


Importance of Productivity Work: Employees at Cooperatives Save Baitul Maal Sharia Loans and Financing Wat Tamwil Surya Madani

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ABSTRACT

All business and organisations must own desired goal achieved. For reach, aim at a company that needs a factor source: Power Man. Source Power productive human is source Powerful humans who have high productivity, work hard to achieve the target already set by A company, and are capable of finishing tasks within the appropriate time. Employees, as part of the company, have a role important in determining the success of the company in terms of implementation duties and functions carried out. The purpose of doing it is to study This will benefit the readers in terms of information productivity. Workers at sharia institutions, especially cooperatives, save sharia loans and finance Baitul Maal Wat Tamwil Surya Madani Boyolali. Study This is qualitative-descriptive with a qualitative method and uses descriptive analysis via interviews and observations. In improving productivity, work environment, work, and family environment are influential. Motivation from employees is also influential on target achievement. Management productivity Work employees are managed through regulations, managing work stress, education, and training.

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Introduction

All businesses and organizations must achieve their desired goals. Own goals: This can give clear direction for each action or decision. Every organization needs a factor source—non-human resources and resources—power man to reach the goal. Because of the source power, humans will operate activity organizations; because of the source power, it is humans who become the main the main factor. If there are lots of non-source factors of power, but no humans oversee and manage it, then its existence is no use.

Concern for source power has gotten attention in the era of globalization. This from the world of business goals mainly is guard productivity worker. Because of the changing the changing dynamics of the environment, everything demands a company to maintain and manage source power quality in human beings, which becomes more urgent (Haryo & W, 2018). Management needs to realize that source

power is a component the most strategic and capable organization to increase productivity in work. However, humans can too become sources of inefficiency and waste in various ways.

Productivity in the sector industry refers to the size relatively marked or the size displayed by the power productive, especially as a combination production and activities. It also measures how well we use source power to reach the desired result. If source Power can reach objectives or targets that have been set, works in an efficient and responsible way, and finishes tasks within the appropriate time, then source Power is considered productive. (Claudia Putu and Suana, 2018) Every business needs a productivity worker, as reject measuring in operation is not good with regard to quantity nor quality of products produced.

Productivity is defined as the difference, measured in unit time, between total source power (input) and the results achieved (output). Mindset and methods look to the everlasting world and aim to increase the level life, which is a component productivity. Somebody with an attitude like that will be inspired to grow in a personal way and improve their skills as a professional. Keep going, look for new opportunities, and be better than fast satisfied. Dynamic and creative people carry out enhancements in productivity.

Employees, as an integral part of the organization, play an important role in determining efficiency and welfare of the of the company, but not quite enough, he answered. Because of productivity employees are very important for something company, then employee must own high ability and discipline to be able to operate his task with Good. If power Work something Company No own Power competitive, though the capital big, in the end company they will fail. Therefore, that's it. Work the same between entrepreneurs and employees as required to reach expected results.

Productivity goals Work alone is to increase effectiveness and efficiency, improve quality results, improve power competitiveness, improve profit, increase motivation and well-being of employees, improve the growth of a company or organization, and speed up achievement of set goals and targets. Basically, an upgrade in productivity involves approaching stress systems, achieving effective goals, improving constant quality, and using a source power company in an economical way.

From the statement, it makes researchers interested in examining and reviewing how productivity works for employees at KSPPS BMT Surya Madani Boyolali. The purpose of doing this study is to give benefit to the readers about information productivity among work employees at sharia institutions, especially at KSPPS BMT Surya Madani Boyolali.

Method

The informant in this research is Mr. Muhammad Nasrudin, who serves as Human Resources Manager at BMT Surya Madani. Qualitative methods are the ones we use in this research. Literature Study (Library Research) is closely related to theoretical studies and other references related to the relevance of human resources and also uses articles related to work productivity. This research presents a descriptive analysis, which describes and illustrates the focus of the main research study on perceptions that can be related to work productivity. This research focuses on analysing the views of various scientists, scholars, and experts who have competence in fields of study related to legal risk. The goal is to present information in a clearer and easier-to-understand manner. In this case, the deductive analysis method is used to develop conclusions from the general concepts identified into more specific conclusions. In this research, we used data collection techniques, interview techniques, and documentation techniques.

