

CHAPTER I

INTRODUCTION

1.1. Background of The Problem

Indonesia is known as an archipelagic country with a rich diversity of culture and abundant natural resources. However, Indonesia is currently facing significant challenges related to the low quality of human resources (HR). With low quality of HR, it poses a real obstacle for Indonesia in achieving sustainable economic growth and enhancing global competitiveness.¹ Currently, there are many challenges that result in the low quality of Human Resources in Indonesia. For example, many parents are unable to provide adequate education for their children, the uneven education system in Indonesia leads to a mismatch of skills, and there is a lack of investment in human resource development.

Education is a public service that captures the full attention of the government, an essential aspect that every individual must possess without exception. With education, each individual can grow and learn to become a quality individual. In the past, education could only be practiced through face-to-face interactions between teachers and their students. However, education has rapidly developed in recent times. That development exists because of the technological advancements of today, which are very modern. With the presence of technology, education is currently evolving rapidly. The information needed in the education world has become broader and easier to access compared to education in the past. Many new methods have emerged in education teaching today. Although the advancement of technology today is significant, it should not be an excuse for today's children to stop attending school; instead, they should aspire to have higher dreams than those of previous generations.

¹ Risda Astridawati Silalahi, 'Rendahnya Kualitas Sumber Daya Manusia Di Indonesia: Tantangan Dan Panggilan Untuk Perubahan', *Kompasiana*, 2023, pp. 1-2 <<https://www.kompasiana.com/risdaastridawatisilalahi1814/655c8c7712d50f7059079fa2/rendahnya-kualitas-sumber-daya-manusia-di-indonesia-tantangan-dan-panggilan-untuk-perubahan>>.

The government of Southeast Aceh has allocated funds for the development of Aceh sourced from zakat, infaq, and shadaqoh. These funds are managed by Baitul Maal at the provincial and district/city levels in Aceh, particularly in Southeast Aceh province. In Law No. 11 of 2006 concerning the governance of Aceh, it is stated that zakat is one of the original sources of regional revenue.² The management of zakat funds aims to improve the human resources of the Southeast Aceh community and reduce the percentage of children who are not in school. Nowadays, zakat can be distributed productively, not just in a traditional manner. However, for now, the community still tends to pay their zakat directly to the mustahiq, even though according to the law, this is not permitted. On the other hand, one of the allocations of productive zakat funds by Baitul Maal Southeast Aceh is for scholarships. The management of productive zakat can actually be carried out through three patterns: program pattern, partnership pattern, and autonomous pattern.³ In terms of productive zakat programs, Baitul Maal is exclusively responsible for managing the distribution of funds, storage, and risk management, and is also accountable for the success and failure of the program.

Law Number 11 of 2006 concerning the government of Aceh serves as the legal basis for the Baitul Maal of Aceh Province.⁴ The Aceh Qanun Number 10 of 2007 regarding Baitul Maal establishes Baitul Maal as a Regional Institution.⁵ Furthermore, the details about Baitul Maal are elaborated in Qanun No. 10 of 2018

² ‘Singkronisasi Pelaksanaan Syariat Islam Dalam Undang Undang Nomor 11 Tahun 2006 Tentang Pemerintahan Aceh Dan Mahkamah Syariah’ <<https://repository.ar-raniry.ac.id/id/eprint/14999/>>.

³ M. Makhrus, ‘Pengelolaan Zakat Produktif Dalam Upaya Pengentasan Kemiskinan Di Indonesia’, *Jurnal Hukum Ekonomi Syariah*, 2.1 (2019), 37 <<https://doi.org/10.30595/jhes.v2i1.4458>>.

⁴ Undang-Undang Nomor 6 Tahun 2011 tentang Keimigrasian, ‘Undang-Undang Republik Indonesia Nomor 23 Tahun 2011’, *Phys. Rev. E*, 2011, 24 <<https://jatim.kemenag.go.id/file/file/Undangundang/bosd1397464066.pdf>>.

