular, inadequate resources inhibit growth. Lippman and Rummell (1982) illustrate the idea of inimitability

and causal ambiguity; these principles form the foundation of resource-based theories (RBV).

(Barney, 1991) outlined and elaborated on the RBV's fundamental concepts, presenting a precise description of the resource and identifying the features that make a resource a potential source of competitive advantage (ie, valuable, rare, inimitable, and irreplaceable).

Conner and Prahalad (1996) contend that information might result in contradictory forecasts regarding the structure of economic activity. Coffee (1999) opens a debate on how stakeholders may appropriate surplus revenues obtained from resources. (C. E. Armstrong & Shimizu, 2007) examined and critiqued the research methodologies utilized in resource-based inquiry.

Identifying and generating new sources of competitive advantage is a competitive necessity, according to (Varadarajan, 2018). Barry Gerhart argues that more HR best practices are always preferable, notwithstanding the possibility of declining returns for relatively high-performing organizations and greater rewards for low-performing companies. The process of exchanging knowledge or sharing knowledge will create new knowledge (De Vries et al., 2006) recognized as a source of competitive advantage; (Riege, 2005).

Along with the advancement of science and technology, the flow of knowledge into and out of a company is currently so rapid. By utilizing information technology, revolution, and dissemination, the application of knowledge is not impossible. Knowledge becomes an absolute need, necessitating good management beginning with information acquisition, knowledge exchange, and the impact of knowledge. Sharing information can promote the transfer of knowledge, expertise, and skills between businesses (Cavaliere et al., 2015).

Knowledge Sharing preserves existing knowledge (Nesheim & Gressgård, 2014), enables each department to access pertinent information, and connects Human

Resources across the company (Wang & Wang, 2012). According to (Xiao et al., 2020), farmers with high knowledge are reluctant to share knowledge which has an impact on the level of voluntary participation which is always lower and ultimately results in lower welfare as well.

(Xiong et al., 2022) stated that Sharing information regarding innovation failure will play a crucial role in lowering the likelihood of recurring failures and boosting the organization's innovation potential. Without incentives, it is difficult for members to actively communicate information on innovation failure. It is evident from the preceding that many human resources are still unwilling to share their expertise with others. The majority of sites do not share knowledge in good faith. Sharing knowledge or Knowledge Donating remains transactional and personal when profit and loss are considered. If it is lucrative for him, the majority of resources will share their expertise with colleagues and others. If it is not profitable for him, the majority of resources will be stingy with the information they possess.

This study introduces a novel idea by internalizing the Islamic value of Mukhlis Knowledge Donating, which is sparked by the partnership of the learning team and Taqorrub, and which would ultimately result in Employee Performance. The research results have several implications for theory, management, and future research. Due to many restrictions, the implications must be read with caution. Longitudinal study will give a larger and more thorough understanding of the evolution of information sharing and organizational performance, as well as

the factors that influence the development of knowledge sharing procedures. To determine whether information sharing increases performance, research should be expanded to other companies and industries (Mohsen Allameh et al., 2014).

According to (Xiong et al., 2022), sharing information regarding innovation failure will play a crucial role in lowering the likelihood of recurring failures and enhancing the organization's innovation potential. Without incentives, it is difficult for members to actively communicate information on innovation failure.

While research results that support include research results (Mohsen Allameh et al., 2014) support the premise that sharing knowledge effectively and significantly has an impact on increasing organizational performance. (Zhao & Lv, 2018) stated that knowledge sharing between companies will play a positive role in maximizing the value of knowledge and creating and developing a better organizational environment. According to (Razak et al., 2018), it is regarded that information sharing empowers firms to implement superior work methods.

The business phenomenon demonstrates that many human resources in public service organizations are still unwilling to share their expertise. The premise is that there is apprehension regarding the transfer of information to others and the transfer of expertise when knowledge is given, such that human resources are perceived as being insincere when donating their knowledge to their colleagues. It is likely that organizational performance will not be attained if knowledge sharing has not

created a culture that can be implemented inside the organization.

