

Chapter I. Introduction

This section presents information regarding background of study, purpose, objectives, significant of the study, including definition of terms. In addition, this section also provides information regarding the study phases completed and proposed.

A. Background

Indonesia is well known as a religious country. Religion becomes an important life related topic among Indonesian. Many aspects of Indonesian behavior were influenced by their religious beliefs and practices. These phenomena often contrary to the secular countries in which considered individuals' religiosity should becomes a private realm and should not bring it into public area such as workplace. However, majority of the Indonesian would life their religion firmly.

Studies have shown that individual religiosity affecting their behaviors, attitudes and emotions (Hood et al., 2009; Palouttzian et al., 2013). Religion also reported to have impact on mental health, coping and well-being (Pargament, 2015). It shows religion plays prominent roles on human life.

A stressful situation has been reported it experienced among Indonesian nurses who were working in Japan under the Indonesia – Japan Economic partnership program (IJEPA) affected by their working condition and their new live environment. The more stressful situation is likely to happen when they need to practice praying in between work time, while there is no time or no opportunity for practicing it in their workplace. Although it was admitted, praying in between work time was as good remedy for their stressful working condition (Maftuhah et al., 2015).

In secular country like Japan, accommodating religious practice in the workplace was uncommon, especially routine praying in between working hour. Wearing *hijab* (veil) for female Muslim nurses is allowed in most healthcare services. But, practicing regular praying in certain time or in the middle of shift hour (outside rest time) reported a rather problematic than accommodated due to time excused for personal business is should be avoided. To the most japans co-workers, praying is truly personal. Giacalone & Jurkiewicz (2003) argue imposed religion into workplace could promote zealotry and conflict among different religious members and given negative impact on productivity and organization performances.

Workplace is the place where people spending most of their productive time. In which, individual employees' emotions might involved during their work time. Economical and social activities were also existed. Thus, workplace was another home for its workers. Among the Indonesian Muslim, religious activities such as congregation or praying during work hours was

a common religious practice in their home country. Therefore, religion would come along with Indonesian workers' work-life considerably.

In Indonesia, there were little study have been done investigating religion in the workplace and its impact on their behavior or attitudes. This study explored the Indonesian Muslim nurses' perception on their working situation to have better understanding the role of their Islamic belief and practice and its impact on their attitudinal or behavior and job performances. The information was useful to provide an idea for building a framework of religious facilitation program to support Indonesian Muslim nurse who are working in Indonesia and Japan. Furthermore the study result provide an empirical data for further curriculum development in the nursing program, the faculty of medicine and health sciences of UIN Syarif Hidayatullah Jakarta.