

# CHAPTER ONE

## INTRODUCTION

### 1.1 Background of Study

Islam is a perfect religion. It contains complete rules in all aspects of human life including the economy. Islam asks all Muslims to increase and to develop in all aspects of life including the economy and finance aspect. Therefore, the economic concept based on *Qur'an* and *al-Sunnah* in Islam as well as the Islamic economic development concept. In addition, this basic concept as different as the conventional economic development that put forward by western economic thinking.<sup>1</sup>

One aspect of the Islamic economic development is human resources. The effectiveness of an organization depends on human resources accordance to their duties and responsibilities in managing the resources that exist within the organization.<sup>2</sup> The data of Statistics Indonesia (BPS) noted that open unemployment rate by province in Indonesia has increased, seen from February 2017 it amounted to 5,33 percent to 5,50.<sup>3</sup> These data described a significant increase in unemployment. These also illustrated the weak effectiveness of human resources in general.<sup>4</sup>

Islam is very concerned to the effectiveness of human resources by make human as a caliph on earth in managing natural resources, which already exists. Thus, the human resources is a vital part of the

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<sup>1</sup> imyati. "Paradigma baru ekonomi Islam" *Jurnal Ekonomi Islam La\_Riba*. Vol 1. 2 December 2017, p. 154

<sup>2</sup> Imron Buyung, *Strategi Pengembangan Sumber Daya Manusia Di Pondok Pesantren Bahrul Ulum Tambak Beras Jombang Jawa Timur*, Yogyakarta: Fakultas Dakwah Universitas Islam Negeri Sunan Kalijaga Yogyakarta, 2008 p. 8

<sup>3</sup> <https://www.bps.go.id> accessed May 1, 2018

<sup>4</sup> Riska Franita, *Analisa Pengangguran di Indonesia, Nusantara (Jurnal Ilmu Pengetahuan Sosial)* Volume 1 Desember 2016, p. 89

important role as planner and active players in every activity of the organization. Without qualified human resources, an organization cannot run their activity well. Therefore, human resources should be managed well. It described in the holy Qur'an about the role of human as the caliph in al-baqarah verse 30:

وَإِذْ قَالَ رَبُّكَ لِلْمَلَائِكَةِ إِنِّي جَاعِلٌ فِي الْأَرْضِ خَلِيفَةً ۗ قَالُوا أَتَجْعَلُ فِيهَا مَن يُفْسِدُ فِيهَا وَيَسْفِكُ الدِّمَاءَ وَنَحْنُ نُسَبِّحُ بِحَمْدِكَ وَنُقَدِّسُ لَكَ ۗ قَالَ إِنِّي أَعْلَمُ مَا لَا تَعْلَمُونَ.

*And {mention, O Muhammad}, when your Lord said the angels, “Indeed, I will make upon the earth a successive authority.” They said, “Will You place upon it one who causes corruption there in and sheds blood, while we declare Your praise and sanctify You?” Allah said, “Indeed, I know that which you do not know.”<sup>5</sup>*

The human resources are the largest power in the management of all of resources in advance of the earth, because basically all of Allah's creations deliberately created for all mankind.<sup>6</sup> Therefore, the humans as a user of natural resources obligated to maintain, develop, and utilize it well. Accordingly, when a country possesses an excess of natural resources, its not necessarily be a prosperous people if they do not have the ability to utilize of the human resources. On the contrary, even the country that lack natural resources but can utilize the human resources, they can prosperous people.<sup>7</sup>

In this era of modernization needed the institutions that

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<sup>5</sup> Departemen Agama RI, *Al-Qur'an dan Terjemahnya*, (Bandung: PT Sygma Examedia Arkanleema, 2009), p. 6

<sup>6</sup> Nurul Huda *et al*, *Ekonomi Pembangunan Islam*. (Jakarta: Prenada Media Group, 2015), p.182

<sup>7</sup> Ratonggi Siregar, *Sumber Daya Manusia Dalam Pembangunan Nasional*, Prosiding Seminar Nasional Tahunan Fakultas Ilmu Sosial Universitas Negeri Medan Tahun 2017, p. 378

contribute in developing human resources. However, most of these human resources development institutions tend to grow stagnant and even backward due to lack of public trust to this institution and affected to the development of human resource and financial organization.<sup>8</sup> Different institutions with of Al-Falah Social Fund Foundation (YDSF) Surabaya that was established on March 1, 1987. This institution focused on improving and empowering the quality of human and community resources by *da'wah Islamiyah*. In addition, this institution is one of the institutions that is trusted credibly by the community, so with this reputation can fulfill their institutional funding.

