

The Influence of Training Toward Business Business Values: An Islamic Perspective

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— *Review of* —
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ABSTRACT

Sharia banking blooming is not balanced with availability of sufficient human resources. Banker versus faqih unhealthy dichotomy, as Syafei Antonio (2008) stated, is that currently sharia banking industry human resources do not master sharia (Islamic Laws) as well as banking competence. This knowledge gap can be overcome with proper training. Sharia banking industry must have certain morality value as a guidance for its members. As an Islamic organization, that operates in accordance with Islamic sharia system, as much as is proper, sharia banking should apply Islamic business value in its daily activity. This research examines such training that will influence Islamic business value application. Theories that be used in this research, are the Islamic perspective theories. Training is examined by Cecep Darmawan's concept of The Prophet Muhammad's training pattern and basic technique. Business value is viewed from Yusuf Qardhawi concept of Islamic business value, those are: not to trade in prohibited things, proscribing usury, proscribing monopoly, honesty, justice, love, tolerance, fraternity and alms. This research is census examination to 56 sharia banking staffs in Bukittinggi, West Sumatera Province, Indonesia. Primary and secondary data are collected by means of field study as well as library research. Questionnaire is tested with validity and reliability tests. The research used nonparametric statistic with Spearman's r_s as analysis tool. Statistics calculations show r_s of training to Islamic business values application is 0,382 and determination coefficient is 0,146. Based on hypothesis testing this research concluded that training has significant influence to Islamic business values application in sharia banking in Bukittinggi. We hope the research will enrich literatures treasure in Islamic perspective on human resources management and organizational behavior science.

Keywords: training, Islamic business values

Background

Prefatory rapid development of Islamic banking industry in Indonesia is not accompanied by the availability of sufficient number of qualified human resources. According to Syafei Antonio (2008), the dichotomy of unhealthy banker versus faqih become a trouble in the availability of human resources for syariah banking. The problem gaps about knowledge, ability, skill, and other factors can be overcome with a training program to the human resources in industries syariah banking. Employee who has knowledge, ability and expertise in two fields at once, namely banking and fields syariah, will be incentivized at work. By having the proper knowledge about operation banking and process

muamalah based on Islamic rules will affect unmannerly employees to implement islamic values business in this organization.

Syariah banking is an organization which runs a business islamic conformity with rules islamic sharia as set up in the Qur'an and the as Sunna. As to the characteristics of the Islamic organization, then in running the daily business activities should have values that are also based on the Sharia rules. Therefore the application of Islamic business values on Islamic banking institution is an inevitability and the main objectives of the company. The performance of Islamic banking institutions, as well as other Islamic-based organization, not just seen from the mundane, such as financial performance or market share, but the performance is more than that which is on the side of *ukhrawi*. The success of the organization in implementing Islamic values in its business performance is *ukhrawi*.

Literature Review

The theory of this research was presented derived from theories scientists thought muslims. Worn theory is from Islamic Perspective. The application of religious values (sharia) in science (2004) by Herman Soewardi glory restore seven the true (the 7th century until the 13th century) over seven mistakes in the wrong (14th century until the 20th century). Recently, much thought want of correcting wrong way of thinking for seven centuries trammel. Understanding to think is true with the scripture (the Qur'an) began to appear. So later reemerging application of sciences on syariah fields of science. Basically have thought this results from the perspective of Islam in the field of human resources management, and unmannerly organizational as in terms of training and values business. Just researchers very rarely use it.

Training is a process of transfer and transformation of lessons from the first party to the second party a grain of science of signs in terms of *kauniyah* (creation, nature) or *qauliyah* (Al Quran) verses, which is derived from the law of the Quran and Sunnah (Cecep Darmawan, 2006). Effors of science transformation which in turn will improve the performance can be conducted by providing the efective training. Because of its importance, the Organization should undertake effective training design process.

Accoding to Cecep Darmawan (2006), there are four types of training and education methods which was developed by the messenger (Rasullullah saw). These methods, namely (1) *Tilawah* method, this method directed to read the verses of Allah in the form of *kauniyah* (creation, nature) and *qauliyah* (Al Quran), (2) *Taklim* method, methods of teaching process where teaching is a process of transfer from the first party to the second, (3) *Tazkiyyah* method, a method of cleaning or ability to make the separation between good and bad things, (4) *Hikmah* method, the ability to pull a hidden lesson or philosophical knowledge of an event.

