

INDEPENDENCE, WORK ETHIC, SPIRITUALITY, AND PRODUCTIVITY: A COMPARATIVE STUDY OF SEVERAL ASIAN COUNTRIES

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ABSTRACT

This study compares the values of independence, work ethic, spirituality, and productivity in several Asian countries. The other purpose of this study is to determine the effect of independence, work ethic, and spirituality on productivity. This study uses World Value Survey (WVS) data with the criteria of respondents who answered the WVS wave 7 questionnaires from Asian countries with a sample size of 19,795. The quantitative research method uses descriptive analysis techniques and probit regression analysis. The descriptive analysis technique uses *crosstab*, while the probit regression analysis technique is used to determine the effect of independence, work ethic, and spirituality on productivity in several Asian countries. Analysis *crosstab* shows that Tajikistan, Iran, Taiwan, Pakistan, and the Philippines have a high proportion of unemployed. Kyrgyzstan, Jordan, China, Bangladesh, and Vietnam have a higher tendency for freedom of choice (independence) in their respective country groups. Kyrgyzstan, Jordan, China, Pakistan, and Myanmar have higher work ethic tendencies. Russia, China, Japan, and Vietnam have minor religious inclinations. Probit regression results prove that independence, work ethic, and spirituality significantly affect the dependent variable (productivity). Independence and work ethic have a positive influence, while spirituality has a negative influence. In contrast, all members of the West Asian group all countries have important religious inclinations.

INTRODUCTION

The influence of cultural values, including spirituality, on development, is always interesting to study. Weber (1930), in his book "The Protestant Ethic and the Spirit of Capitalism," argues that the Christian (Protestant) ethic inherent in European society encourages European progress and modernity. Jaffee (1998), in the book "Levels of Socio-economic Development Theory," asserts that the success of development depends on characters or traits such as achievement motivation and the work ethic of every individual in society as development actors.

Culture is defined as customs, beliefs, and values held by ethnic, religious, and social groups that tend to remain unchanged from generation to generation (Guiso, Sapienza, & Zingales, 2003). The values of independence, work ethic, and spirituality of each country are reflected in the behavior of human resources. Human resources have an essential role in the

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process of economic development. Together with infrastructure and governance, labor resources are a vital factor that can encourage and accelerate the ups and downs of an economy's competitiveness (APO, 2015; OECD, 2015; World Bank, 2010).

Several empirical studies, such as Užík and Vokorokosová (2007) and Auzina-Emsina (2014), show a reasonably strong correlation between the competitiveness of labor resources and the competitiveness of the economy. The higher the competitiveness of labor resources in a country, the higher the competitiveness of that country's economy, or vice versa.

One indicator of a country's development performance is reflected in the productivity of its citizens. Productivity can be a measure of the comparison of the quality and quantity of a workforce in a unit of time to achieve work results or performance. Productivity contains philosophical meanings, definitions, and operational technicalities (Simanjuntak, 1998).

The criteria for human resources that support the development results are human resources with the character of independence. Independent character encourages and spurs a person to solve his own life and life problems so that he is motivated to take the initiative, be creative, innovate, be proactive and work hard. Independence is defined as attitudes and behaviors that are not easy to depend on others to complete tasks (Zuchdi, 2012). Independence is also defined as the ability to make decisions and manage one's life without being overly dependent on others. Independence cannot be completed at one stage of life but will continue to develop within the individual (Susetyo, 2006).

Cultural values other than independence that affect development performance are the work ethic of its citizens. Work ethic is a work spirit characteristic of a person or group of people who work, which is based on a believed work ethic or perspective and is realized through factual determination and behavior in the world of work (Ginting, 2016). The work ethic contains a set of positive work behaviors rooted in solid cooperation and fundamental beliefs, accompanied by a total commitment to an integral work paradigm (Sinamo, 2011). A good work ethic will show character and attitude, and have confidence in a job by working and acting optimally (Mathis & Jackson, 2006). The development and underdevelopment of an ethnic or nation is a matter of having or not having a work ethic following development (Mubyarto, 1993). The higher the work ethic, manifested in their willingness to work hard and live frugally and simply, the more likely they will succeed in development efforts.