Results And Discussion

The researchers clearly carry out monitoring or supervision related to employee performance and carry out evaluations, because if the institution has nothing to do with evaluation, monitoring, and so on, it means that the institution is not making progress and is running without any direction. The supervision of work activities is then evaluated in the form of monthly, weekly, and daily evaluations. Daily evaluations are carried out by the branch manager, then weekly and monthly evaluations are also carried out by the branch manager, which are then reported to the central manager, and monthly evaluations are also carried out by the central manager. "For supervisors who are tasked with supervising employee performance, we first emphasise strong supervision, namely the supervision of Allah SWT, but there is also structural-level supervision to monitor whether the employee's performance is correct or not and whether it is in accordance with the SOP or not." (Interview with Mr. Muh Nasrudin, on October 27, 2023)

From the statement above, it can be concluded that it is important to monitor employee performance and carry out evaluations at KSPPS BMT Surya Madani Boyolali because if you do not carry out strict supervision and monitoring, employees may not experience progress towards BMT. In KSPPS BMT Surya Madani Boyolali, there are daily, weekly, and monthly evaluations for the central manager. KSPPS BMT Surya Madani Boyolali also instills a religious nature in supervising employees, namely Allah SWT.

"In uploading or choosing tasks and so on, we do it ourselves, so starting from the rules or SOPs, even if not from the vision and mission first, the vision and mission of our institution are explained in the structure to achieve the vision and mission. In our company structure, every member has a job desk; from the management to the members, there is a main task; between one task and another, there should be no overlap like that; the rules for each structure that holds A, B, and C are managers; there are SOPs. "The main tasks are separate, and work productivity has been carried out when this BMT was established and operating." (Interview with Mr. Muh Nasrudin, October 27, 2023).

From the statement above, it can be concluded that the strategy used to improve employee work productivity at KSPPS BMT Surya Madani Boyolali is by focusing on their respective work and being able to take responsibility for the performance carried out by employees. KSPPS BMT Surya Madani Boyolali employees have rules or SOPs and guidelines from the vision and mission, which must increase their work productivity. Employees are required to achieve the vision and mission of BMT itself. In this way, they develop work productivity from administrators to members, each with their own main tasks, where there is no overlap between one task and another. This strategy to increase performance and productivity began to be implemented from the time KSPPS BMT Surya Madani Boyolali was operational and established.

"Everything influences the work environment; the family environment also has an influence. When an employee's family environment is calm and motivating from home, as if work productivity from all lines concerning the individual has an influence, then related to productivity abilities there is an incentive to do it. If there is a motivational boost from the family, why give more factors? Then at work he is actually good, but he doesn't have the ability, capability, and so on." (Interview with Mr. Muh Nasrudin, on October 27, 2023)

From the statement above, it can be concluded that the influencing factors for increasing employee productivity and factors for increasing work productivity can be from home or family, which can provide strong input and motivation so that the office has a conducive atmosphere. Because if there are problems in the family, then the office can become unfocused, while the atmosphere in the workplace can also have an effect because if the workplace relationship between superiors and subordinates, superiors and superiors, as well as employees and employees, shows good working relationships and good communication at all times, time, and supported by the physical work environment, including indoor lighting, air, cleanliness, etc. This will help your employees improve their performance.

"Education and training, reward punishment—then there is motivation for all of that to develop human resources for that career level, and they will also be motivated to go to the next career level and the next like that." (Interview with Mr. Muh Nasrudin, on October 27, 2023)

From the statement above, it can be concluded that efforts can be made to develop human resources at KSPPS BMT. Surya Madani Boyolali, in general, believes that a higher level of education will make it easier to motivate a person or worker to complete their work. This will make employees more productive when they complete their tasks. Employees with good skills will be motivated. Because the motivation to get a "reward" does not necessarily motivate employees to be more productive.

"To improve employee performance, we carry out innovations related to providing rewards and punishments, as well as providing benefits in the form of family allowances and education" (Interview with Mr. Muh Nasrudin, on October 27, 2023). From the statement above, it can be concluded that improving employee performance at KSPPS BMT Surya Madani Boyolali is achieved by innovating

regarding the provision of rewards and punishments as well as by providing allowances. Rewards are given by BMT to employees as an employee contribution to BMT; punishment is a bad consequence that occurs to employees. Awards are a form of employee motivation to encourage employees to achieve better (Soetjipto, 2017). By providing benefits, it is hoped that employees will feel that their hard work is recognised and appreciated, and they will be more motivated to continue working at a high level. These various innovations are carried out to stimulate employees in their work so that they do not stagnate with current conditions and become better in the future.