⁵ Baitul Mal and others, *Qanun Provinsi Nanggroe Aceh Darussalam Nomor 10 Tahun 2018 Tentang Baitul Mal* (Banda Aceh: Lembaran Aceh No.7/2018, 2018) <<https://peraturan.bpk.go.id/Details/102327/qanun-prov-nad-no-10-tahun-2018>>.

concerning Baitul Maal, which is then reinforced by Qanun No. 3 of 2021 regarding amendments to Aceh Qanun Number 10 of 2018 concerning Baitul Maal.⁶

In carrying out its duties, Baitul Maal at the provincial level is assisted by a Secretariat, the regulations of which are outlined in the Minister of Home Affairs Regulation Number 18 of 2008 concerning the Guidelines for the Organization and Work Procedures of the Special Institutions of Aceh Province (including Baitul Maal). This regulation establishes that the Secretariat of Baitul Maal Aceh is a Working Unit of the Aceh Device in a structural position at the district/city level. Meanwhile, the secretariat at the district/city level is governed by the Minister of Home Affairs Regulation Number 37 of 2009 concerning the Guidelines for the Organization and Work Procedures of the Special Institutions of the District/City of Aceh Province, which stipulates that the Secretariat of Baitul Maal at the district/city level is a Working Unit of the District/City Device in a structural position.⁷ In the context of national life, the two zakat management institutions can develop to achieve the main objectives of zakat management within the national framework, as both are institutions that will determine the success of managing the economic potential of Indonesian society and play a crucial role in realizing the teachings of Islam. Therefore, it is planned that both can grow to achieve the primary goals of zakat management.

The Scholarship Program also helps reduce the educational gap between rich and poor families, reflecting the social justice promoted by the principle of *Maslahah*, where every individual has an equal opportunity to thrive. A good education is the key to community empowerment; by supporting education, Baitul Maal contributes to the formation of a more independent and competitive society. The role of Baitul Maal Southeast Aceh in enhancing human resources through the Scholarship Program is a tangible manifestation of the implementation of the concept of *maslahah*. By supporting education, Baitul Maal not only helps

⁶ Qanun no. 3 Tahun 2021, 'Qanun No. 3 Tahun 2021', *Baitul Mal*, 2021.

⁷ *Peraturan Pemerintah (PP) Nomor 37 Tahun 2009* (Jakarta: LN. 2009 No. 76, TLN No. 5007, LL SETNEG : 36 HLM) <<https://peraturan.bpk.go.id/Details/4956/pp-no-37-tahun-2009>>.

individual scholarship recipients but also contributes to the welfare and progress of the community as a whole. This program reflects an effort to create sustainable welfare for all layers of society in Southeast Aceh.

The author chose the Baitul Maal of Southeast Aceh so that the researcher can analyze the effectiveness of the scholarship program managed by the Baitul Maal of Southeast Aceh in improving the quality of human resources (HR) in the local community. By measuring the social impact of the Scholarship program, this research provides empirical data that can help Baitul Maal assess the success of their program and identify areas for improvement. The findings of this research provide data-driven recommendations for optimizing resource allocation and improving the selection criteria for scholarship recipients, ensuring that assistance is given to individuals who are most in need and have the potential.

In addition, this research supports the enhancement of transparency and accountability in the management of scholarship funds, strengthening public trust in Baitul Maal. By providing empirical evidence of the program's success, the results of this study also support efforts for funding requests and external collaboration, as well as improving the institution's image in the eyes of the public and stakeholders. This research offers a continuous evaluation framework that allows for periodic assessment and adjustment of programs, serving as a foundation for the establishment of more effective new policies in scholarship provision and human resource development. By understanding the impact of the program on recipients and the community, Baitul Maal can focus on relevant local competency development strategies. Therefore, this research is expected to make a significant contribution to efforts aimed at improving the quality of human resources through scholarship programs.

Based on the background that has been presented above, the author is interested in conducting research titled **“The Role Of Baitul Maal In Enhancing Human Resources Of The Southeast Aceh Community Trough Scholarships: A Study At Baitul Maal Southeast Aceh.”**

1.2. Formulation of The Problem

Based on the previous description, the author formulates the research problem as follows:

- a. How does Baitul Maal Southeast Aceh partice in improving the quality of human resources through scholarships?
- b. What is the role of Baitul Maal Southeast Aceh in improving the quality of human resources in the community through the scholarship program when viewed from the perspective of *Maslahah*?