Furthermore, this institution can survive and provide many benefits started since the establishment of this institution to date. Currently, this institution has benefited in 34 provinces in Indonesia especially in the distribution of *infaq*, *zakat* and alms funds. The vision and the mission of achievement of of Al-Falah Social Fund Foundation (YDSF) Surabaya as a professional and trusted institution in utilization of charity fund in management of *zakat*, *infaq* in Indonesia.<sup>9</sup>

Based on these problems in human resource development, it is necessary to get an answer about how the application or implementation of Islamic economic development in empowering human resources. Therefore, the researcher intends to examine the development of human resources at the YDSF institution Surabaya as one of the institutions that implement the development of Islamic economics, especially human resources. Hopefully, this research can help and solve the problems of development, especially related to the development of human resources and its constraints and solutions.

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<sup>8</sup> Djaelany Haluty, Islam dan Manajemen Sumber Daya Manusia Yang Berkualitas, *Jurnal Irfani*, Volume. 10 Nomor 1, Juni 2014, p. 63

<sup>9</sup> YDSF Surabaya, (Profil), <http://www.ydsf.org/tentang-kami>, accessed on February 5, 2018, at 20:00

## **1.2 Problems Formulation**

1. How is the implementation of human resources development of YDSF Surabaya in Islamic perspective?
2. What are the constraints and solutions in the human resources development of YDSF Surabaya in Islamic perspective?

## **1.3 Purpose of Research**

1. The goal that the researcher wants to achieve is as follows:
2. To understand the implementation of human resources development in YDSF Surabaya.
3. To know the constraints and solutions in the development of human resources in YDSF Surabaya.

## **1.4 Significant of Research**

The expected benefits of this research are:

- 1). Theoretical benefits
  - a. As a reference material that is expected to increase the reader's insight, especially about the concept of human resource development in view of islamic economics.
  - b. This research is expected to increase knowledge about Islamic economics.
  - c. For new researchers, it is hoped to be a source of information and reference for the possibility of researching related topics that are complementary or more advanced than this topic.
- 2) Practical Benefits
  - a. The results of this research can be used as a reference islamic economist and scholar about the concept of human resource development, especially in YDSF Surabaya.
  - b. The results of this research can be used as a model in the development of human resources in other institutions.

## **1.5 Systematic Research**

In this systematic writing, to lead to the intended purpose, this study systematically arranged which consists of four chapters each of which shows different characteristics but in an integral and inseverable.

The first chapter contains the introduction includes: Background of Study, Problems Formulation, Purpose of Research, Significant of Research, research methodology, and Systematic Research.

The second chapter contains the definition of Islamic economic development, especially human resources, human resource development in the Islamic economic perspective.

The third chapter contains the pillars of Islamic development, and the development of human resources in the perspective of Islamic economy in YDSF.

The fourth chapter contains a conclusion that will explain the essence of human resource development in order to advance the economic development of Islam in institution YDSF Surabaya related to the concept of human resource development concept in the economic perspective of Islam.