In Islamic perspective an education process should be based on six basic technicues such as emphaty, recitation, the parables and stories, the journey, *uswah* (be good example) and practical room (Cecep Darmawan, 2006). A supervisor or trainer need to put himself as leader who come as if derived from the same clan and a training activity can not be done just in one time but need repetition (up grading). Meanwhile, the parables and stories have the important role in conducting a training, it can encourage the participants to have critical thinking to the succes or failure story of someone. Journey activity can provide direct experience, empirical, actual and objectivity. Furthermore, the good example from the leader has great influence to the effective employee.

The value is something that is important in the effort to develop a good working attitude. The value is the trust and expectations of the grip which is important for a person or group to behave. The value, in organizational behaviour is one source critical philosophy. Newstrom (1997) mentions that the value is a way of looking toward the goals and specific events that you want. One of the six types of value as expressed by Allport was the value of religion (Religious), the value of unity and human relationship with nature, a high emphasis on ideology and a search on for what human being in the world.

The value of the religion of Islam or Islamic values, is one of the values of the religious or spiritual values of this latter is often a concern in the discussion of management and organization. Understanding Islamic business values are the values of religious and humanist who was the principal elements to build Islamic market clean, commits against the lofty norms and disciplines as well as keeping *halal* (allowed) and *haram* (forbidden) (Joseph Qardhawi, 2004). While the Islamic business values in question is (1) Not haram goods trade; (2) Prohibition of usury; (3) Prohibition of monopolies; (4) honesty; (5) the attitude of the fair (6) and affection; (7) tolerance, charity and *ukhuwah*.

Sahinidis and Bouris (2007) concluded from his research, that the relationship the effectiveness of training and job satisfaction, motivation and commitment had a significant correlation. The Organization trained its employees in an effort to optimize their potential and equip them with the skills required to finish his work (Sahinidis & Bouris, 2007: 64). Caudron (1995) mentions that the company should provide to its employees information needed to do a good job of including the purpose, mission and specific activities that must be done. The needed information can be provided through training on improving the competence of employees. In addition, information about the purpose/mission of the organization. Islamic banking organizations have goals/Mission in terms of rituals of Islam, especially about business values.

Studies conducted by Pawan and Khairul (2000) on Islamic-based companies in Malaysia, concludes that religious values (principles of Islam) which can significantly help attract and retain human resources. The application of the values of Islam are also examined in the public office in the United States by Ball and Haque (2003), along with the rise of Islam as a way of life there. The study States that there is no reason to think that the values of Islam at odds with the values of democracy and the workplace are going well. This means that the values of Islam have been acceptable in the public workplace.

Meanwhile, muslims sometimes have struggled to resolve inconsistencies between their ideal values with the reality in everyday social life (Rice and Ahmad, 2007: 92). This shows that there is still a mismatch of values that should be applied with the actual activity takes place in the organization.

From the explanation above, the background research problems that can be identified is that training is needed to cope with the presence of knowledge gaps experienced by employees of Islamic banking in the city of Bukittinggi. It is expected to enhance the understanding and practice of the Islamic business values in accordance with the rules laid out in the Qur'an and Sunnah to the us. The study also looked at how the influence of training with respect to the application of Islamic business values on Islamic banking in the city of Bukittinggi.

The object of this research is the training and application of Islamic business values with units of analysis of the 56 employees (banking staff) Sharia banking industry that existed in the town of Bukittinggi, West Sumatra. The research of the targets to be achieved, including in the descriptive type-analysis and verifikatif. Descriptive methods aim to obtain a description of the characteristics of the variables examined. This is in accordance with the research objectives that want to discover and produce an analysis of the variables of the study. The method verifikatif is used to test the hypothesis.

The Data in this study consists of primary and secondary data. Primary data collection techniques carried out with field research and interview techniques (interview), through face-to-face, telephone, computer-assisted and electronic media, a questionnaire submitted in person or by e-mail, the observation and diverse motivational techniques. Field research is intended to get more accurate research data. Secondary Data obtained through literature studies (library research).

Questioner measuring instrument testing done with test validity and reliability tests. The validity of a test uses Spearman Rank correlation to see whether the measuring instrument drawn up to measure what needs to be measured. Reliability test for measuring the degree of confidence or reliability of measuring instrument used is the technique of two side (split-half).

