
THE EFFECT OF SHARIA SYSTEM ON INDIVIDUAL ABILITY AND WORK ACHIEVEMENT IN SME BUSINESS (CASE STUDY OF UD SANIJA BAKERI PLUMBON CIREBON)

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ABSTRACT

Various ways are taken by the company in order to survive and develop in its operations process. One of them is related to productivity improvement programs, among others, the first covers the dynamics of organizational structure, the second covers processes in HRM and the third covers the mechanism of HR implementation. The ability or ability refers to an individual's capacity to do various tasks in a job. Islam has provided very clear guidance. Kafa'ah or expertise and skills are obtained through education, training, and experience. Himmatul 'Amal or a high work ethic was achieved by making worship motivation the main driver in addition to reward and punishment motivations as well as material gains. And Trust or trustworthiness and responsibility are obtained by making monotheism as the main driving force and controller of behavior. The purpose of this study is to improve and maintain the quality of individual employee abilities and work performance. One way to maintain and improve individual employee abilities and work performance is to hold intensive job training for employees who have a working period of at least about 1 year. This research is quantitative research. Quantitative research methods can be interpreted as a research method based on the philosophy of positivism, used to examine a particular population or sample, data collection using research instruments, statistical data analysis, to test the hypotheses that have been set. Based on this research the equation results can be obtained as follows: From the results of the F test that has been done, it can be seen that there is an influence of individual ability and work performance on work productivity at UD Sanija Bakeri Plumbon Cirebon. This is indicated by the calculated F value greater than F table or the significance of F smaller than the alpha value

INTRODUCTION

The way things work in every organization is constantly changing. Various ways are taken by the company in order to survive and develop in its operations process. One of them is related to productivity improvement programs, among others, the first covers the dynamics of the organizational structure, the second covers the processes in HRM and the third covers the mechanism of HR implementation. (Triton, 2007).

The company will be able to carry out its functions if it meets the necessary requirements, such as having a clear vision and mission that has an important role in terms of operating the company's activities, having an adequate workforce both in terms of skills / skills. In an employee has the ability / ability as one form of requirements for the fields required by the company. The ability / ability of each employee in various fields that have been determined by manufacturing companies in particular have more complex requirements.

The individual work ability of employees is related to the length of service that is positioned in certain areas of the company. Employees who have long worked in certain companies, have a variety of experiences related to their respective fields. In carrying out daily work the employee receives various inputs regarding work performance and seeks to solve various problems that arise, so that in all matters of life the employee receives information or as a performer of all the activities they do in the company, the employee has gained work ability (Alex Nitisemito, 1996).

Judging from the ability of work which is mostly seen when carrying out their duties as employees in certain fields and in achieving a

relatively long time. When a person rises from a lower level to a higher level in an organization, less technical skills are needed, at the same time more conceptual skills are needed.

In management, what is important is how to take advantage of differences in the ability of employees on the appropriate tasks so that each can show maximum performance.

Human abilities can change and can be improved by practice. While skills can be added by working on it repeatedly this ability is used as the capacity to do various jobs. To measure this capacity can be divided into intellectual abilities and physical abilities (Marwan, 1989). Physical abilities play a greater role in complex jobs that require information processing requirements, special physical abilities have an important meaning for doing jobs that are less demanding of skills and are more standardized successfully..

This intellectual ability is needed to show mental activities. In general, it can be said that the higher the hierarchy of one's position in a company organization, the more intelligent and verbal abilities are needed to succeed in his work. There are several dimensions to ensure a person's general intellectual abilities, verbal comprehension, sexual speed, deductive reasoning, visualization of space and memory (memory) (Stephen. Robbins, Organizational Behavior, Tenth Edition, Pearson Education, Inc., New Jersey. Molan, 2006). These mental and physical abilities are needed for successful performance. So that by showing maximum performance will be proportional to the productivity achieved by each employee.

Management must be better able to identify which physical abilities are appropriate to the type of work because each employee has different types of physical abilities. This ability

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cannot be confirmed at the initial test alone, so managers must monitor it until they are sure that they can indeed be productive in that place. This process is usually taken through an apprenticeship system or a trial system (Muchlas, 2005). Indicators of basic physical abilities that consist of dynamic, static, explosive, body coordination and stamina strength.

