

Implementation of Islamic Business Ethics to Improve Employee Performance Quality at PTPN II Sawit Seberang Company

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ABSTRACT

This study aims to describe and reveal how Islamic business ethics are applied to PTPN II Kebun Sawit Seberang to improve employee performance in this company. This research was conducted using a type of qualitative research with descriptive methods. Islamic Business Ethics is morals in doing business by Islamic values so that in carrying out business there is no need to worry because it is believed to be something good and right. The implementation of Islamic business ethics at PTPN II Kebun Sawit Seberang has a positive impact on this company and all employees or workers in it, because it also has a good impact on the company's production results, even though some employees in this company are non-Muslims but they can implement it quite well.

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INTRODUCTION

Islamic business ethics is an ethical norm based on the Qur'an and Hadith that must be used as a way of life by business people. Islamic business ethics emphasizes human freedom to act and be responsible because they believe in the power of Allah SWT.

The most important resource in an organization is human resources, namely people who give their energy, talent, creativity, and effort to the organization. Therefore, employees are a key determinant of success in a company. The success of the company is judged by the success of the company in achieving its goals of the company. Improving the performance of each employee is inseparable from the organizational commitment that these individuals believe in. Organizational commitment is a sense of identification, and loyalty involvement shown by workers towards their organization or organizational unit. Organizational commitment is shown in an attitude of acceptance, a strong belief in the values and goals of the organization, as well as a strong urge to maintain membership in the organization to achieve organizational goals.

The business world continues to experience rapid development, especially supported by various rapidly growing information technology systems. In the modern business era as it is today, to face various business competitions and to realize healthy competition in business, is known as business ethics. Business ethics is used as a controller of business competition behavior to comply with existing norms. Business competition can be considered good if it meets all existing norms.

Business ethics can also be used by business people as a source of paradigm for running a good business. Generally, business is defined as an activity carried out by a person to gain profit to meet the needs of life by managing economic resources effectively and efficiently. Of course, with the principles of Islamic business ethics, a business can be run by Islamic principles.

PT. Perkebunan Nusantara II is one of the State-Owned Enterprises (BUMN) which is engaged in management and marketing and has enough human resources to manage it. Human resources are the most important part of PT. Perkebunan Nusantara II in managing its resources, PT. Perkebunan Nusantara II has important parts in managing the company such as payroll, development, recruitment, employee welfare, and personnel administration. With these sections, it appears that this company has quite a lot of human resources, and in its management, the author wants to examine how the application of business ethics in the company is to see the development of employee performance in the application of business ethics.

RESEARCH METHODS

The type of research used is qualitative research with descriptive methods. The object of research is all employees of PTPN II Sawit Seberang, North Sumatra. This company was chosen as the object of research because they wanted to see how Islamic business ethics were implemented in this company. This study uses two types of data, namely primary and secondary data. Primary data is obtained directly from the research location or also called field data by conducting interviews, observation, and documentation. While the secondary data obtained indirectly from the research object comes from the literature related to the research object.

Place and Time of Research

The place of this research was carried out at PT Perkebunan Nusantara II Kec. Seberang Sawit, Langkat Regency, North Sumatra, 20884

The time of this research was carried out at the same time as the author's internship, namely on January 17, 2022, to February 17, 2022.

DISCUSSION

Work ethic is a work spirit that is owned by the community to be able to work better to obtain the value of their life. Work ethics determine human judgment that is manifested in a job.

In its application, Islamic business ethics contain principles that regulate what should be done in business such as the principle of monotheism, the principle of balance, the principle of free will, the principle of responsibility, and also the principle of benevolence.

In the treasures of Islamic thought, ethics is understood as Al-Akhlaq or Al-Adab which aims to educate human morality. Ethics is contained in the content of verses of the Koran which are very broad, and developed under the influence of Greek philosophy to the Sufis.

There is a special function carried out by Islamic business ethics. It is explained as follows:

1. Business ethics seeks to find ways to harmonize and harmonize various interests in the business world.
2. Business ethics also has a role to make changes to society about business, especially Islamic business. And the way is usually by providing an understanding and a new perspective on business by using the foundation of moral values and spirituality, which are then summarized in a form called business ethics.
3. Business ethics, especially Islamic business ethics, also play a role in providing solutions to various modern business problems that are far from ethical values. The sense that ethical business must refer to its main source, namely the Qur'an and Sunnah.

The application of Islamic business ethics to companies can be seen, among other things, in product quality, HR performance, and the number of products produced. Islamic elements in the company are also prioritized, marked by recitation activities and briefings before carrying out production process activities. The application of ethical balance to the company's system can be assessed from the quality of production and distribution carried out.

From what the author sees, the results of applying Islamic business ethics can have an impact on increasing production from month to month, because they take care of the oil palm trees and provide fertilizer according to the dosage, harvesters are wise in picking fresh fruit bunches, and the workers' commitment is strong in the application of Islamic business ethics makes an increase in production results. The application of Islamic business ethics also has an impact on management and HR aspects in the form of a high level of honesty among HR in all operational activities of the company. In addition, the owner of the company also instills the value of honesty and responsibility, both related to world affairs and the afterlife.

Differences in the application of Islamic business ethics and those that do not apply Islamic business ethics may be seen from the production results produced by companies when Islamic business ethics have not been implemented, and if the company does not apply Islamic business ethics there may be a lot of fraud in the company in terms of reports in the field of fertilization. , harvesting fresh fruit bunches, cleaning pests and so on which causes production to decrease, and if this continues, it is likely that will happen is the bankruptcy of the company. Therefore it is very wise if company leaders apply Islamic business ethics to improve performance and instill the value of honesty in the company and good work ethics for the benefit of the world and responsibility in the hereafter. And this research shows that the company has implemented business ethics and produced a positive impact on the company.

CONCLUSION

After the author carried out an internship for 1 month starting on January 17 2022 and ending on February 17 2022 at PTPN II Kebun Sawit Seberang, the author can conclude that the application of Islamic business ethics applied to this company has a positive impact on this company and all the employees or workers in it, because it also has a good impact on the company's production results, even though some employees in this company are non-Muslims but they can implement it quite well.

Suggestion

Hopefully, this research can improve business ethics not only in this company but also with other companies that read this research and hopefully can make it easier for future researchers to explore Islamic business ethics that have been implemented in this company.

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