Analysis of data in research uses statistical analyses nonparametrik. Statistics nonparametrik is the test statistical not set for model of the population, the terms of a parameter this means not need a special parameters of objects observed. Statistics nonparametrik used is the correlation coefficient spearman rank-order. The correlation coefficient spearman rank-order (a correlation coefficient rank spearman symbolized by r_s) commonly used to measure correlation between variables research. The rate of interdependency (coefficient determination) against the dependent variable determined by squaring -digit correlation

Results and Discussion

The results of the calculation of correlation item-the item variables statements about training, it is known that the entire item is located at a significance level of more than 1% and the overall number of such correlation was greater than his numbers (0.250), so it can be concluded that the statements about valid training variables. Based on the results of the processing of the questionnaires, for training, 93% of respondents agreed with the Prophet method and 94% agreed with the basic techniques applied training in the concept of education and coaching by Islami in six shapes need to be developed and applied in the training programs.

The responses of the respondents upon the statements in the questionnaire about the application of Islamic business values is quite diverse. The diversity that is visible from the answer of very appropriate to very not appropriate given by respondents. This happened on certain statements. Generally, 79% of respondents responded accordingly and a great fit. There are 15% less appropriate, whereas the remaining 4% and 3% respectively responding to inappropriate and not very appropriate. From the responses of the respondents can be seen that the values of Islamic business according to the proposed concept has been applied to both the live activity of the organization.

From the responses of the respondents will be variable training, seen that in spite of a positive response to the proposed statement, employees still need training to increase the competence of bank employees with the methods used by the Prophet. Variable Islamic business value needs to be applied on Islamic banking in the city of Bukittinggi is more consistent on Sharia law. Questions responded less agree is about company regulations that do not loose or flexible. This is normal to happen on the banking world that does have very strict rules of Indonesia's banking authority.

With the calculation of the correlation coefficient, Elizabeth Pohl statistics rank Spearman (r_s) training with respect to the application of Islamic business values is sebesar 1.495. The level of training of keberpengaruhan between application of Islamic business values was 14.6% (no strong influence). Thus as much as 85.4% of the application is affected by other variables outside of research.

Based on hypothesis testing, it is concluded that training has a significant influence on the business application of Islamic values in Islamic banking in the city of Bukittinggi. It is proved from the value of t calculation on the training of 3,065 whic is greater than t table amounted to 2,000. Meanwhile, the level of influences between application of islamic business values on training was only 14.6%. It means that the application of Islamic business values has not strong influence on the existing training program at Islamic banking in Bukittinggi.

Conclusions and Suggestions

The training pattern construction and education carried out by the Prophet on the basis of Al Quran Surat Al Jumuah (62) paragraph 2 the methods of recitations; tazkiir; tazkiyyah; and wisdom, and the basic techniques of educational process the sense of empathy; repetition; parables and stories; journey; uswah; and provide practical space, needs to be done by Islamic banking in the city of Bukittinggi to increase the competence of human resources in carrying out his duties. Islamic business values as expressed by Yusuf Qardhawi i.e. not haram goods trade; prohibition of usury; prohibition of the monopoly; honesty; fair; affection; and tolerance, charity and ukhuwah, needs to be applied on Islamic banking in the city of Bukittinggi as Islamic sharia-based organization

Based on hypothesis testing concluded that training has a significant influence on the business application of Islamic values in Islamic banking in the city of Bukittinggi. Therefore, training has been done needs to be improved because it has an impact on the application of Islamic business values on Islamic banking in the city of Bukittinggi to further develop Islamic banking industry and rituals of Islam in the days to come.

Research on the pattern of training with coaching and education carried out by the Prophet and the basic techniques of the educational process, and the application of Islamic business values according to Yusuf Qardhawi need to continue to do because it is a thought-provoking concepts are relatively new as an effort to expand the study of Islamic sciences to applied in the field of management science in particular human resources management. The next research more in depth on the Islamic finance industry to another is expected to support the process of Islamization of knowledge.

As for the practical suggestions that can be made are as follows. First, Islamic banking in the city of Bukittinggi need to develop training programs to improve the competence of human reasources Training programs developed are not limited to the technical aspects of Sharia banking operations, but also aspects of the philosophy of law-Sharia law that the underlying disease in greater depth by engaging scholars who understand muamalah Fiqh jurisprudence.

Second, the values of the noble Islamic business need to keep is examined from Al Quran and Sunnah As theoretical and applicative so that it can be applied in daily activities. The activities of public management is primarily about the fatwa-contemporary fatwa in business need to be implemented consistently. In addition, employees need to be involved in the coaching program routine to maintain the stability of the enlightenment and the struggle to become always invites to something good and prevents it from something that is not good.

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