Iannaccone (1998) introduced a new field of study or research, namely the economics of religion. Spirituality is similar or, in a way, related to specific emotions or behaviors, and attitudes of an individual (Schreurs, 2002). Being spiritual means being open, giving, and loving. Schraeder (2002) explains spirituality as a personal relationship to a transcendent figure. Spirituality can also be about feelings of purpose, meaning, and feelings of connection with others (Fernando & Jackson, 2006). These studies use economic tools and methods to study religion as the dependent variable or to study religion as an independent variable on the outcome of other socioeconomic variables. The influence of religion, both in terms of religiosity and spirituality, on economic development is an exciting object of study (Iyer, 2016). Firmansyah and Pratiwi (2019) also found that the involvement of religious ideas and spirituality can contribute to the development process.

The originality of this research is that this research compares the values of independence, work ethic, spirituality, and productivity of several other Asian countries, especially those whose citizens are religious or non-religious (atheists). The influence of socio-cultural values on development is sometimes difficult to describe through a statistical approach. Cultural values such as independence, work ethic, and spirituality tend to be closer to qualitative data (non-numeric). Previous research used qualitative method, Aquino, Multifiah, & Manzilati (2020) examine the role of spiritual leadership and work ethic in increasing productivity. The novelty of this research is the used of quantitative methods to answer two research questions. The first

research question is how do the values of independence, work ethic, spirituality, and productivity compare in several Asian countries. The second research question is what are the effects of independence, work ethic, and spirituality on productivity.

METHOD

The research data source uses the results of the World Value Survey (WVS) wave 7. This survey contains a list of questions (questionnaires) about values for various countries, including Asian countries. Asian countries in WVS wave 7 consist of Central Asia, West Asia, East Asia, South Asia, and Southeast Asia. Central Asian countries include Russia, Kyrgyzstan, and Tajikistan. West Asia consists of Iran, Iraq, Lebanon, Turkey, and Jordan. East Asia consists of China, Hong Kong, Japan, Taiwan, and South Korea. South Asia consists of Bangladesh and Pakistan. Southeast Asia consists of Indonesia, Malaysia, the Philippines, Thailand, Vietnam, and Myanmar. The reason for using samples from Asian countries is the diversity of the majority religions adopted by citizens. There are countries that are predominantly Muslim, such as Indonesia and Malaysia. The majority of the population is Catholic, like the Philippines. The majority of the population is Buddhist, like Thailand and Myanmar. The majority of the population is not religious, such as China, Hong Kong, and South Korea.

The research model uses a binary productivity variable with a value of one (1) if the respondent is working and zero (0) if the respondent is not. The variables in this study include independence, work ethic, spirituality, and productivity. The Independent Character Variable was obtained from the answers to the Q48 WVS questionnaire. The work ethic variable was obtained from the answers to the Q110 questionnaire. The spirituality variable in this study was obtained from the answers to the WVS Q6 questionnaire. The productivity variable was obtained from the answers to the WVS Q279 questionnaire.

$$Pr(\text{Productivity}_{ij}) = \beta_0 + \beta_1 \text{Independence}_{ij} + \beta_2 \text{Ethos}_{ij} + \beta_3 \text{Spirituality}_{ij} + \varepsilon_i$$

The analytical method used in this study is a comparative descriptive technique to compare the values of independence, work ethic, spirituality, and productivity based on groups of Asian countries. The probit regression method uses the analysis technique to analyze the effect of independence, work ethic, and spirituality on productivity.

Table 1
Group of Asian Countries in WVS wave 7

Group of Asian Countries	Number of samples	Percentage
of Central Asia		
Russia	992	5.01
Kyrgyzstan	820	4.14
Tajikistan	732	3.70
West Asia		
Iran	786	3.97
Iraq	579	2.92
Lebanon	724	3.66
Turkey	1,406	7.10
Jordan	472	2.38
East Asia		
China	1,687	8.52
Hong Kong SAR	1,318	6.66
Taiwan ROC	720	3.64
Japan	482	2.43
South Korea	726	3.67
South Asia		

Group of Asian Countries	Number of samples	Percentage
Bangladesh	510	2.58
Pakistan	992	5.01
Southeast Asia		
Indonesia	2,234	11.29
Malaysia	985	4.98
Philippines	777	3.93
Vietnam	937	4.73
Thailand	1,031	5.21
Myanmar	885	4.47
Total	19,795	100.00

Data source: WVS Wave 7

Table 1 shows the group of Asian countries in WVS wave 7 and the number of samples that meet the criteria. The criteria used as samples are individuals aged 18-59 years who work full time, work part-time, have their own business, and do not work. The individual thoroughly answered the WVS wave 7 questionnaires for the variables of productivity, independence, work ethic, and spirituality. After cleaning the data from 20 countries in Asia, the number of samples in this study was 19,795.