The work skills possessed by Sanija Bakery include an educational background in accordance with their field of work. In particular, the head of each section of a particular work field has provisions on work experience related to work tenure in his field of work, skills in organizing work groups before work or in the course of production operations during the tender period.

Sanija Bakeri has two types of employee parts, namely core employees and staff, as well as some highly complex expert employees with workers' characteristics that are certainly different from each other. Every time a project collaborates with a particular institution, it involves employees who are employed during the project's work period. In 2012, Sanija Bakeri produced bread for sale in warungs and markets in the Cirebon region as a wheel of the family economy.

Table 1

Employee Data of Sanija Bakeri in 2015

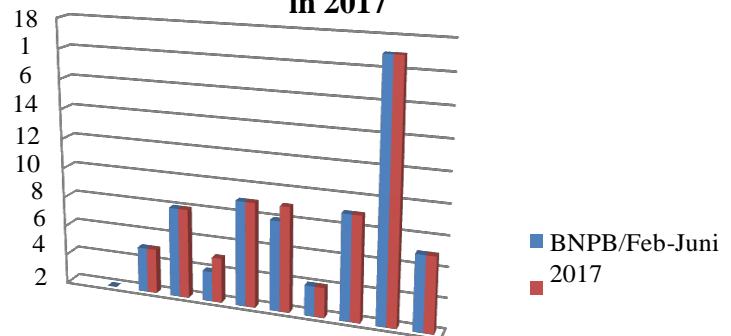
Division	Qualification			
	SD	SMP	SMA	S1
Security	1	1	1	-
AdministrationAd	-	-	4	-
Sorting	-	2	-	-
Cutting	1	3	3	-
Driver	-	1	-	-
Steel	-	2	4	-
Mine	-	-	2	-
Screen printing	-	-	7	-
Painting	1	-	15	-
OB	1	2	2	-

Years of service			
> 1 Th	1-3 th	3-5 th	5-8 th
-	2	1	-
-	2	2	-
-	-	-	2
2	3	-	2
1	-	-	-
-	-	5	1
-	-	-	2
1	5	-	1
3	6	4	4
2	1	1	1

Source: SOP dan Job Description

Picture 2

Development of Sanija Bakeri's Employees in 2017



Sources: SOP dan Job Description Sanija Bakeri Plumbon 2017

The company's operational standards stipulate that in certain fields, employees must have certain requirements specified in the job description. This relates to the employee selection process needed by the company in certain operational sections and specifications / requirements in terms of capabilities / skills possessed by job seekers. However, not all operational parts have specific specifications that must be possessed by job seekers because the need for a large workforce (labor intensive) is determined on the project to be worked on.

According to the Head of Production PLT, the company has its own way to select prospective employees who have submitted job applications until there are employee positions that can be occupied. The company does not

Because this is a superior personal measure as in the hadith of Muslim history, a strong believer is better and more loved than a weak believer and in all things always do the best, get what is useful for you, and ask for help from Allah, and don't be weak . If you are struck down by something then don't say: "If I do this, surely this and that," but say "Allah SWT has determined and wants me" if it was the work of Satan.

In this hadith implies that as a believer it is recommended to be a strong or superior person by strengthening faith, exploring abilities (ability) and reproducing useful actions (Nur Diana dan Ilfi, 2008). As a well-developed company, Sanija Bakeri shows its existence while maintaining good performance during the production process, so that work productivity will be maximized. At Sanija Bakeri, human resources are the main means for leaders to achieve the desired company goals. Especially in the production department to achieve maximum production results with the aim of maintaining the continuity of the operation of company activities so that employees are able to perform optimally with the realization of increased work productivity. The optimal level of productivity is what is important for Sanija Bakeri to be able to meet consumer demand faster and with good quality.

