

## PKM Improving Teacher Work Ethic Through The Habit Of Mutaba'ah Yaumiyah (MY) At SMP Daarut Tauhiid Boarding School Batam

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**Abstract.** Teachers are professional educators whose primary task is to educate, teach, guide, direct, train, assess, and evaluate students. When carrying out their functions and responsibilities, teachers must possess a strong work ethic. A strong work ethic ensures that education is pursued with full dedication, allowing the school's vision and mission to shape a superior generation to be achieved. The Purpose of Community Service (PKM) is to improve the work ethic of teachers through the habit of Mutaba'ah Yaumiyah (MY). This PKM was carried out from August to September 2025, involving 25 teachers at SMP Daarut Tauhiid Boarding School, Batam. Partners involved in this PKM consisted of the school management and teachers at SMP Daarut Tauhiid Boarding School, Batam. The results of this PKM can improve the work ethic of teachers as measured by the performance scores before and after the PKM, which increased significantly. The results of this PKM contribute to improving the work ethic of teachers, which has an impact on the professionalism of teachers in carrying out their duties with full responsibility, both the main tasks of the profession and tasks related to their professionalism.

**Keyword:** Teacher, Work ethic, habituation, mutaba'ah Yaumiyah

**Abstrak.** Guru adalah pendidik profesional yang tugas utamanya adalah mendidik, mengajar, membimbing, mengarahkan, melatih, menilai, dan mengevaluasi siswa. Dalam menjalankan fungsi dan tanggung jawabnya, guru harus memiliki etos kerja yang kuat. Etos kerja yang kuat memastikan pendidikan dijalankan dengan penuh dedikasi, sehingga visi dan misi sekolah untuk membentuk generasi yang unggul dapat tercapai. Tujuan Pengabdian Masyarakat (PKM) adalah untuk meningkatkan etos kerja guru melalui kebiasaan Mutaba'ah Yaumiyah (MY). PKM ini dilaksanakan dari Agustus hingga September 2025, melibatkan 25 guru di SMP Daarut Tauhiid Boarding School, Batam. Mitra yang terlibat dalam PKM ini terdiri dari manajemen sekolah dan guru di SMP Daarut Tauhiid Boarding School, Batam. Hasil PKM ini dapat meningkatkan etos kerja guru yang diukur dari skor kinerja sebelum dan sesudah PKM, yang meningkat secara signifikan. Hasil PKM ini berkontribusi pada peningkatan etika kerja guru, yang berdampak pada profesionalisme guru dalam melaksanakan tugasnya dengan penuh tanggung jawab, baik tugas utama profesi maupun tugas yang berkaitan dengan profesionalisme mereka.

**Kata kunci:** Guru, Etika kerja, pembiasaan, mutaba'ah Yaumiyah

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## Introduction

SMP Daarut Tauhiid Boarding School Batam is a school based on Islamic Boarding School located at Jl. Trans Barelang KM. 3 Tembesi, Sagulung District, Batam City, Riau Islands. This formal and Islamic boarding school based school was established in 2019 and has graduated four classes until 2025. In implementing its learning process, SMP Daarut Tauhiid Boarding School Batam combines the Education Office curriculum and the typical curriculum of the Daarut

Tauhiid Islamic boarding school, in addition to studying academic subjects according to the independent curriculum structure, learning the Qur'an which includes memorization and reading improvement (Tahsin) is one of the superior curriculum, in addition to the study of yellow books, Arabic and English language habits and character education are daily lessons for all students. Monotheism, Character and Usefulness is the tagline of this school, where students are educated to be ready to become individuals who have strong monotheism, broad benefits for the community and have a polite, compassionate soul and become Rahmatan Lil alamin. This school has a total of 51 human resources, consisting of the principal, management, teachers, student mentors, administration and administration, has 230 students consisting of 141 male students and 90 female students. Located in a strategic area, namely on Jl. Trans Bareleng KM. 3 Tembesi, Sagulung District, Batam City, Riau Islands Province, on an area of 1.3 hectares.