RESULTS AND DISCUSSION

A. Productivity

Productivity variables were obtained from the answers to the Q279 WVS questionnaire. "Do you work?" Answer options" Yes, work and get paid or No, not paid". The form of the productivity variable in this study is a discrete variable, namely working (worth 1) or not working (worth 0). Table 2 shows the group of Asian countries that have the highest proportion of unemployed, including Tajikistan for the Central Asia group, Iran for the West Asia group, Taiwan for the East Asia group, Pakistan for the South Asian group, and the Philippines for the Southeast Asian group.

Table 2
Productivity Comparison between Asian Countries

Group of Asian Countries	Working Status		Skill Labor	
	Not Working (%)	Working (%)	No (%)	Yes (%)
Central Asia				
Russia	6.35	93.65	22.98	77.02
Kyrgyzstan	0, 00	100.00	50.12	49.88
Tajikistan	37.84	62.16	41.53	58.47
West Asia				
Iran	29.26	70.74	34.99	65.01
Iraq	18.83	81.17	38.34	61, 66
Lebanon	5.11	94.89	16.16	83.84
Turkey	10.17	89.83	22.33	77.67
Jordan	16.31	83.69	28.39	71.61
East Asia				
China	5.75	94.25	31,54	68.46
Hong Kong SAR	3.19	96.81	8.35	91.65
Taiwan ROC	6.39	93.61	23.89	76.11
Japan	1.45	98.55	17.01	82.99
South Korea	2,48	97.52	7.02	92.98
South Asia				
Bangladesh	7.84	92.16	60.39	39.61
Pakistan	8.57	91.43	45.67	54.33
Southeast Asia				

	Working Status		Skill Labor	
Indonesia	3.58	96.42	49, 96	50.04
Malaysia	4.47	95.53	12.08	87.92
Philippines	23.81	76.19	53.54	46.46
Vietnam	0.85	99.15	33.19	66.81
Thailand	4.46	95.54	59.84	40.16
Myanmar	7.01	92.99	60.00	40.00
Total	8.57	91.43	34.47	65.53

Data source: WVS Wave 7

In which group does your mother/father/brother's job belong? The quality of the workforce is obtained from the answers to the WVS Q281 questionnaire. Table 2 describes labor productivity of working status and the quality of the workforce (including skilled labor or unskilled labor). Workers with skills include those who work as professional and technical, higher administrative, clerical, sales, service, and skilled workers. Those who work with more minor skill needs include semi-skilled workers, unskilled workers, farm workers, farm owners, farm managers, and other jobs. The group of Asian countries that have the highest proportion of unskilled labor includes Kyrgyzstan, Iraq, China, Bangladesh, and Myanmar.

B. Independence

The independence variable was obtained from the answers to the WVS Q48 questionnaire. Some people say they have the freedom to choose and control their lives, while others feel that what they do does not produce anything (no effect) that matters to them. Please use a scale where 1 means no choice and 10 means you have an extensive choice in determining how much freedom you have to choose and control your life. The responses in the WVS were then transformed from being very independent (score 1), i.e., having no choice at all or not being independent, to being very independent (score 10), i.e., having an extensive choice in determining and controlling life.

Table 3
Comparison of Independence among Asian Countries

Group	(in percent)									
Asian Countries	1	2	3	4	5	6	7	8	9	10
Central Asia										
Russia	8.27	5.95	7.06	11.39	9.98	15.93	7.36	8.97	6.35	18.75
Kyrgyzstan	15.49	1.83	2.07	2.80	2.80	8.54	1.34	1.83	2.44	60.85
Tajikistan	13.93	8.74	9.97	8.61	10.93	14.34	7.65	11.07	10.66	4.10
West Asia										
Iran	10.43	1.53	5.47	4.96	4.45	17.18	3.69	4.20	7, 00	41.09
Iraq	27.12	15.03	12.44	9.33	6.74	7.77	3.45	3.11	3.97	11.05
Lebanon	1.93	4.97	9.53	9.39	7, 73	22.10	18.23	13.40	10.08	2.62
Turkey	9.25	2.92	8.11	12.94	13.44	15.43	11.02	9.25	5.19	12.45
Jordan	12, 71	2.12	3.18	1.69	2.97	6.57	3.18	5.08	6.78	55.72
East Asia										
China	3.85	4.15	5.28	5.63	6.05	9.84	7,65	13.87	15.23	28.45
Hong Kong SAR	2.88	3.79	9.94	14.11	12.52	14.57	11.99	14.11	8.19	7.89
Taiwan ROC	2.92	1,81	7.78	10.00	10.42	20.56	8.19	14.17	8.33	15.83
Japan	4.15	1.04	8.92	11.83	13.28	17.22	14.11	17, 43	6.22	5.81
South Korea	1.10	1.65	11.85	22.87	19.01	13.91	14.46	9.64	4.41	1.10
South Asia										
Bangladesh	1.57	3.92	4.12	4.90	4.71	15.10	8.04	6.27	11.96	39.41
Pakistan	11.39	3.63	4.33	4.74	6.35	10.08	5.24	5.14	5,75	43.35
Southeast Asia										
Indonesia	8.15	3.58	5.06	5.77	4.70	12.85	7.52	7.79	11.50	33.08
Malaysia	4.47	4.26	7.92	9, 75	12.79	15.74	9.64	11.57	11.27	12.59
Philippines	5.53	3.73	5.28	4.76	5.66	18.02	6.44	8.11	10.17	32.30
Vietnam	5.34	3.09	4.06	3.84	6.30	15.47	5.12	8.32	10.57	37.89
Thailand	6.30	3.49	9.60	9.89	11.64	19.69	7.47	8.05	5.43	18.43