Based on the above definition, this study explores how Human Resources give knowledge with the true hope of Allah's favor in order to enhance organizational performance. This research aims to describe how internalizing "mukhlis" Islamic values contributes to Employee Performance. Mukhlis Knowledge Contributing (MKD) is the skill of donating knowledge with the earnest intention of pleasing Allah, namely team learning and the value of taqorrub. These factors influence Mukhlis Knowledge Donating which consequently creates Employee Performance.

Theoretical framework Employee Performance

According to (J. B. Armstrong et al., 2016), performance is the consequence of work that strongly relates to the organization's strategic objectives, customer satisfaction, and income development. Performance entails both the manner in which a task is completed and the outcomes obtained. Performance inside the organization determines the success or failure of the organization's predetermined objectives.

(DeCenzo et al., 2016) believes that there are 6 indicators for determining the effectiveness of an individual employee:

1. Quality

Employees' perceptions of the quality of work generated and the completion of tasks based on their skills and abilities are used to measure the quality of work.

2. Quantity

Quantity is the quantity of output stated in terms such as the number of

units or the number of completed activity cycles.

3. Punctuality

Punctuality is the degree to which an action is finished on time, viewed from the perspective of coordinating with output outcomes and optimizing the time available for other tasks.

4. Effectiveness

Effectiveness is the level to which the use of organizational resources "energy, money, technology, and raw materials" is maximized with the aim of maximizing the outcomes of each unit in the use of resources.

5. Independence,

Independence is the level of an employee who will be able to carry out his work function. Commitment to work with agencies and employee responsibilities to the office.

According to (Anitha, 2014) Employee performance is the result of financial or non- financial employees who have a relationship that has a direct impact on organizational performance and organizational success in achieving its goals.

According to (Shahzadi et al., 2014) employee performance is something that is considered as what an employee does and what he does not do in the organization. Employee performance involves the quality and quantity produced while doing the work given by the organization. In other words, employee performance can be considered to have an important role for the success and success of the organization in achieving its goals.

According to (Atatsi et al., 2019), in his review reveals the various approaches used to measure employee performance. The first grouping

understands performance as the totality of individual outputs (Zehir et al., 2014). Employee performance is presented as a consequence of OCB or the sum total of the quantitative and qualitative contributions of individuals or groups:

According to Suparyadi (2015) states that to measure the success of employee performance can be measured through this, namely:

1. Intellectual Competence. Intellectual competence involves the ability of employees to understand work, solve problems, plan and provide insight and be skilled in carrying out their work without delays and complaints from superiors.
2. Emotional Competence. Emotional competence is the ability of employees to manage themselves and understand and be communicative at work so that they can assist in solving problems both for their work and for their co-workers.
3. Social Competence. Social competence is the ability of employees to adapt to various situations and different environments. This competency is also related to the employee's ability to communicate and work well with fellow co-workers and others.

RESEARCH METHODOLOGY

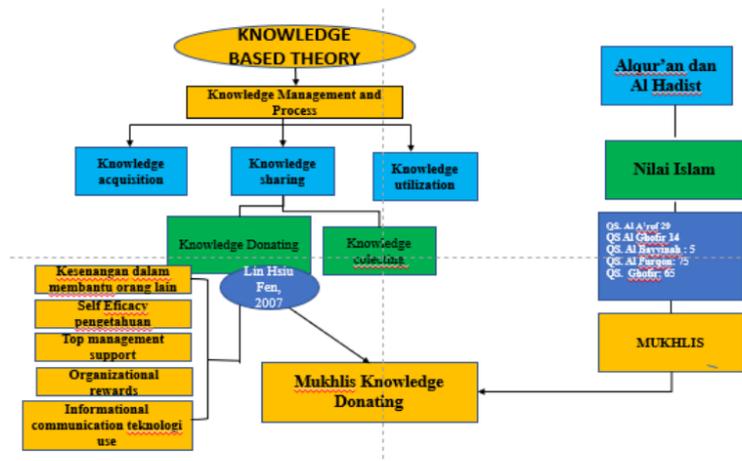
This study tries to prove the effect of knowledge based view theory dimensions and Islamic values (Mukhlis). To achieve this goal, this study uses an experimental design. Experiment is the most appropriate research design to determine the causal relationship between the independent and dependent variables. The experimental method allows researchers to observe