In schools, teachers not only act as educators, but also as role models, motivators, facilitators, and catalysts in the process of creating a learning environment that supports the growth of critical, creative, and innovative attitudes in students (Yasin & Adawiyah, 2022). Teaching is a way for a teacher to prepare learning experiences for their students. In other words, teaching is a process carried out by a teacher in guiding, assisting, and directing students to have learning experiences. Therefore, teaching, or what is called learning, is the mainstay of individuals and society in the current era, because learning or teaching is essentially a form of encouragement for individuals to be able to have and be independent in their future lives, namely by becoming whole human beings. Teaching is "a teacher's effort to create conditions or organize the environment in such a way that interaction occurs between students and the environment," including teachers, learning tools, and as referred to in the learning process, with the hope of achieving predetermined learning objectives (S. Nasution, 2011).

A teacher is said to have a good work ethic if he or she carries out his or her duties responsibly, both the main tasks of the profession and tasks related to professionalism (Nisaa & Rispurwanto, 2021; Marlina, 2015). A teacher's work ethic is a fundamental attitude towards themselves and towards the outside world about them that is reflected in their daily activities. These activities are reflected through visible behaviors such as: efficiency, diligence, skill, perseverance, punctuality/discipline, simplicity, honesty, an attitude of acknowledging risks in making decisions/responsibilities and actions, a willingness to change for the better, agility in using emerging opportunities, an attitude of working with enthusiasm, an attitude of relying on one's own strengths, self-confidence, a willingness to cooperate, and a willingness to look far into the future (Husni, 2014). A teacher's work ethic of discipline and responsibility towards their teaching schedule can apparently increase student creativity. Disciplined and responsible teachers mean they have a good level of mental and physical health (Witarsa et al., 2020).

Previous empirical studies have shown that teacher professionalism in Indonesia urgently needs to be improved (Siswandari, 2013; Lestari and Purwanti, 2018; Rohmat, 2019). This is because teachers are the determinants of educational success (Dwirahayu et al., 2020) and external factors that influence quality (Dahar 2011; Syarifuddin, 2011) which affect the implementation of education, and the factor of mastery of subject matter (Dahar, 2011). Low teacher professionalism is certainly closely related to low work ethic. A teacher's work ethic is very important for an educator to have, because without a high work ethic, it is impossible for the educational goals previously stated to be achieved. Therefore, in relation to student learning motivation, a teacher's work ethic is needed to achieve maximum educational output. Low work ethic will have an impact on low student learning motivation, as observed in the results of

observations of students at SMP Daarut Tauhiid Boarding School Batam when teachers are late to class and often leave the class, resulting in a low level of awareness of students' independent learning and students are less disciplined and indifferent to lessons in class, based on observations by the principal and vice principal of curriculum as well as the results of teacher supervision at SMP Daarut Tauhiid Boarding School Batam, there are several teachers who still have a low work ethic.

Daarut Tauhiid Boarding School Batam as an Islamic boarding school has the responsibility to produce students who are faithful, have noble character, are knowledgeable, independent and responsible, by providing moderate religious education and national insight, practicing the values of tolerance, and forming a strong character through daily life discipline in a structured social environment. The most important factor to achieve this is the role of a teacher who is able to be a role model for his students, while exemplary behavior cannot be achieved except with work ethic and sincerity in carrying out duties as a teacher. Allah SWT. says in the Qur'an Surah Al-Ankabut verse 69 which means: "And those who strive for (seeking) Our pleasure, We will surely show them Our ways. And indeed, Allah is truly with those who do good." And the Hadith of the Prophet SAW. which means: "Be enthusiastic about things that benefit you. Ask for help from Allah, do not be weak." (HR. Muslim).