Group	(in percent)									
Myanmar	11.30	2.71	5.42	3.50	3.95	12.32	2.49	5.65	5.99	46.67
Total	7.63	3.89	6.87	8.23	8.36	14.28	7.90	9.13	8.47	25.24

Independence has a scale of 1-10. 1 = not independent (no choice at all), 10 = very independent (have extensive choices in determining and controlling life).

Data source: WVS Wave 7

Table 3 shows that the level of independence of each respondent from various Asian countries is relatively high. The group of Central Asian countries shows that Kyrgyzstan has greater freedom of choice than Russia and Tajikistan. The group of West Asian countries shows that Jordan tends to have more freedom of choice than other countries. The group of East Asian countries shows that China tends to have more freedom of choice than other countries. The group of South Asian countries shows that Bangladesh has greater freedom of choice than Pakistan. The group of Southeast Asian countries shows that Vietnam tends to have greater freedom of choice than other countries.

C. Work Ethic

The work ethic variable was obtained from the answers to the Q110 questionnaire. In the long run, hard work usually leads to a better life or working hard does not always lead to success – it is more than luck and connections. The responses in the WVS were transformed on a ten-point scale ranging from not optimistic “Working hard does not always lead to success – it depends more on luck and connections.” (score 1-5) to an optimistic work ethic “usually hard work leads to a better life” (score 6-10). The work ethic of each respondent from various countries is relatively high. Below are the answers from respondents regarding work ethic.

Table 4
Comparison of work ethic among Asian countries

group	(in percent)									
Asian countries	1	2	3	4	5	6	7	8	9	10
Central Asia										
Russia	18.75	6.35	8.97	7.36	15.93	9.98	11.39	7.06	5.95	8.27
Kyrgyzstan	60.85	2.44	1.83	1.34	8.54	2.80	2.80	2.07	1.83	15.49
Tajikistan	4.10	10.66	11.07	7.65	13.34	10.93	8.61	9.97	8.74	13.93
West Asia										
Iran	41.09	7.00	4.20	3.69	17.18	4.45	4.96	5.47	1.53	10.43
Iraq	11.05	3.97	3.11	3.45	7.77	6.74	9.33	12.44	15.03	27.12
Lebanon	2.62	10.08	13.40	18.23	22.10	7.73	9.39	9.53	4.97	1.93
Turkey	12.45	5.19	9.25	11.02	15.43	13.44	12.94	8.11	2.12	9.25
Jordan	55.72	6.78	5.08	3.18	6.57	2.97	1.69	3.18	2.12	12.71
East Asia										
China	28.45	15.23	13.87	7.65	9.84	6.05	5.63	5.28	4.15	3.85
Hong Kong SAR	7.89	8.19	14.11	11.99	14.57	12.52	14.11	9.94	3.79	2.88
Taiwan ROC	15.83	8.33	14.17	8.19	20.56	10.42	10.00	7.78	1.81	2.92
Japan	5.81	6.22	17.43	14.11	17.22	13.28	11.83	8.92	1.04	4.15
South Korea	1.10	4.41	9.64	14.46	13.91	19.01	22.87	11.85	1.65	1.10
South Asia										
Bangladesh	39.41	11.96	6.27	8.04	15.10	4.71	4.90	4.12	3.92	1.57
Pakistan	43.35	5.75	5.14	5.24	10.08	6.35	4.74	4.33	3.63	11.39
Southeast Asia										