METHOD

This research is a quantitative research. Quantitative research methods can be interpreted as a research method based on the philosophy of positivism, used to examine a population or a specific sample, collecting data using research instruments, statistical data analysis, with the aim to test a predetermined hypothesis. Quantitative approaches aim to test theories, and construct facts, show a mix of variables, provide statistical descriptions, estimate and predict the results. Research designs that use quantitative approaches must be structured, standardized, formal, and designed as thoroughly as possible

beforehand. Quantitative research is used by the author to determine the effect of the variables in this study, namely the ability of individuals and work performance to work productivity of Muslim employees in CV Sanija Bakeri Plumbon Cirebon

RESULTS AND DISCUSSION

UD Sanija Bakeri was established on February 7, 2012, founded by a pair of brothers namely Mr. Muslimin and Mr. Sanija who from the beginning stood up to now have a factory in Bodelor Village, Plumbon District, Cirebon Regency.

UD Sanija Bakeri is a home-based industrial company engaged in the snack food trade. Which since its establishment until now has a factory in Ds Bodelor Kec. Plumbon, Cirebon Regency. This household factory is a combination of several companies which become one unit where each company in it has the activities of each of its businesses (business units). Following this, UD Sanija Bakeri's efforts to improve the quality of the company continued.

Before the analysis is conducted, the author will first explain the data of respondents used as samples taken from the following UD Sanija Bakeri employees:

a. Grouping Respondents Based on Trust

Grouping respondents based on trust in UD Sanija Bakeri Plumbon Cirebon employees can be seen in the following table

Table 5
Grouping Respondents Based on Trust

Belief	amount	Percentage
Islam	15	100%
Non muslim	0	0%
	amount	100%

Source: Questionnaire data processed, 2017

From the table above shows that of the 15 respondents are Muslim (100%) while non-Muslim 0 employees (0%). So the authors took a sample of Muslim employees UD Sanija Bakeri Plumbon Cirebon as many as 15 respondents

b. Classification of Respondents by Gender

Grouping respondents by gender can be seen from the following table:

Table 6
Characteristics of Respondents by Gender

Jenis Kelamin	Jumlah	Porsentase
Laki-laki	10	60%
Perempuan	5	40%
Total	15	100%

Source: Questionnaire data processed, 2016

Based on the table above it can be seen the number of male respondents as many as 10 people (60%) and the number of female respondents is 5 people (40%). So the dominant workers at CV .UD Sanija Bakeri are men.

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c. Group Respondents by Age

The data regarding the age of respondents based on age is presented in the table below

Table 7
Characteristics of Respondents by Age

Age	Amount	Porsentase
17-20 Year	1	
21-30 Year	10	
31-40 Year	1	

>40 Year	3	
Amount	15	100%

Source: Questionnaire data processed, 2016

Based on the information in the table above it can be clearly seen that the age of employees at UD Sanija Bakeri is divided into four groups. Those aged 17-20 years 1 employee or 28%, aged 21-30 years 10 employees or 48%, aged.

31-40 years 1 employee or 13%, while those aged > 40 years 3 employees or 11%. This shows that the employees of UD Sanija Bakeri are mostly aged between 21-30 years

d. Grouping Respondents by Education Level

The data regarding the education level of UD Sanija Bakeri Plumbon Cirebon employee respondents are as follows:

Table 8
Characteristics of Respondents by Education Level

Last education	Respondent	Percentage (%)
SD	4	
SMP	8	
SMA	3	
Sarjana	0	
Amount	15	100%

Source: Questionnaire data processed, 2016

Based on the information in the table above it can be seen about the latest education level of UD Sanija Bakerii employee respondents, which shows that the majority of respondents are elementary school graduates as many as 4 people or 9%. The level of junior high school education is 8 people or 21%, high school education is 3 employees or%, and there is no undergraduate education.

e. Grouping of Respondents by Revenue

The data regarding the income of UD Sanija Bakeri employee respondents per month are as follows:

Table 9
Characteristics of Respondents Based
Income

No.	Income	Frequency	Prosentase
1.	Rp. 700.000,- s/d Rp.	6	28%
2.	Rp 1.000.000,- s/d Rp	4	23%
3.	Rp 1.300.000,- s/d Rp	2	32%
4.	Rp 2.000.000,- s/d Rp	3	17%
	Jumlah	15	100%

Sources: Questionnaire data processed, 2017

Based on the information in table 9 it can be explained that the monthly income of UD Sanija Bakeri's employees is income Rp 700.000 – Rp 1.000.000 as much 6 the employee, income Rp 1.000.000 – Rp 1.260.000 as much 4 employee, income Rp 1.300.000 – Rp 1.800.000 sebanyak 2 employee, as much Rp 2.000.000 – Rp 3.000.000 as much 3 employee, And income of more than Rp 3.000.000 as much 3 People.