To produce teachers who have a high work ethic, the program implemented is training through the habituation of Mutaba'ah Yaumiyah (MY), namely the habituation of teachers' daily obligatory and sunnah worship activities which include the obligatory 5 daily prayers in congregation at the mosque, the sunnah Tahajjud prayer of at least three rakats along with witr, the dluha prayer of at least four rakats, the rawatib prayer of at least 10 rakats, the recitation of the Qur'an at least one page, fasting on Mondays and Thursdays at least three times a month, charity of wealth, morning and evening dhikr, istighfar 1000 times, reading shalawat 100 times and listening to the morning study of qolbu management (MQ). This training consists of stages of socialization, implementation, reporting, monitoring and evaluation.

The actual problem regarding the lack of work ethic of some teachers above is the main reason for carrying out community service (PKM) to improve the work ethic of teachers through the habit of Mutaba'ah Yaumiyah (MY), by carrying out this service, the impact can improve the work ethic and professionalism of teachers at SMP Daarut Tauhiid Boarding School Batam, so that the goals of national education in general and the school's vision in particular can be achieved well.

## **Methodology**

This Community Service (PKM) was carried out from August 20 to September 21, 2025, involving 25 teachers in At SMP Daarut Tauhiid Boarding School Batam, the partners involved in this PKM program include the vice principal for curriculum, the head of administration, school management, and lecturers from the Hidayatullah Islamic Institute in Batam. The PKM program is implemented in a managerial manner, consisting of planning, organizing, implementing, controlling, and evaluating. The following is a descriptive explanation of the stages of this PKM implementation.

### **1. Planning**

At this stage, the PKM team identify general and specific problems related to teacher work ethic through coordination with the school represented by the vice principal and the head of administration, conduct planning related to the implementation time, preparation of activity

formats, identification of materials and materials used, instruments used. This planning activity is carried out in direct discussions with partners from the school, the results agreed upon in this planning are in the form of a description of the implementation of real activities in the field.

## 2. Organizing

At this stage, the team and event organizers determine the right people to handle certain areas of work related to training needs, such as participating teachers, the formation of a training organizing committee, the appointment of event presenters, welcoming remarks and so on. Community Service (PKM) takes the form of training and direct delivery of materials to increase participants' understanding, understand the urgency of work ethic and the correlation between the impact of the Mutaba'ah Yaumiyah (MY) habituation that will be carried out on teachers' work ethic.

## 3. Implementation

In the implementation stage, the training was carried out according to the schedule that had been prepared and determined. The training was officially opened by the Principal. Next, the team provided direct training (Offline) four times every Friday, at 15.45 – 16.45 WIB in the period of August 20 to September 21, 2025. At the first meeting, material was given on teacher work ethic which included definitions and theories, urgency, characteristics of work ethic, and factors that influence work ethic. In the second meeting, participants were given material on teacher professionalism which is closely related to the spiritual strength or spiritual value of a teacher, which will then have an impact on a high work ethic. In the third meeting, participants received material in the form of theory about the exemplary nature of a teacher starting from their obedience in worship, as well as direct practice on the implementation and habituation of Mutaba'ahh Yaumiyah (MY). The fourth meeting was a joint reflection and assessment of work ethic after the PKM was carried out.

## 4. Control

At this stage, all participants begin to practice the habit. The daily Mutaba'ah Yaumiyah (MY), which is carried out routinely, is reported in a special system/form that has been provided, filled in every night at the latest at 22.00 WIB. Next, the school's TU section will summarize the Mutaba'ah Yaumiyah (MY) scores for a period of one month (monthly cut off) with a minimum score of 95. Teachers who have not filled out this MY form will be reminded in the group by the TU section to fill it out immediately, as well as providing a commitment letter for participants whose scores are not achieved. The following is an image of the daily Mutaba'ah Yaumiyah (MY) implementation filling form.

