

Determinant of Islamic Compensation, Sharia Competency, and Spiritual Intelligence on the Employee Performances at Central Bureau of Statistics at Merangin District

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ABSTRACT

This research aims to analyze the effect of Islamic compensation, sharia competence and spiritual intelligence on employee performance at the Merangin Regency Central Statistics Agency. This research was conducted at the Central Bureau of Statistics Merangin Regency. The sample is used in this research are all employees at the Merangin Regency Central Statistics Agency totaling 31 employees. The collection technique was carried out by distributing questionnaires to employees, using non-probability sampling, namely total sampling technique or saturated samples. This research uses quantitative research methods. The analysis technique uses instrument test, classical assumption test, and hypothesis testing hypothesis test with results showed that the independent variables (Islamic compensation, sharia competence, and spiritual intelligence) has a positive and significant influence on the dependent variable (employee performance). This is evidenced by partial t test with the value Islamic compensation (X1) $2,786 > 2,052$ significance level $0,052 < 0,05$, sharia competence (X2) significance level $0,008 < 0,05$, and spiritual intelligence (X3) $3,692 > 2,052$ significance level $0,001 < 0,05$. The results of the f test for Islamic compensation, sharia competence, and spiritual intelligence have a positive and significant effect on employee performance Merangin Regency Statistics Agency

Keyword: *Islamic Compensation, Sharia Competence, and Spiritual Intelligence*

PENDAHULUAN

Background

Company or organization operate their activities need source power, one of the most important and influential source is human resource as power man Source Power man is some abilities possessed every individual for realising all things as creature social or also can interpreted as potency thinking and power physical characteristics that every person has acting up behavior influenced by generations nor environment surroundings because encouragement in himself for fulfil satisfaction (Noor, 2019). The Central Statistics Agency (BPS) is institution responsible non ministerial government answer direct to president. Previously, BPS was a central bureau formed statistics based on Law Number 6 of 1960 concerning Census and Law

Number 7 of 1960 concerning Statistics, as replacement these two laws stipulated by Law No. 16 of 1997 concerning Statistics (BPS, 2023).

Performance is work results from someone or groups who appropriate organization with not quite enough he answered (Veithzal, 2016). Performance is one of index that can used for measure stability organization. Good performance is optimal performance, ie in accordance with standard organization or company and reach objective organization and performance said bad If performance produced by employees not yet optimal (Veithzal, 2016).

Based on observation the initial process was carried out at the Central Statistics Agency office Regency Merangin, with amount employee as many as 31 people. For know evaluation performance employee at the Central Statistics Agency Regency Moaning from 2018-2022 can seen in the table following this :

**Table 1. Evaluation Performance Central Statistics Agency employees
Regency Merangin 2018-2022**

No	Year	The element being assessed			Category
		Target Work Employees (SKP) (%)	Behavior Work (%)	Achievement Value Work (%)	
1.	2018	49.05	32.80	81.85	Good
2.	2019	49.45	33.50	82.95	Good
3.	2020	48.60	31.55	80.15	Good
4.	2021	49.30	33.32	82.62	Good
5.	2022	48.99	32.90	81.89	Good

Source : District BPS Office Sub Division Merangin 2022

From table 1, it can be seen that in 2018 obtained mark performance work 81.85 percent, in 2019 gained value 82.95 percent, in 2020 obtained value of 80.15 percent, in 2021 it will be obtained value of 82.62 percent and in 2022 obtain value 81.89 percent. Assessment data table performance the state that performance employee show instability or up and down every year , yes experience increased in 2019 and 2021 and experienced decline returning in 2020 and 2022 .

It is known problems encountered that is performance employee in District BPS environment Merangin Still not yet optimal marked with presentation performance employees who go up and down, they can seen from results evaluation income document activity survey Still there is report results work from employees who experience it delay reporting document or No appropriate from specified time so that performance employee need improved.

As for influencing factors performance employee according to Armstrong and Baron in Wibowo, namely factor encompassing personality competency possessed, level skills and motivation . Factor encompassing leadership quality encouragement, guidance and support provided manager and *team leader*. Factor covering team system work and facilities provided organization. And factors contextual/conditions that include its height level pressure and change internal and external environment (Wibowo, 2011).

Objective

This research aims to analyze the effect of Islamic compensation, sharia competence and spiritual intelligence on employee performance at the Merangin Regency Central Statistics Agency.