This shows that the majority of UD Sanija Bakeri employees have intermediate income Rp 1.300.000 – Rp 1.800.000

f. Grouping Respondents Characteristics Based on Years of Service

Table 10
Characteristics of Respondents Based on
Years of Service

Source: Questionnaire data processed, 2016

No.	Years of service	Responde	Prosentas
1.	< 1 Tahun	4	15%
2.	1-3 Tahun	3	32%
3.	3-5 Tahun	7	30%
4.	> 5 Tahun	1	23%
	Jumlah`	15	100%

Based on the information in table 10 it can be explained that the working period of UD Sanija Bakeri's employees is less than 1 year by 4 employees, for 1-3 years by 3 employees, for 3-5 years by 7 employees and for more than 5 years by 1 employee

g. Classification of Respondents
Characteristics Based on Position
Tabel 11

Characteristics of Respondents Based on
Position

No	Division	Frequency	Percentage
1	Make dough	1	2%
2	Pengovenan	2	13%
3	Wrapping	5	4%
4	Packing	0	13%
5	Cleanliness	0	2%
6	Administration	1	15%
7	Sales	2	2%
8	Distribution	3	13%
9	Material purchase	3	25%
10	Engineer	1	11%
	amount	15	100%

Source: Questionnaire data processed, 2016

Based on the information in table 11 it can be explained that the position of UD Sanija Bakeri's employees is as much as 2 employees each in the security, driver, administration, production 10 and meking division of 5 employees, sorting section of 2 employees, steel section of 7 employees, section painting of 12 employees and OB section of 5 employees. So most of the positions at UD Sanija Bakeri are in the production department.

After the researchers conducted research directly by distributing questionnaires submitted to staff employees and the UD Sanija Bakeri Plumbon Cirebon production section. Then the researchers processed the questionnaire answer data that had been filled out by staff employees and the production department. In processing the results of the questionnaire researchers used the SPSS 16.0 application, it can be explained as follows:

From the results of t tests that have been done, it can be seen that the individual's ability

partially has a negative and not significant effect on the work productivity of Muslim employees of UD Sanija Bakeri Plumbon Cirebon. From the calculation of the regression coefficient obtained with a significant level greater than α . The beta coefficient value is negative, which means that individual ability does not have a tendency to affect the work productivity of UD Sanija Bakeri Plumbon Cirebon.

The effect of individual ability on work productivity above means that it is not in line with the research conducted by (Siti Masfufah, 2010) yang menyatakan terdapat pengaruh positif dan signifikan kemampuan intelektual terhadap produktivitas kerja karyawan. Hal ini menunjukkan bahwa pada UD Sanija Bakeri ini karyawan kurang menunjukkan kemampuan individunya. Perusahaan memang memiliki cara tersendiri dalam menyeleksi calon karyawan yang mengajukan lamaran kerja hingga ada posisi karyawan yang dapat diduduki.

The company does not have special qualifications in selecting employees in the production section (non staff) as long as they have the desire to work hard and train with work partners over time.

Every job makes different demands on people and that people have different abilities. Therefore employee performance is improved if there is a match between work and ability (Sucipto, 2008).

Ability is the capacity of an individual to carry out various tasks in carrying out work or an assessment of what a person can do now. And because of these different abilities, it can be used to predict the implementation and work of someone who works together in a particular organization (M.Thoha, 2005). This was confirmed also in a hadith which states that:

"When the trust is destroyed, then wait for the destruction. " A friend asks: "How was it?" The Messenger of Allah (may peace be upon him) said: "When an affair (work) is given to a

non-member, then wait for its destruction.." (HR. Bukhari:57) (Syihabuddin Abil Abbas Ahmad bin Muhammad Asy Syafi'i al Qustholani., 1996).