Mutaba'ah Yaumiyah		
Admin Sidi Ahsan wa Sahlan AGUS SETIAWAN		
1.1	Sholat Wajib TBM 5x	<input type="checkbox"/>
1.2	Sholat Tahajud 6 atau Witir 3 rakaat/hari	<input type="checkbox"/>
1.3	Sholat Dhuha 4 rakaat	<input type="checkbox"/>
1.4	Sholat Rawatib 10 rakaat	<input type="checkbox"/>
1.5	Sholat Sunnah Lainnya 6 rakaat	<input type="checkbox"/>
2.1	Tilawah Quran (1 halaman)	<input type="checkbox"/>
2.2	Terjemah Quran (1 halaman)	<input type="checkbox"/>
3.1	Shaum Sunnah (3x/bulan)	<input type="checkbox"/>
4.1	Shadaqah Maal	<input type="checkbox"/>
5.1	Dzikir Pagi/Petang	<input type="checkbox"/>
5.2	Istighfar 1000x	<input type="checkbox"/>
5.3	Sholawat 100x	<input type="checkbox"/>
6.1	Menyimak MQ Pagi	<input type="checkbox"/>

Figure 1. Monitoring Form of Daily Mutaba'ah Yaumiyah (MY).

## 5. Evaluation

At this stage, the team conducts reflection and, in collaboration with the school's HR department, the head of school administration, conducts a direct assessment of all participants to assess their work ethic before and after the training, as demonstrated by a comparison of each teacher/trainee's performance scores. The assessment results are provided to all participants through the head of school administration.

## Results and Discussion

The purpose of this Community Service (PKM) is to improve the work ethic of teachers at SMP Daarut Tauhiid Boarding School Batam, by habituating/implementing daily Mutaba'ah Yaumiyah (MY). During the training process, the teachers who participated in the training were enthusiastic and enthusiastic in participating in the training, this can be seen from the presence of 100% of participants who were present throughout the activity. In addition, the participants were always present and went home on time according to the predetermined schedule and followed all the series of events properly by implementing the applicable rules according to the mutual agreement that had been agreed upon at the beginning of the activity.

After this activity is completed, the next objective is to measure the impact of daily Mutaba'ah Yaumiyah (MY) training and habituation on improving teacher work ethic, in this case the overall teacher performance value. Table 1 shows an initial overview of teacher work ethic values indicated in teacher monthly performance values between before and after the training, where the average teacher value before the training was 80.33 and after the training was 93.55, the lowest teacher performance/work ethic value before the training was 64.59 and after the training was 84.02. Furthermore, the highest teacher value before the training was 93.71 and after the training was 97.84. The table illustrates that there is an increase in work ethic values indicated by the performance values of each teacher. The results of this PKM contribute to improving the work ethic and professionalism of teachers at SMP Daarut Tauhiid Boarding School Batam.

*Table 1. Results of Teacher Work Ethic Assessment Before and After Participating in Training*

NO	Participant Name/NIP	Job	Performance Values/Work Ethic		
			Before	After	Average
1	Baihaqi	Teacher	76.36	91.84	84.10
2	Wafda Humayra	Teacher	65.08	96.81	80.95
3	Dina Putri Arianto	Teacher	75.91	88.17	82.04
4	Muhammad Yusuf	Teacher	86.75	97.01	91.88
5	Atikah Maryam	Teacher	86.66	91.06	88.86
6	Nova Anggraini	Teacher	89.46	93.47	91.47
7	Nila Enjeli	Teacher	75.41	92.70	84.06
8	Mumtazah	Teacher	64.59	96.63	80.61
9	Asni Furoida	Teacher	93.71	96.63	95.17
10	Andri Junaidi	Teacher	78.82	96.60	87.71
11	Syahrah Jannah Amalia	Teacher	65.47	84.02	74.75
12	Ma'ruf Mubarak	Teacher	76.24	89.80	83.02
13	Maulfi Pramudya	Teacher	82.48	96.18	89.33