LITERATURE REVIEW

Performance Employee

Performance is quality of success in finishing task as well as ability to achieve goals that have been set. Performance said good and successful if desired goal can achieved with good. efficiency and effectiveness are two aspect important in evaluation performance. Efficiency is comparison between results obtained with effort expended, meanwhile effectiveness is comparison between results obtained with expected results (Hasibuan, 2012). Performance employee is something results work somebody or group inside something successful company achieved in duties and responsibilities he answered to something work (Methiana Indrasari et al, 2018). Work result This tightly connection with achieved objective company . Performance in Islam has mentioned in the Qur'an surah at- Taubah verse 105:

وَقُلْ اَعْمَلُوا فَسَيَرَى اللّٰهُ عَمَلَكُمْ وَرَسُولُهُ وَالْمُؤْمِنُونَ وَسَتُرَدُّونَ اِلٰى عِلْمِ الْغَيْبِ وَالشَّهَادَةِ
فَيُنَبِّئُكُمْ بِمَا كُنْتُمْ تَعْمَلُونَ

It means: "And say, "Work, and God will see your work, and his messenger and the believers and you will be brought back to the knowledge of the unseen and the witnessed ang He will inform you of what you used to to"

Islamic Compensation

Compensation in Sharia Islam is right from people who have work ('*ajir*) and obligations for people who employ (*musta'jir*) as agreed with contract *ijarah* . Compensation in Islam can too defined as wages or something accepted employee as reply service For Work them (Umar, 2015). Wages is rewards given giver work to recipient benefit work on something work or services performed whose function is ensure continuity a decent life for people declared human or assessed in form specified money according to agreements, and conditions regulation legislation, as well paid based on something agreement work between giver work and recipient work (Ruslan, 2020).

The indicators of Islamic compensation namely : (1) Fair wages , (2) Adequate facilities, (3) Adequate incentives, (4) Appropriate benefits hope (Lapeti and Ira, 2019). There are some type possible compensation given company to his employees divided become two, viz as following : (1) Compensation Financially, divided on compensation financial direct and compensation No direct (2) Non Financial Compensation, divided on compensation related with employment and compensation related with environment work (Edi Winata, 2021).

Sharia Competency

Competence in Arabic Language also called *Ahliyyah* which mean appropriateness. competence sharia can interpreted something confidence somebody For carry out his obligations or ability the individual who becomes backrest its founding mandatory rights

obtained by him or the right to become not quite enough answer on obligations (Shalah & Abdullah, 2011). Sharia competence can also interpreted as proficiency or abilities possessed somebody in carry out not quite enough answer or assigned job with guided by concepts sharia (Akhmad et al., 2022).

The number of existing aspects in draft indicator competence namely : (1) Knowledge, (2) Ability, (3) Work ethic. In carry out the job, every one employee must own based competency values Islam. So from there it is a number of character must owned namely : (1) *Siddiq* (true and honest), (2) *Amanah* (trusted, credible), (3) *Tabligh* (communicative) and (4) *Fathanah* (Smart) (Abdullah, 2013). As for factors that can influence proficiency competence someone , that is as following : (1) Beliefs and Values, (2) Skills, (3) Experience, (4) Characteristics Personality, (5) Motivation (Wibowo, 2010).

Spiritual Intelligence

Intelligence interpreted as totality ability someone, for act with objective certain, think rational and manageable the environment in a way effective (Ariwibowo, 2010). Deep spiritual intelligence the perspective of the Qur'an is interpreted as ability For give meaning worship to every behavior and activities , through steps and thoughts that are natural within effort reach please Allah ﷻ. Spiritual intelligence works give meaning live, so that someone can looking life with more views wide (Suharso, 2015).

The indicators of people who has spiritual intelligence as following: (1) Sense of community team, (2) Sense of contribution to group, (3) Feeling happy in place work, (4) Opportunity For life inner. As for f actors influencing factors spiritual intelligence can grouped become *inner values* (spiritual values of in) originating from in self (voice heart), including : (1) Openness (*transparency*), (2) Responsibility responsibility (3) Trust (*accountabilities*), (4) Justice (*fairness*), (5) Concern social (*social wareness*) (Ary, 2001).