## 1.6 Research methods

### 1.6.1 Research Framework

**Table. 1.1 Research Framework**

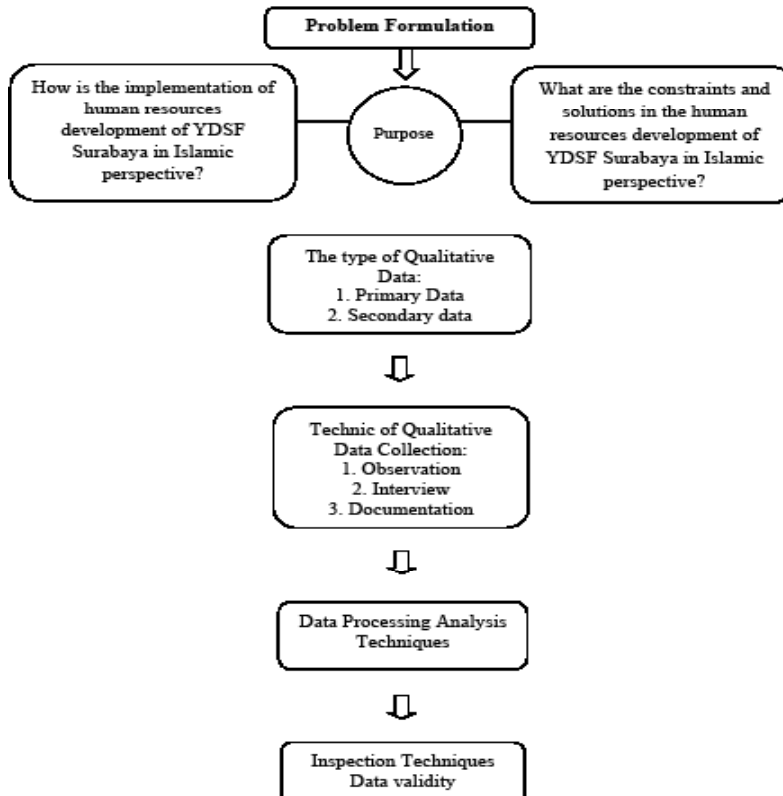
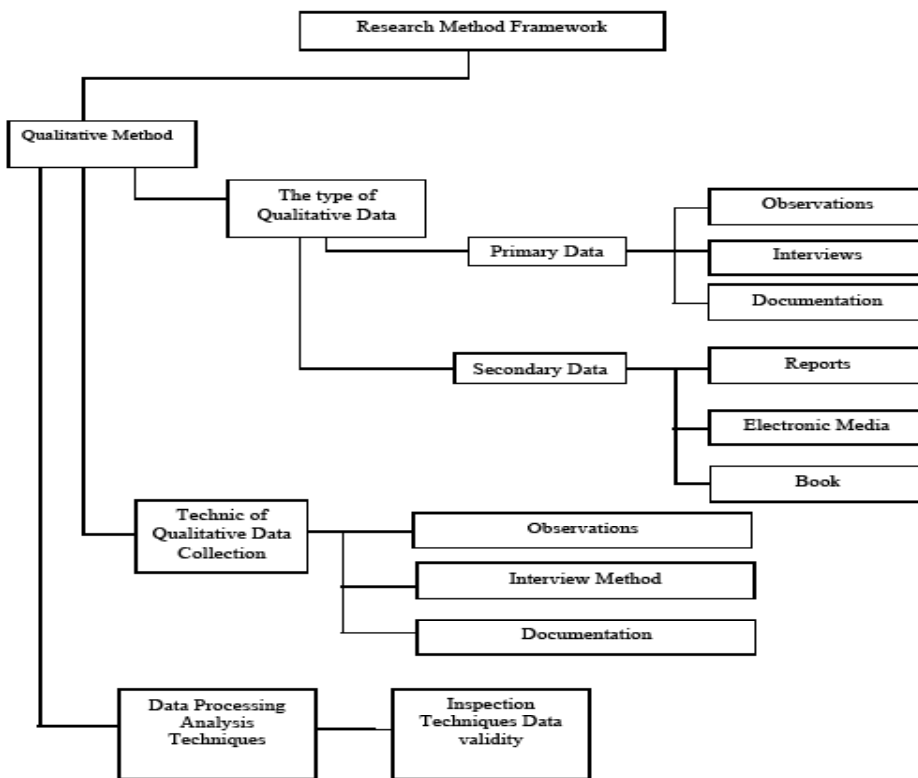


Table. 1.2 Methodology Research



The method used by the researcher as a reference to determine the stages in the preparation of this research are as follows:

### 1.6.2 Types Of Research

The type of this research is qualitative descriptive research (qualitative descriptive research). According to Nasution explained about qualitative research, there is no choice but to make man as the main research instrument. The reason for this is due to the similarity of all its shape.<sup>10</sup> Research

<sup>10</sup> Sugiyono, *Metode Penelitian Bisnis*, (Bandung: Alfabeta, 2014), p. 399

focus issued, procedures research, the hypothesis used, even the expected outcome of these things cannot be determined in a certain and clear previously. Thus, all things still need to be developed in research related to certain circumstances and not sure. So there is no other choice and only researchers himself as the only one who can achieve it.

Researcher chose qualitative research, because it has determined the focus of the research is clear and definite. In meet the completeness of data, researcher makes observations field and do the interview. After the observation and interview, continued with the documentation available data. To find the best results and researcher will use triangulation method to facilitate the writing of the conclusion.

#### 1.6.3 The Object And Research Location

The object of the research that will be done by the researcher institution is Al-Falah Social Fund Foundation (YDSF) Surabaya. Besides, the reason researcher chose the research object in YDSF institutions, because this institution is an institution that has an important role in the fight against extreme poverty and develop qualified human resources. This proved with the name YDSF become institutions charity by the Minister of National religion of the Republic of Indonesia with SK No.523 on December 10 2001 become the entity put deep attention on humanity universal.