1.3. The Objectives And Benefits Of The Research

1.3.1 Research Objective

- a. To understand the practices of BMT Southeast Aceh in improving the quality human resources through scholarships.
- b. To understand the role of Baitul Maal Southeast Aceh in enhancing the quality of human resources in the community through scholarship programs in terms of *Maslahah*.

1.3.2 The Benefits Of Research

- a. Theoretical Benefits:

It is hoped that this can provide information and input for the government, the community, and the Baitul Maal of Southeast Aceh in efforts to improve human resources in Southeast Aceh Regency through scholarships.

- b. Practical Benefits:

- 1) Baitul Maal Southeast Aceh

As input for te Baitul Maal Southeast Aceh in carrying out its duties and authority in the future, especially concerning the strategy for managing zakat.

- 2) Southeast Aceh Comunity

It should help with HR issues, strengthen relationships and puring the heart from envy and negative assumtions about wealthy people.

1.3.3 Research Method

The type of research used by the researcher is qualitative. Qualitative research is conducted with a specific design, situated in natural life, with the aim of investigating and understanding a phenomenon.⁸ Using analysis with an inductive approach, the process and meaning are more evident in qualitative research. The theoretical framework is utilized as a guide to provide focus for the research in accordance with the facts present in the field. This research has an open exploratory nature, ultimately conducted with a relatively small group of individuals who were interviewed in depth. Asked to answer general questions, and to determine perceptions, opinions, and feelings about the ideas or topics discussed and to establish the direction of research. The quality results found from qualitative research directly depend on the abilities, experience, and agreement of the interviewers or respondents.⁹

1. Location and Time of the Research

The research location is very important, because without a real place, data cannot be collected by the researcher. With this in accordance with the title of the research is used as the reference for the study. The address of the Baitul Maal Office In Southeast Aceh is located at Jalan Ahmad Yani No. 13, Babussalam District, Kutacane, Southeast Aceh

2. Research Subject

The subjects of this research are individuals who can serve as sources of information that allow for the provision of data relevant to the study. Thus, the subjects of the research are information sources in the search for data and guidance in articulating the research issues. In this research, the sources of information are employees of the Baitul Maal Southeast Aceh, consisting

⁸ Miza Nina Adlini and others, "Metode Penelitian Kualitatif Studi Pustaka," *Edumaspul: Jurnal Pendidikan*, 6.1 (2022), 974 <<https://doi.org/10.33487/edumaspul.v6i1.3394>>.

⁹ Wahyudin Darmalaksana, "Metode Penelitian Kualitatif Studi Pustaka Dan Studi Lapangan," *Pre-Print Digital Library UIN Sunan Gunung Djati Bandung*, 2020, 88.

of the Chairman of Baitul Maal Southeast Aceh, the Secretary of Baitul Maal, and recipients of scholarships from Baitul Maal Southeast Aceh.

3. Research Data Sources

This research uses two types of data sources, namely:

a. Primary Data

Data obtained from relevant institutions that are considered accurate for research purposes through documentation, observation, and interviews.¹⁰ Documentation involves reviewing archives, reports, and official records provided by the Baitul Maal of Southeast Aceh. Observation allows researchers to directly observe processes and conditions relevant to the study, providing deep insights into the existing dynamics of the context. Interviews were conducted with relevant authorities and individuals who possess knowledge and experience on the subject, ensuring that the collected data is sufficient and detailed.

b. Secondary Data

The data obtained through the search for various references related to scholarships from Baitul Maal Southeast Aceh. The secondary data includes books, encyclopedias, laws, and many other reference materials.¹¹ The data collection process involves an in-depth exploration of relevant literature to obtain a comprehensive picture of the mechanisms and impacts of the scholarships provided. Books provide in-depth theoretical and historical perspectives, while encyclopedias offer broad definitions and explanations of key concepts. Laws and regulations provide a legal and policy framework that governs the granting of scholarships, ensuring that the analyses conducted comply

¹⁰ Suprayogo, Imam, and Tobroni, 'Metodelogi Penelitian Agama', *Metodologi Penelitian*, 2014, 102.