Previous Studies

Previous research related with performance employees affected by compensation Islamic, competence sharia, and spiritual intelligence is one of them research conducted by Ay Maryani conclude that third variable the influential significant to performance employee at Bank Muamalat Ternate Branch (Ay Maryani and Hayatul, 2017). Next, on to research Sevynica et al stated that compensation No influential in a way significant to performance employee at PT Rajasaland Bandung (Sevynica et al, 2022). Then, research conducted by Kharisma state competence no influential in a way significant to performance employees at Bank BPRS Bina Finansia Semarang (Kharisma and Atika, 2021). And research Eka Nisatul conclude that spiritual intelligence does not influential to performance employees (Eka and Dhiona, 2021).

RESEARCH METHOD

Data

The data used in this research is primary data, taken from results questionnaire filled out by employees of the Central Statistics Agency through *google form* and interview. And secondary data taken from books , articles journal relevant , theses , and related websites with study . Data analysis was carried out with use tool analysis multiple linear regression

Method

This research uses quantitative method. Population in this research is all over Central Statistics Agency employees Regency Merangin, numbering 31 people. Sample in this research totaling 31 people covering all over employee. Withdrawal technique sample *non- probability namely total sampling* or sample fed up. Sample technique fed up is technique determination sample with all member population used as sample . This matter done because amount its population relatively small (Dani, 22022). Data collection techniques use questionnaire or questionnaire with tool measuring scale likert.

RESULTS AND DISCUSSION

Results

In this section will displayed results study from influence compensation Islamic, competence sharia , and spiritual intelligence towards performance processed employees with using SPSS (*Statistical Program for Social Science*).

Analysis Multiple Linear Regression

Tabel 2. Analysis Multiple Linear Regression Test

		Coefficients ^a			T	Sig.
Model		Unstandardize		Standardized		
		d Coefficients		Coefficients		
		B	Std. Error	Beta		
1	(Constant)	.261	6.077		.043	.966
	Kompensasi Islami	.398	.143	.340	2.786	.010
	Kompetensi Syariah	.268	.094	.340	2.859	.008
	Kecerdasan Spiritual	.615	.166	.412	3.692	.001

a. Dependent Variable: Kinerja Pegawai

Source : SPSS 21 Data Processing Results, 2023

Based on table 2 above _ obtained equality regression as following :

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + +e$$

- Constant (a) = 0.261, this show that compensation Islamic (X1), competence sharia (X2), and spiritual intelligence (X3) = 0, then performance employee (Y) will experience enhancement of 0.261.
- Coefficient X1 = 0.398, contains meaning that every addition One points compensation Islamic (X1) will increase performance employees (Y) of 0.398 times.
- Coefficient X2 = 0.268, contains meaning that every addition One points competence sharia (X2) will increase performance employees (Y) of 0.268 times.
- Coefficient X3 = 0.615, contains meaning that every addition One points spiritual intelligence (X3) will increase performance employees (Y) of 0.615 times.

Hypothesis testing

T test

Table 3. T Test Results

		Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.261	6.077		.043	.966
	Kompensasi Islami	.398	.143	.340	2.786	.010
	Kompetensi Syariah	.268	.094	.340	2.859	.008
	Kecerdasan Spiritual	.615	.166	.412	3.692	.001

a. Dependent Variable: Kinerja Pegawai

Source : SPSS 21 Data Processing Results, 2023

Based on table 3 above can is known mark t_{hitung} of each variable, namely: Islamic compensation (X1) has a positive and significant effect on employee performance with a value of ($2.786 > 2.052$) and a significance value of ($0.010 < 0.05$). Sharia competency (X2) has an effect positive and significant to performance employee namely ($2.859 > 2.052$) and value significance ($0.008 < 0.05$). And spiritual intelligence (X3) is influential positive and significant to performance employee with value ($3.692 > 2.052$) and value significance ($0.001 < 0.05$).

F Test

Table 4. F Test Results

		ANOVA ^a				Sig.
Model		Sum of Squares	Df	Mean Square	F	
1	Regression	420.139	3	140.046	24.002	.000^b
	Residual	157.538	27	5.835		
	Total	577.677	30			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

Source : SPSS 21 Data Processing Results, 2023

Based on F test results above can is known compensation Islamic (X1), competence sharia (X2), and spiritual intelligence (X3), respectively simultaneous or together influential significant to performance employee (Y) is of $0.000 < 0.05$ and value $F_{hitung} > F_{tabel}$ ($24.002 > 2.960$). So it can be concluded that the variables of Islamic compensation, sharia competence, and spiritual intelligence simultaneously affect the performance of BPS Kab employees Merangin.