#### 1.6.4 Qualitative Data Types

Without knowing the technique of data collection is good and it will be difficult to get data that meet the standard in research. The source of the data used in this research there are two of them are:<sup>11</sup>, between:

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<sup>11</sup> Ibid, p. 402



## 1. Primary Data

Primary data is the source of data that directly provide data to researcher.<sup>12</sup> Primary data is the source of the data in the main data source used in this research include:

1. Information from Deputy Director of YDSF
2. Information from Head of Human Resources
3. Information from Asset Purchasing Staff
4. Information from Donor Service Staff (LD)
5. Information from Mosque Program Staff (Field of Da'wah)

## 2. Secondary Data

In this research also use secondary data, now the usefulness of secondary data is very help researchers to strengthen the primary data. Secondary data is data that is derived from the previous research report, information from the mass media, the electronic media and several books general or documentation that relates to the topic of this research.<sup>13</sup> In addition the secondary data can be interpreted as the data obtained in the form that is so, had been collected and processed by the other party is usually in the form of publications.<sup>14</sup> With the secondary data is expected to help researcher in the search for some data needed.

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<sup>12</sup> Suryana, *Metodelogi Penelitian*, (Bandung: Universitas Pendidikan Indonesia, 2010), p. 38

<sup>13</sup> Indiatuti, *Analisis Penerapan Manajemen Sumber Daya Manusia Berbasis Syari'ah*. Skripsi Diterbitkan. Semarang: Fakultas Ekonomi Dan Bisnis Islam Universitas Islam Negeri Walisongo, 2015, p. 15

<sup>14</sup> *Ibid*, p. 102

### 1.6.5 Data Collection Technique

The data collection methods used in this research is as follows:

#### 1) Observation

In this research, researcher using structured observation with research in the YDSF Surabaya.<sup>15</sup> In this case, Sutrisno hadi proposed that observation is structured observations designed systematically, about what will be observed.<sup>16</sup> The process of observation begins with how to identify the place of which will be examined. After the research identified, continue with creating the map so that obtained an overview of the research objectives. Then researcher identify who will be observed, when, how long and how. Thus researcher specify and desing how to record the interview.<sup>17</sup>

#### 2) Interview

Interviews are conducted to obtain information, which can not be obtained through observation or questionnaires. This is because the researcher can not observe as a whole. Not all data can be obtained by observation. Therefore researcher should ask questions to participants. Therefore, to facilitate the stage of collecting data, researchers have prepared a research instrument in the form of written questions.<sup>18</sup>

In the selection of this sample, the sample obtained did not represent the entire population because the sampling was not random, but determined directly in accordance with the terms and objectives of the study that is using purposive sampling technique. Purposive sampling aims to determine

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<sup>15</sup> Jogyanto Hartono, *Metodelogi Penelitian Bisnis*, (Fakultas Ekonomika dan Bisnis: UGM, Yogyakarta, 2016), p. 109

<sup>16</sup> Sugiyono, *Metode Penelitian Bisnis*, p. 204

<sup>17</sup> Raco, *Metode Penelitian Kualitatif*, (Jakarta: PT Gramedia, 2010), p. 112

<sup>18</sup> Indiasuti, op-cit, p. 15

the sample intentionally, where the selected class has the same initial ability not based on the same random, level or religion.<sup>19</sup>

And so on, so the number of samples more and more. In this study, researcher also used structured interviews. Structured interview was used as data collection techniques, if the data researcher already know for certain information to be obtained.<sup>20</sup> In this research, researcher have selected 5 sample people to obtain information through interviews conducted, they are:

- a. Deputy Director of YDSF
- b. Head of Human Resources
- c. Asset Purchasing Staff
- d. Donor Service Staff (LD)
- e. Mosque Program Staff (Field of Da'wah)

Table 1.3 Coding Data<sup>1</sup>

No	Name	Position	Coding Record
1	Ma'mun Affany, M.A	Deputy Director of YDSF	A1 - 2018_0412_1313_56
2	Pak Afi	Head of Human Resources	A1 - 2018_0412_0927_17
3	Supriyanto	Asset Purchasing Staff	B1 - 2018_0412_1105_08
4	Dwi Agus Kurniawan	Donor Service Staff (LD)	B2 - 2018_0412_1359_30
5	Dainuri	Mosque Program Staff (Field of Da'wah)	B3 - 2018_0412_1541_00