the effect of changes in one or more variables systematically, under controlled conditions

RESULT AND DISCUSSION

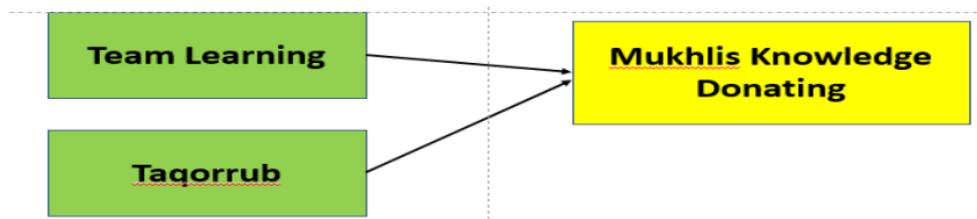
Based on the description above and the integration of Knowledge Based View Theory dimensions and Islamic values (Mukhlis), propositions can be formulated to build a knowledge donating model. Proposition 1 is Mukhlis knowledge Donating presented

in Figure 1 According to the previous research results (Iriarte-Ahón, 2020), Knowledge donation requires a person to communicate the knowledge they have an active process that presupposes an interest in sharing knowledge with others (Van Vuuren et al., 2007). This interest can be driven or limited by their intrinsic motivation and by environmental, technological, logistical, organizational, and cultural contexts (Nguyen et al., 2019).



This study is expected to have the benefit of developing Human Resource Management, especially Knowledge Based View Theory, namely Mukhlis

Knowledge Donating based on Team Learning and Taqorrub values so as to realize Employee Performance.



This study is expected to benefit the Central Java Provincial Health Office as well as the Technical Implementation Unit of the Health Service in the Central Java Province region in improving Human Resource Management, namely Mukhlis Knowledge Donating based on

Team Learning and Taqorrub values so as to realize Employee Performance This study is expected to provide better insight into the factors that have the potential to influence efforts to implement HR practices in organizations. Testing and proving this

proposition should provide a more complete HR implementation model. This study provides an overview of the importance of social context factors in shaping the level of HR implementation in organizations. This study offers a deeper understanding of important contextual issues that have an impact on implementation efforts and in turn increases employee performance.

Various obstacles and practical implications related to knowledge sharing within organizations include:

- a. Strategies pertaining to top management commitment and organizational policies, including top management commitment through documenting policies in accordance with the organization's vision and mission.
- b. To comprehend Knowledge management and the implementation of knowledge sharing in businesses, it is required to foster a culture of knowledge sharing among stakeholders and to teach and socialize the application of Knowledge Management (KM).
- c. In the context of limited resources, it is essential to establish a KM team and allocate a budget to support KM employees' activities.
- d. To evaluate KM implementation, develop a Knowledge Management Key Performance measuring methodology and KM Index performance.
- e. Creating a reward system for employees who have successfully implemented knowledge management.
- f. Maintaining the consistency of established policies and their long-term viability by frequently monitoring KM performance and

rewarding employees who successfully apply KM.

CONCLUSION

This research aims to discuss how several organizational learning dimensions, such as team learning and the significance of taqorrub or becoming closer to Allah, have a genuine impact on employee implementation of knowledge sharing. The achievement of Employee Performance, encompassing work quality, quantity, timeliness, effectiveness, and independence, is the result of the implementation of information sharing with honesty.

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