group	(in percent)									
Indonesia	33.08	11.50	7.79	7.52	12.85	4.70	5.77	5.06	3.58	8.15
Malaysia	12.59	11.27	11.57	9, 64	15.74	12.79	9.75	7.92	4.26	4.47
Philippines	32.30	10.17	8.11	6.44	18.02	5.66	4.76	5.28	3.73	5.53
Vietnam	37.89	10.57	8.32	5.12	15.47	6.30	3.84	4.06	3.09	5.34
Thailand	18.43	5.43	8.05	7.47	19.69	11.64	9.89	9.60	3.49	6.30
Myanmar	46.67	5.99	5.65	2.49	12.32	3.95	3.50	5.42	2.71	11.30
Total										

work ethic has a scale of 1 = luck and connection, 10 = optimistic better
 Data source: WVS Wave 7

Table 4 shows a comparison of work ethics in Asian countries. The group of Central Asian countries shows that Kyrgyzstan has a higher work ethic than other countries. The group of West Asian countries shows Jordan has a greater work ethic tendency than other countries. The group of East Asian countries shows that China has a greater work ethic tendency than other countries. The group of South Asian countries shows that Pakistan has a greater work ethic tendency than Bangladesh. The group of Southeast Asian countries shows that Myanmar tends to have greater freedom of choice than other countries.

D. Spirituality

Standard survey measures used to monitor religious behavior or spirituality include frequency of attendance at worship services, involvement in worship or meditation, membership in churches and religious groups and organizations, and religious identity. The spirituality variable in this study was obtained from the answers to the WVS Q6 questionnaire. For each of the following, how important is religion in your life? Would you say: (1) Very important, (2) Somewhat important, (3) Not very important, (4) Not at all important. The responses in the WVS were transformed into a four-point scale ranging from "not at all important" (score 1) to "significant" (score 4). Most respondents (52.46%) think religion is essential to their lives. If traced to each country, there will be variations in the answers, as in table 5.

Table 5
Comparison of Spirituality among Asian countries

Countries Groups of Asian Countries	Religion Majority	Importance of Religion in life			
		Very Very Not Important	Not Very Important	Somewhat Important	Very Important
Central Asia					
Russia	Christian (72.9%)	16.83%	33.67%	32.46%	17.04%
Tajikistan	Islam (96.4%)	1.78%	6.69%	27.46%	64.07%
Kyrgyzstan	Islam (89.4%)	4.15%	11.22%	30.49%	54.15%
West Asia					
Iran	Islam (99.5%)	4.96%	3.94%	23.66%	67.43%
Iraq	Islam (99.1%)	1.21%	3.11%	12.44%	83.25%
Lebanese	Islamic (61.2%)	2.90%	7.32%	28.18%	61.60%
Turkish	Islam (98%)	1.14%	10.67%	30.73%	57.47%
Jordanian	Islam (97.1%)	0.00%	0.85%	4.03%	95.13%
East Asian					

Countries Groups of Asian Countries	Religion Majority	Importance of Religion in life			
		Very Very Not Important	Not Very Important	Somewhat Important	Very Important
China	No religion (51.8%)	42.21%	45.05%	9.72%	3.02%
Hong Kong SAR	No religion (54.7%)	24.13%	44.76%	21.24%	9.86%
Taiwan	Local religion (43.8 %)	10.00%	42.78%	35.00%	12.22%
Japan	No religion (60%)	59.13%	33.40%	4.77%	2.70%
South Korea	No religion (46.6%)	17.49%	49.04%	23.14%	10, 33%
South Asia					
Bangladesh	Islamic (90.8%)	0.20%	0.00%	4.31%	95.49%
Pakistani	Islam (96.5%)	0.81%	1.61%	6.65%	90, 93%
Southeast Asia					
Indonesia	Islamic (87%)	0.09%	0.00%	1.57%	98.34%
Malaysia	Islamic (66.1%)	1.32%	7.41%	18.38%	72.89%
Filipino	Catholic (92.4%)	0.26%	2.70%	9.65%	87.39%
Vietnam	Local religion (45%)	18.36%	41.20%	29.03%	11.42%
Thai	Buddhist (92.6%)	2.23%	14.06%	43.65%	40.06%
Myanmar	Buddhist (79.8%)	0.45%	1.13%	16.27%	82.15%
Total		10.29%	17.97%	19.29%	52.46%

Source of data: WVS Wave 7 and PEW Research Center

Table 5 shows that based on respondents' answers, it can be seen that if a country where the majority of the population is not religious, there is a tendency that religion is not so important. This condition is different from countries where the population is predominantly religious. The Central Asian group of Russian states has less important religious leanings. The West Asian group of all countries has important religious leanings. The East Asian groups of China and Japan have less important religious leanings. In the Southeast Asian countries, Vietnam has less important religious leanings.