Interviews the researcher has prepared a research instrument in the form of written questions that have been

<sup>19</sup> Nurul Hanifah, Perbedaan Belajar Materi Elastisitas Melalui Model Pembelajaran Kooperatif Tipe Jigsaw, *Jurnal Ilmiah Mahasiswa (JIM) Pendidikan Fisika*. Vol. 1 No.3 Juli 2016, p. 69

<sup>20</sup> Ibid, p. 69

prepared. With this structured interview each respondent is asked questions according to his field. In order to facilitate the interview process the researchers are encouraged to bring a tape recorder tool, images, and other materials that could to supporting the implementation of the interview so smoothly. Steps interviews conducted as follows using the structured interview.<sup>21</sup>

Tools used to interview so that interviews can be recorded properly, and investigators have evidence had interviewed the informant or source of data, it is necessary to support the following tools<sup>22</sup>:

1. Notepad : serves to record all conversations with the data source. Now there are many small computers, such as laptops, *notebook* which can help to record data from the results of interviews conducted.
2. Tape Recorder: serves to record all conversations. The use of a tape recorder in the interview should inform the informant whether the use of this tool is allowed or not.
3. Camera : to photograph if the researcher in talks with the informant/data source. With the photos, the validity of research data and will be guaranteed, because the researcher really do the data collection. Recording interview results is a very necessary thing to do after the interview so as not to forget and lost.

### **3) Documentation**

Documentation method is information derived from important records either from institutions or organizations or from individuals. <sup>23</sup> Documentation of this study was

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<sup>21</sup> Imami Nur Rachmawati, Pengumpulan Data Dalam Penelitian Kualitatif: Wawancara, *Jurnal Keperawatan Indonesia*, volume 11, No.1, Maret 2007, p. 36

<sup>22</sup> Ibid, p. 39

<sup>23</sup> Raco, op-cit, p. 122

shooting by researcher to reinforce the research results. According Sugiyono, documentation can be in the form of writing, drawings or monumental work of a person.<sup>24</sup> Documentation is a collection of data by researchers by collecting documents from reliable sources who know about the source. Documentation method according to Arikunto is looking for data about variables in the form of notes, transcripts, books, newspapers, magazines, inscriptions, minutes of meetings, agenda and so forth.<sup>25</sup> Obtained through internet sites related to human resources, BPS data, data from human resources at YDSF institutions.

#### 1.6.6 Data Processing Analysis Technique

Data analysis is a systematic process of data collection obtained from interviews, field notes, and documentation by organizing data, describing, arranging into patterns, and making conclusions to be understood and findings can be informed to others. To analyze the data that has been obtained from interviews and observations, the researcher used descriptive qualitative method, that is describing and describing clearly about the object of research in accordance with the facts in the field.<sup>26</sup> After that the data is summarized, choosing the main points and focusing on the things that matter. Then the data is presented making it easier to plan the next work. The next step data is analyzed and drawn conclusions.

#### 1.6.7 Inspection Techniques Data validity

Triangulation is the most commonly used method of securing the validity of data in qualitative research. Triangulation is a technique of checking the validity of data by utilizing

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<sup>24</sup> Sugiyono, op-cit, p. 394

<sup>25</sup> Ibid, p. 422

<sup>26</sup> Raco, op-cit, p. 134

something other than data for the purposes of checking data or as a comparison against the data. According Sugiyono Validity is the level of determination between the data that occurs on the object of research with the strength that can be reported by researcher. According to Hamidi, there are several techniques that can be used to determine the validity of the data,<sup>27</sup> those are:

1. Triangulation techniques between data sources, data collection techniques, and data collection in the latter case of the researcher will seek to obtain co-workers or assistants in extracting data from locals who can assist after being briefed.<sup>28</sup>
2. Examine the truth of information to the informant that has been written by the researcher in the research report (member check).
3. Extension of study time. This way will be pursued in addition to getting more complete evidence also to check the consistency of the actions of the informants. This study uses three kinds of triangulation, the first triangulation, data sources in the form of information from places, events and documents and archives containing records relating to the data concerned. Secondly, triangulation techniques or data collection methods come from interviews, observations, and documents. Third, the time triangulation data collection is when implemented triangulation method or data collection. Validity of data in this study using triangulation, explaining there are three kinds of triangulation. The triangulation is the source of triangulation, data collection, and time.

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<sup>27</sup> Sugiyono, op-cit, p. 423

<sup>28</sup> Raco, op-cit, p. 133