

## Implementation Of Islamic Values On Corporate Employees

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**Abstract:** *Human resources is one important factor for the survival of a company or institution, because with the management of human resources the performance process of a company or institution can run well so that it supports the achievement of the vision, mission and objectives of the company. Along with the times of rapid economic development has led to many companies that no longer pay attention to Islamic values in the daily activities of the company in order to achieve corporate goals. This research aims to find out and analyze how the implementation of Islamic values on daily life employee day. This study uses a qualitative approach to the type of case study research. Data collection techniques used were observation, interviews, and documentation. The results of this study show that in daily life every employee of the company has adopted Islamic values where every female employee who is Muslim is required to wear the hijab, besides that during prayer hours all employees go to the mosque provided by the company and the company make recitation routine every month.*

*Keywords: Islamic Values*

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### Introduction

Background The company is a place of production activities, both goods and services, as well as a gathering place for all factors of production. The company can also be defined as an institution in the form of an organization that is operated with the aim of providing goods and services for the community with a profit motive or incentive. Understanding the company can be found in Law No. 3/1982 concerning Mandatory Registration of Companies (Mandatory Registration of Companies). Article 1 letter b is every form of business that is permanent and continuous and which is established, works and is domiciled within the territory of the Republic of Indonesia with the aim of obtaining profit and / or profit.

Production which processes economic resources to produce goods and services for the community with MurtiSumarni 1997, the definition of a company is a unit of activity aimed at providing community needs and making a profit. Meanwhile, according to Elbert and Griffin, the meaning of a company is an organization that produces goods and services for profit.

From the Expert Opinions above it can be concluded that the Company is the place of production activities and the gathering of all factors of production.

But as the development of the current era, many companies no longer care about Islamic values for company employees, the application of Islamic values is no longer number one in the

company, the goal is only ambition for profit alone. There are so many companies that do not prioritize Islamic values, the company provides prayer rooms but on the top floor, the company provides rest time for ishoma employees but also imposes a lot of work so that the rest time is no longer used for praying and eating but to eat and return to continue work again.

From the description above, the author is interested in raising the issue in a paper in the form of research with the title "Implementation of Islamic Values Toward Company Employees"

**Problem Formulation** Based on the background stated above, it can be concluded the formulation of the problem is how the application of Islamic values to company employees.

**Research Objectives** The purpose of this research is to find out and analyze how the application of Islamic values of company employees and how companies maintain Islamic values in each employee.

**Research Benefits** The benefits of this research are as follows; a. For writers Can provide deeper knowledge about the application of Islamic values of company employees. b. For the company. This research is expected to be used as a reference in making policies in the application of Islamic values of company employees. c. For Future Researchers This research is expected to be used as a basis for the development of further research and the development of science in the future.

## **Theoretical Basis**

**Theoretical foundation 1. Islamic Values** Basically the general concept that exists in our society about the term value is an economic concept. The relationship of a commodity or service to goods that someone wants to pay to bring up the concept of value. Whereas the specification of value in economics is everything that is requested and desired by humans who can meet the needs, then the goods contain value. However, the meaning of value in this discussion is different from the concept of value in the field of bank economics because this discussion is subject to people and their behavior, then we will talk about things that can help humans to be more valuable from an Islamic point of view. According to ZakiyahDarajat, defining values is a set of beliefs or feelings that are believed to be an identity that gives a special pattern to patterns of thought and feeling, attachment or behavior. If the definition of value is a belief or identity in general, then the translation in the form of formulas, rules or terms of implementation is called the norm. In other words, norms are the translation of values according to their nature and values. The definition of true and universally accepted values according to Linda and Ricard Eyre is something that produces behaviors and behaviors that have a positive impact both on the run and on others.

**Values Contained in Islam** The extent of the teachings of Islam must be understood by a believer who wants to practice the teachings of Islam in a khaffah, but all of them are also important to know is an understanding of the values or elements contained in the Islamic religion. Islamic education among the people is one form of the manifestation of the ideals of Islamic life to preserve, transfer, instill, and transform Islamic values to the person of his successor. Thus the personality of a Muslim must essentially contain values that are based on or

imbued with faith and piety to Allah SWT as an absolute source that must be obeyed. Obedience to the absolute power of Allah contains meaning as total surrender to him. And if humans have been fully devoted to God, it means that they have been in a dimension of life that can prosper life in the world and make life happy in the hereafter.