"In determining work productivity regulations, we have a PP (Company Regulation) in which there are rewards and punishments. For the regulations that are made and regulated internally, we then legalise the cooperative service if the government regulations later go to the Labour Law." (Interview with Mr. Muh Nasrudin, on October 27, 2023)

From the statement above, it can be concluded that in determining work productivity policies at KSPPS BMT Surya Madani Boyolali, company regulations and Law Number 13 of 2003 concerning employment are used. BMT can refer to these regulations to determine work productivity policies.

"An employee is said to have good work productivity when the employee carries out his duties in accordance with the SOP; the target given to the employee can be achieved and not only achieved but exceeded the target." (Interview with Mr. Muh Nasrudin, on October 27, 2023)

From the statement above, it can be concluded that good work productivity at KSPPS BMT Surya Madani Boyolali is when an employee can carry out their duties in accordance with the SOP (Standard Operating Procedure). To ensure that the targets given to employees can be achieved, this is done through implementing the right strategy by making efforts to achieve targets more focused and can be evaluated well, eliminating bad habits such as procrastination and throwing away responsibilities, which can create a work ethic that is not conducive to achieving a target, and providing training and development programmes to help employees improve their skills and knowledge, which can lead to the ability to achieve the target.

"Work productivity and BMT success are directly proportional; when productivity is poor, the progress of the institution is also somewhat slow or poor, and when productivity is good, the progress of the institution is also good." (Interview with Mr. Muh Nasrudin, on October 27, 2023)

From the statement above, it can be concluded that the influence of work productivity on success at KSPPS BMT Surya Madani Boyolali is directly proportional, meaning that when the work productivity of a BMT is good, then the progress of that BMT is also good. In direct proportion to an increase in productivity, it causes an increase in production; namely, when employees are productive, they can produce more output in a short time; high productivity can produce better quality work; and with high productivity, they can have a competitive advantage.

"What hampers work productivity at BMT is related to the establishment of regulations; when the placement of regulations is not good, then it will also be bad, and productivity will also decrease." (Interview with Mr. Muh Nasrudin, on October 27, 2023)

From the statement above, it can be concluded that the obstacle to work productivity at KSPPS BMT Surya Madani Boyolali is the establishment of regulations. The lack of specific regulations governing BMT can create challenges and uncertainty, which have a negative impact on work productivity. Inadequate regulations can lead to a lack of responsibility among employees, and poor regulations related to employment can hinder the growth of BMT. To overcome obstacles to work productivity, this can be done through changing regulations. Complicated structures and rigid regulations can limit employee creativity and innovation. To reduce barriers, leaders can simplify rules and procedures.

"It is very influential, including the relationship between one employee and another; we create a family-like work environment so that there are no competitive elements." (Interview with Mr. Muh Nasrudin, on October 27, 2023)

From the statement above, it can be concluded that the work environment is an important factor that influences work productivity at KSPPS BMT Surya Madani Boyolali. Creating a comfortable work environment can have a positive impact on improving employee performance, while an uncomfortable or bad work environment can have a negative impact on work productivity. The work environment can be said to support the productivity of each employee through a sense of security and comfort. Creating a good relationship between employees and superiors can create a positive work environment and support work productivity.

"To motivate employee performance, we usually give appreciation, such as applause, or by providing rewards in the form of material or non-material. Apart from that, we also try to provide comfortable working conditions and try to build good teamwork." (Interview with Mr. Muh Nasrudin, October 27, 2023).

From the statement above, it can be concluded that what is done to motivate employees at KSPPS BMT Surya Madani Boyolali is to give applause to employees in the forum when they achieve their work targets or give rewards in the form of material such as bonuses or non-material such as certificates or gifts. Furthermore, KSPPS BMT Surya Madani Boyolali also provides comfortable working conditions by providing good working facilities. Then KSPPS BMT Surya Madani Boyolali also formed good teamwork to support each other and help increase the motivation and performance of their colleagues. Motivation focuses on how to arouse employee enthusiasm for their work so that they will try their best and provide all their skills to achieve company or organisational goals (Hasibuan, 1999).

"To manage employee work productivity, we manage it through regulations, education, and training." (Interview with Mr. Muh Nasrudin, October 27, 2023).