E. Regression Results and Marginal Effect

There is still limited research that studies the influence of socio-cultural values on development through a statistical approach. Cultural values such as independence, work ethic, spirituality, and productivity tend to be closer to qualitative (non-numeric) data. Research questions about how independence, work ethic, and spirituality influence productivity can be answered using probit regression analysis techniques. The results of the probit regression can be seen in table 6.

Table 6
Probit regression results

Variable	Coefficient	Standard Error	Probability
Constant	1.507474	0.062382	0.000
Independence	0.029094	0.005600	0.000
Work ethic	0.022802	0.004317	0.000
Spirituality	-0.150895	0.013316	0.000
Log-likelihood	-5697.28		
LR Chi ²	182.45		

Variable	Coefficient	Standard Error	Probability
Prob > Chi ²	0.0000		
Pseudo R ²	0.0158		
N	19,795		

Source: WVS wave 7 data processed by researchers.

The estimation results in table 6 show that the 3 independent variables used in this study (independence, work ethic, and spirituality) significantly influence the dependent variable (productivity). The influence of independence, work ethic, and spirituality simultaneously can be known through Prob > $\chi^2 = 0.00000$, meaning the significance value is less than the 5% significance level. It can be concluded that simultaneously the variables of independence, work ethic, and spirituality affect productivity.

Probit regression results are not precise enough to analyze the effect of independence, work ethic, and spirituality on productivity. The stages after performing probit regression are analyzing the marginal effect value.

Table 7
Marginal Effect Results

Variable	Coefficient
Independence	0.004421
Work ethic	0.003464
Spirituality	-0.022929

Data source: WVS Wave 7

Table 7 shows the results of the sign (direction of influence) that are consistent with table 6. Marginal effect values are obtained by probability coefficient values of 0.004421 and have a positive direction. Partially, the higher the independence, the higher the probability of productivity. These results align with [Cordery, Morrison, Wright, and Wall's \(2010\)](#) research, which found that independent employees will increase productivity. The marginal value effect of work ethic obtained a probability coefficient value of 0.0034649 and has a positive direction. Partially, the higher the work ethic, the higher the probability of productivity. The *marginal value effect* of spirituality is obtained by the probability coefficient value of -0.022929 or has a negative direction. Partially, the higher the spirituality, the lower the probability of productivity. These findings are in line with the research results of [\(Eka Dirgantara Aquino, Multifiah, & Manzilati, 2020; Bataineh, 2020; Faregh, Jahanian, & Salimi, 2021; Miñon, 2017; Moon, Youn, Hur, & Kim, 2020\)](#), which proves that values such as independence, work ethic, and spirituality have an essential role in increasing labor productivity. Different findings from the research of [\(Prihono, Budiarta, & Astika, 2016\)](#) and [\(Noh & Yoo, 2016\)](#) state that spirituality in the workplace has a positive and significant impact on work productivity.

CONCLUSION

Quantitative indicators of productivity from the group of Asian countries that have the highest proportion of unemployed include Tajikistan for the Central Asia group, Iran for the West Asia group, Taiwan for the East Asia group, Pakistan for the South Asia group, and the Philippines for the Southeast Asia group. The qualitative productivity indicators for groups of Asian countries with the highest proportion of unskilled labor include Kyrgyzstan, Iraq, China, Bangladesh, and Myanmar. Kyrgyzstan, Jordan, China, Bangladesh, and Vietnam in each group of countries tend to have freedom of choice (independence) is more significant than other countries. Kyrgyzstan,

Jordan, China, Pakistan, and Myanmar have higher work ethic tendencies than other countries in the group. Russia, China, Japan, and Vietnam have minor religious inclinations.

Probit regression results prove that independence, work ethic, and spirituality significantly affect the dependent variable (productivity). Independence and work ethic have a positive influence, while spirituality has a negative influence. In contrast, all members of the West Asian group all countries have important religious inclinations. The limitation of the results of this study is that the marginal effect value is still small so that other relevant variables are needed to produce a large marginal effect value.

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