¹¹ Amanda Adityaningrum, Nikmatisni Arsad, and Herlina Jusuf, 'Faktor Penyebab Stunting Di Indonesia : Analisis Data Sekunder Data SSGI Tahun 2021', *Jambura Journal of Epidemiology*, 3.1 (2023), 3 <<https://ejurnal.ung.ac.id/index.php/jje>>.

with the applicable provisions. In addition, various other reference materials, such as scientific articles and institutional reports, enrich the understanding of the implementation and effectiveness of this scholarship in improving the quality of human resources in Southeast Aceh.

1.3.4 Data Collection Methods

The data that researchers need in this study generally consists of power sourced from field research. The data collection methods used in this study are:

a) Observasi

Data obtained from relevant institutions that are considered accurate to the research objectives through documentation, observation, and interviews. Documentation involves reviewing official archives, reports, and records provided by Baitul Maal Southeast Aceh. First, I went to the Southeast Aceh Baitul Maal office and interviewed the head of Southeast Aceh Baitul Mal and the secretary of Baitul Mal, after conducting interviews I made direct observations, after which I was given several names of scholarship recipients who were still studying and who had become mustahiq. Observation allowed me to directly observe processes and conditions relevant to my research. Interviews were conducted with authorized parties, the head of the Southeast Aceh Baitul Maal, the secretary of the Baitul Maal, scholarship recipients who were still students and scholarship recipients who had become mustahiq.¹²

b) interview

An interview is a method of data collection where researchers speak directly with individuals to obtain verbal information about the issues being discussed.¹³ This is a dialogue between researchers and informants who are

¹² Hasyim Hasanah, 'Teknik-Teknik Observasi', *Jurnal At-Taqaddum*, (2016),8. 23.

¹³ Husain Usman dan Purnomo Setiady Akar, *Metodologi Penelitian Sosial*, (Jakarta: PT. Bumi Aksara, 2001). IV.73.

believed to have a clear understanding of the role of Baitul Maal Southeast Aceh in enhancing human resources through scholarship programs..

c) Documentation

Documentation is a data collection technique by recording events that have been carried out. It can be in the form of pictures, writings, and works of a person are monumental. G.J. Renier, a historian from University College London, explains the term document in three senses. The first is in a broad sense, namely which includes all sources, both written and oral sources. The second is in a narrow sense, namely that which includes all written sources only. Third, in a specific sense, that is, only those that include state letters, such as agreements, laws, concessions, grants and so on.¹⁴

1.3.5 Analytical Data

In a research, data analysis is needed which determines the various steps of previous research. In qualitative research, data analysis must go hand in hand with the facts collected in the field, so that data analysis can be carried out throughout the research process by carrying out several analysis techniques: Data Reduction, Data Presentation and Conclusion withdrawal.

The type of descriptive data consists of three main types of statistical descriptives:¹⁵

- 1) Distribution, referring to the frequency of each value.
- 2) Central tendency, refers to a flat valur
- 3) Variability or spread, depending on the spread of the value.

¹⁴ N Nilam Sari, 'Memahami Studi Dokumen Dalam Penelitian Kualitatif', *Wacana*,2 (2014), XII .181.

¹⁵ Yudin Citriadin, *Metode Penelitian Kualitatif (Suatu Pendekatan Dasar)*, Sanabil, 2020 <http://www.academia.edu/download/35360663/METODE_PENELITIAN_KUALITAIF.docx>.

Data analysis is carried out during the collection process and after the data is collected as a whole. It is carried out continuously, continuously and repeatedly.¹⁶



¹⁶ Firman, 'Analisis Data Dalam Penelitian Kualitatif', *Journal of Chemical Information and Modeling*, 53.9 (2013), 1689–99 <https://www.researchgate.net/publication/328675958_Analisis_Data_dalam_Penelitian_Kualitatif>.