The hadith emphasized that Islam is concerned with the expertise and skill of a person in carrying out every business, including work problems. Expertise and skills can generally be obtained or enhanced through formal and non-formal education, training and experience (Widjajakusuma, 2002). So it can be concluded that the ability of individuals carried out by UD Sanija Bakeri Plumbon Cirebon does not affect the work productivity of employees at UD Sanija Bakeri Plumbon Cirebon.

From the results of t tests that have been done, it can be seen that work performance is partially positive and significant effect on work productivity of UD Sanija Bakeri Plumbon Cirebon. From the results of the calculation of the regression coefficient obtained with a significant level smaller than α . The beta coefficient value is positive, which means that work performance has a tendency to affect the work productivity of UD Sanija Bakeri Plumbon Cirebon.

This also shows the harmony in the statement of the head of the PLT in the field of production which states that at any given period of employment of employees (a period of 3 months of work), UD Sanija Bakeri also provides some additional rewards in addition to the basic salary ie when passing a few months / years of work company. So that is what makes employees show their loyalty to the company in this case give and take each other.

The effect of work performance on work productivity above means that it is in line with research conducted by Melia Ayu Kusumaningrum which states that there is a positive and significant influence of intellectual ability on employee work productivity.

From the results of the F test that has been done, it can be seen that there is an effect of individual ability and work performance on work productivity at UD Sanija Bakeri Plumbon Cirebon. This is indicated by the calculated F value greater than F table or the significance of F smaller than the alpha value.

The results of this study are in line with research conducted by Melia Ayu Kusumaningrum which states that simultaneously variable work ability, work performance and work wages have a significant effect on employee work productivity at the Roti Sari company in Surakarta.

This is in accordance with the determination that the ability to show broad characteristics and have stable responsibility characteristics at the maximum level of achievement. This means that the ability to enable someone to do something through mental and physical. The ability of an employee which includes physical ability and intellectual ability has an influence on work productivity both in terms of quality (suitability of work performed), quantity (expected number of targets), timeliness expected in the completion process. Therefore employees must improve their abilities in order to increase work productivity better.

Islam mengenal istilah *The Right Man In The Right Place/Job* yaitu promosi seseorang untuk jabatan tertentu dikarenakan oleh prestasi kerja dan keahlian, amanah dan *quwwah*, *hafidz* dan *'alim* bukan oleh karena hubungan personal dan loyalitas. Sehingga UD Sanija Bakeri Plumbon Cirebon harus selalu memperhatikan kemampuan setiap karyawannya baik kemampuan fisik ataupun kemampuan intelektual serta prestasi kerja. Oleh karenanya kinerja setiap karyawan dapat ditingkatkan apabila ada kesesuaian antara pekerjaan dengan kemampuan karyawan itu sendiri.

CONCLUSION

Based on the results of data analysis it is proven that there is no significant effect between individual ability on employee work productivity at UD Sanija Bakeri, it can be concluded that partially individual ability has no significant effect on employee work productivity. This is possible because the company does not have special qualifications in selecting employees in the production (non staff). The company relies on the ability of employees provided they have the desire to work hard and practice with work partners over time. This is due to the need for labor that is more group and labor intensive in each field of production so that the achievement of the quantity and quality of work results cannot be separated from work partners.

Based on the results of data analysis that there is a significant influence between work performance on employee productivity at UD Sanija Bakeri. This is because each employee's work performance can be measured through the value of the output produced by the employee and is monitored directly every day of the project by the supervisor. In addition, in carrying out an output the employee does it in partnership so that the results achieved by Muslim employees are maximum, effective and efficient.

Individual ability and work performance simultaneously have a significant effect on the work productivity of Muslim employees at UD Sanija Bakeri. The second most dominant variable influencing the work productivity of Muslim employees is the work performance variable. So it is known that an individual's ability and work performance of an employee has an influence on his work productivity.

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