Coefficient Test Determination

Table 5. Coefficient Test Determination

Model	R	Model Summary ^b			Std. Error of the Estimate
		R Square	Adjusted R Square		
1	.853 ^a	.727	.697		2.41552
a. Predictors: (Constant), X3, X2, X1					
b. Dependent Variable: Y					

Source : SPSS 21 Data Processing Results, 2023

Based on table the results above obtained big mark *Adjusted R square* (R^2) is 0.697 or 69.7%. These results show that 69.7% of the variables are Islamic compensation, sharia competence, and spiritual intelligence simultaneous to performance employee. Whereas the remaining 30.3% is explained by other outside variables explained variables in this research.

Analysis

Influence Compensation Islamic To Performance Employee

Based on t test results (partial) were found that mark t_{hitung} Islamic compensation is greater than t_{tabel} ($2.786 > 2.052$) and the significance value is ($0.010 < 0.05$), so it can be concluded that H_0 it is rejected and H_a accepted which states that there is influence in a way significant positive to performance District BPS employee Merangin. Research result This in line with results research previously carried out by Nurul Inayah and Siti Nur Rohmah which states, compensation Islamic influential significant to performance employee, which means the more good compensation provided so the more high level too performance District BPS employee Merangin.

Influence Sharia Competency Against Performance Employee

Based on t test results (partial) were found that mark t_{hitung} on the sharia competency variable (X2) is greater than t_{tabel} ($2,859 > 2,052$) and the value significance ($0.008 < 0.05$), so can concluded that H_0 rejected and H_a accepted which states that there is a significantly positive influence on the performance of BPS employees Merangin. Research result This in line with results research previously carried out by Nia Tri Agustina and Hendry Cahyono which stated competence sharia influential significant to performance employee, which means the more tall competencies possessed so the more high level too performance District BPS employee Merangin.

Influence Spiritual Intelligence Against Performance Employee

Based on t test results (partial) were found that mark t_{hitung} on the spiritual intelligence variable (X3) is greater than t_{tabel} ($3.692 > 2.052$) and the value significance ($0.001 < 0.05$), so can concluded that H_0 rejected and H_a accepted which states that there is a significantly positive influence on the performance of BPS Kab employees. Moaning. Research result This in line with results research previously carried out by Nina Octavia, Keumala Hayati , and Mirwan Karim who stated that influential spiritual intelligence significant to performance employee, which means the more Good level possessed spiritual intelligence so the more high level too performance District BPS employee Merangin.

Influence Compensation Islamic, Sharia Competence, and Spiritual Intelligence Against Performance Employee

Based on f test results can be obtained is known can is known compensation Islamic (X1), competence sharia (X2), and spiritual intelligence (X3), respectively simultaneous or together influential positive and significant to performance employee (Y) with mark significance $0.000 < 0.005$ and value $F_{hitung} > F_{tabel} (24,002 > 2,960)$.

Adjuster R square (R^2) value is 0.697 or 69.7%. This result show that 69.7% is variable compensation Islamic, competence sharia, and spiritual intelligence simultaneous to performance employee. Whereas the remaining 30.3% is explained by other outside variables explained variables this research. This research result in line with results study previously carried out by Ay Maryani and Hayatul Muthmainnah stated competence Sharia, compensation Islamic, and influential spiritual intelligence to performance employee, which means if compensation provided good, and level competence as well as possessed spiritual intelligence employee tall so will influence level performance District BPS employee Merangin.

CONCLUSION AND RECOMMENDATION

Conclusion

Based on results study on so can concluded that Islamic compensation influential to performance employees and sharia competency have an influence in a way positive to performance employee, meanwhile spiritual intelligence also has an influence in a way positive to performance employee. Then test simultaneously produce in a way together variable (X1) Islamic compensation, (X2) sharia competency and (X3) influential spiritual intelligence in a way positive to variable (Y) performance employee. Form the inner model regression donate results influence amounting to 69.7% and the remaining 30.3% is determined by variables that are not entered in this research.

Recommendation

This research hoped can be an additional reference regarding the influence of employee performance at the Merangin Regency Central Statistics Agency for future researchers who are interested in researching similar topics. For future researchers, researchers should be able the scope of research an so on.

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