14	Ristamulia Tantri	Teacher	88.27	97.84	93.06
15	Muhammad Al Amin	Teacher	76.75	96.60	86.68
16	Tommy Alex Sander	Teacher	86.76	88.37	87.57
17	Ermaliza Khasanah	Teacher	75.01	90.67	82.84
18	Anna Firdhousi Nuzula	Teacher	88.75	94.47	91.61
19	Saepul Ma'ruf	Teacher	87.98	96.60	92.29
20	Muhammad Ihsan Nashir	Teacher	77.07	96.18	86.63
21	Oka Raka Kuswanda	Teacher	77.44	89.18	83.31
22	Hasan Ramdhani F.	Teacher	83.17	96.00	89.59
23	Imam Mufrodin	Teacher	86.31	96.18	91.25
24	Ade Linda Karuma	Teacher	83.94	85.15	84.55
25	Suhaemi Fendi	Teacher	79.98	95.64	87.81
<b>Average value</b>			<b>80.33</b>	<b>93.35</b>	<b>86.84</b>
<b>The highest score</b>			<b>93.71</b>	<b>97.84</b>	<b>95.78</b>
<b>Lowest Value</b>			<b>64.59</b>	<b>84.02</b>	<b>74.31</b>

Based on the assessment provisions of the Daarut Tauhiid Foundation in 2025, teachers who are declared to have a good work ethic are those who obtain a minimum performance score of 85. The table above shows that 9 teachers who already had a good work ethic before participating in the training were equivalent to 36%. And there were 24 people who already had a good work ethic or equivalent to 96% after participating in the training. The following diagram below shows the percentage of work ethic/performance scores of teachers before and after participating in the training.



*Figure 1. Percentage of Teacher Performance Scores Before and After Participating in Training*

Based on the diagram above, it can be concluded that the daily Mutaba'ah Yaumiyah (MY) training was generally very effective. This is evident from the table, where the calculation results indicate that this training can improve the work ethic of teachers at SMP Daarut Tauhiid Boarding School Batam. The work ethic referred to in this case is the final monthly performance score of teachers by the leadership using a predetermined assessment system and indicators. Based on the training results, it can be concluded that the strength of a teacher's ruhiyah or spirituality

through maintaining obligatory and sunnah worship is closely related to improving work ethic. Islam provides guidance and principles for working earnestly, honestly, and responsibly (Aguilika 2023). Religiosity, as a related term, is understood as the internalization of religious aspects in an individual's heart, in contrast to formal religion (Syofiyanti et al. 2021). The dimensions of religiosity include religious knowledge, beliefs, worship practices, experiences, moral actions, and socio-religious behavior (Fahrudin 2023).

The following is some documentation of activities during the implementation of the activity.



Figure 2. Documentation of Training Implementation

## Conclusion and Recommendations

### Conclusion

Based on the discussion above, the results of this community service (PKM) can be concluded that the training of habituation/implementation of Mutaba'ah Yaumiyah (MY) can improve the work ethic of teachers at SMP Daarut Tauhiid Boarding School Batam. Where the results of the calculation of teacher performance scores before participating in the training by 36% increased to 96% after participating in the training, the average score of teachers before participating in the training was 80.33 and after participating in the training was 93.55, the lowest teacher performance/work ethic score before participating in the training was 64.59 and after participating in the training was 84.02. The results of this PKM contribute to improving the work ethic and professionalism of teachers at SMP Daarut Tauhiid Boarding School Batam.

### Recommendations

A teacher must have the ability to provide an example for his students, in addition to competent teaching skills, teachers must have good spiritual strength, especially in Islamic schools based on Islamic boarding schools and in general for every teacher who teaches in schools. Good spirituality is closely related to a teacher's work ethic. Every leader and management in a school must have a concern for the work ethic of each teacher, in order to achieve the school's vision and mission. To improve teacher work ethic, routine training, mentoring, monitoring and evaluation are needed. Training to habituate/implement Mutaba'ah Yaumiyah (MY) can be conducted to improve teacher work ethic.

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