The dimensions of life that contain ideal values of Islam can be categorized into three categories, namely:

- a. Dimensions that contain values that improve the welfare of human life in the world.
- b. Dimensions that contain values that encourage humans to achieve life in a happy afterlife.
- c. Dimensions that contain values that can combine the interests of worldly life and ukhrawi.

From the 3 dimensions of life values, it should be planted to grow in the Muslim person as a whole through a culture process pedagogical with a diverse educational system or structure. From this we can know that the dimensions of Islamic values which emphasize the balance and harmony of ukhrawi's worldly life become the ideal foundation to be developed / cultivated in the Muslim person through education as a cultural tool. The values of Islamic education are basically based on Islamic values that cover all aspects of life. Whether it's regulating human relations, and human relations with the environment. And education here has the duty to maintain, instill, and develop the continuity of the functioning of these Islamic values.

As for the values of Islam when viewed from the source, they are classified into two types, namely: a) Divine Values are values derived from the Qur'an and hadith. Divine value in theological aspects (the rules of the faith) will never experience change, and does not tend to change or follow human appetite. While its natural aspects can experience changes according to the era and environment. b) Human Value Human value is the value that grows and develops on human agreement. This human value will continue to develop towards a more advanced and higher direction. This value comes from you, customs and reality.

## **Research Methods**

**Research Approach** The research approach used is a descriptive research approach which is a method in which data is collected, compiled, interpreted and analyzed in order to provide a picture of a particular situation so that conclusions can be drawn. According to (Sugiyono, 2018) The purpose of descriptive research is to make systematic, factual, and accurate description of facts and characteristics of populations or specific regions.

In this study, the type of data used is Qualitative Data. A qualitative approach is an approach in conducting scientific-oriented research. In this study, the source of data used is primary data. Primary data is data obtained by conducting research directly at the research site, in order to find information as supporting data for research.

The data collection techniques used are through observation, study of documentation and interviews.

1. Interview, According to (Lexy J Moleong: 135) interview with the purpose of a particular conversation. In the method of researchers and respondents directly (face to face) to obtain information verbally by getting objective data that can explain the research problem.
2. Study documentation. According to (Juliandi, 2015) is a written record of various activities or events in the past by collecting data by seeing or observing directly an object under study.
3. Observation / Observation. According to (Juliandi, 2015) is the activity of seeing a condition directly on the object under study.

The data analysis technique used in this study is to use descriptive methods. Descriptive analysis is a data analysis technique that will be used, collecting data that has been determined, then grouping it, interpreting, and analyzing data and compared with theory, so that it can provide information and clear images then a conclusion is drawn and then give advice.

## **Research Result**

In applying Islamic values to companies, it is indeed not easy, but it is also not difficult if the company has good leaders. A good leader will direct his company's employees to continue implementing Islamic values in the company. A good leader is not only directing but he is also involved in not only directing his employees to implement Islamic values but also applying Islamic values for themselves. Plurality as sunnatullah is a legacy that must be appreciated and ammunition that can be used to strengthen the process of implementing da'wah. Much of the wisdom of da'wah can be explored in society from that plurality. Related to this, religious speakers who appear must be equipped with various approaches and propaganda materials based on plurality values.

The speakers of religion must be responsive in giving responses and at the same time having intelligent thinking to manage plurality. The propaganda material delivered must be material that soothes and embraces all parties, not hard material and tends to make the community polarized and tense. Old propaganda paradigm oriented to increasing the number of followers must be changed by increasing the quality and standard of living of the community. Da'wah material must be more related to shared challenges than material that only teaches personal piety and ignorance with universal humanitarian problems (Qorib, 2018)

## **Conclusions And Suggestions**

1. Conclusion Based on the research and analysis results described by the author in the previous chapter, the writer will try to draw conclusions about the implementation of Islamic values in the company. women who are Muslim are required to wear the hijab, besides that at the time of prayer arrives all employees go to the mosque provided by the company and the company makes routine monthly study in order to increase the devotion of each employee especially in the field of accountants.

2. Suggestions In an effort to implement Islamic values in the company, the company must emphasize to all its employees to be able to apply Islamic values with tawaqal and be happy for the formation of a company that can implement Islamic values

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