From the statement above, it can be concluded that in managing employee work productivity, KSPPS BMT Surya Madani Boyolali uses regulations, education, and training. In these regulations, there are company rules such as rewards and

punishments, and these punishments usually take the form of warning letters, cuts in allowances, etc. Meanwhile, education and training are carried out to manage work productivity and make it even better. Effective management of organisational resource factors, including organisational, human, and physical resources, will increase competitiveness and ensure the survival of the organisation (Wijono, 2005).

"The level of employee work productivity is very important for KSPPS BMT Surya Madani Boyolali, because when the employee work productivity is good, then the progress of the institution will also be good." (Interview with Mr. Muh Nasrudin, October 27, 2023).

From the statement above, it can be concluded that the level of employee work productivity is very important for KSPPS BMT. Surya Madani Boyolali, because when the employee's work productivity is good, the progress of the institution is also good, and vice versa, when the work productivity of the employees is poor, the progress of the institution is also a little slower. Productivity in the workplace is very important to get the results that a company or organisation needs. High productivity will benefit the company and its employees. It is important to note that productivity affects both parties. The work ethic of company employees is also demonstrated by their productivity (Eduard Arnando Parengkuan, 2019).

"The way to measure employee work productivity is through targets. We have a KPI (Key Performance Indicator); when the achievement is 100%, then work productivity is good." But if the achievement is only 50%, then the achievement is not good; there needs to be an evaluation to support him to be 100%, and so on, where he is weak, whether his ability is sufficient or not; if it is not sufficient, training will be given." (Interview with Mr. Muh Nasrudin, October 27, 2023).

From the statement above, it can be concluded that the way to measure employee work productivity at KSPPS BMT Surya Madani Boyolali uses KPI or key performance indicators, where when an employee's work productivity has not reached maximum results, training will be given to achieve maximum results. According to Henry Simamora (2004:612) there are three measurements of employee productivity, namely work quantity, work quality and timeliness.

"Indicators of work productivity that must be considered are targets, daily deeds, and all daily activities that are included in the KPI (Key Performance Indicator)." (Interview with Mr. Muh Nasrudin, October 27, 2023).

From the statement above, it can be concluded that the indicators of employee work productivity that KSPPS BMT Surya Madani Boyolali must pay attention to are employee work achievement targets, employee daily deeds such as prayer and so on, as well as all employee daily activities are also included in the KPI assessment or key performance indicators. Employee productivity greatly determines the success of the company because it is hoped that work can be carried out effectively and efficiently, which will ultimately lead to achieving the goals that have been set. According to Kamuli (2012), work productivity indicators include task quantity, task quality and timeliness of tasks. Quantity is what matters. The amount of work

given to an employee is determined by his ability to complete it. Quality comes second. Quality refers to the caliber of work produced by employees and thirdly the timeliness of implementation or the ability of workers to complete tasks within the specified time period.

"How to deal with work stress so as not to reduce employee work productivity levels, when employees are bored and this will result in work stress, to manage this we will provide accidental rewards, not predetermined rewards. When the evaluation and achievements exceed the target, they are immediately given an accidental reward which is given directly at that time or by telling them that if they can achieve the target that day, they will get something and this is usually delivered in the morning. So they won't be stressed because they feel their work is appreciated." (Interview with Mr Muh Nasrudin, on October 27 2023).

From the statement above, it can be concluded that the way KSPPS BMT Surya Madani Boyolali handles work stress is by providing accidental rewards, which are given at that time when their achievements exceed their targets, or by notifying them in advance that there will be a reward when employees are able to exceed their targets. determined, so that work stress does not occur, and this makes them more motivated and driven to be more productive at work.

Mulyasa (2012) emphasized that there are various strategies for managing stress, including understanding its origins and making efforts to reduce stress that may already exist. One way to refresh employees is to transfer them if, for example, they experience severe stress due to boredom at work. So that employees can carry out their work effectively, new work environments, training and career development are provided. Next, restructure current positions to ensure that no worker is overworked, under time constraints, or given more than one role. In addition, improving the communication system so that it can react quickly to work implementation and increase worker involvement.

Conclusion

The work productivity of employees at KSPPS BMT Surya Madani Boyolali is considered very important to the success of BMT; achieving employee work targets is an important indicator of employee work productivity. Good work productivity is achieved by an employee who carries out his duties in accordance with the SOP and achieves targets. When the target is not achieved, KSPSS BMT Surya Madani Boyolali carries out strict monitoring of employee performance to determine the level of employee progress. Factors inhibiting work productivity at KSPPS BMT Surya Madani Boyolali includes the establishment of regulations. The lack of specific regulations governing BMT can create challenges and uncertainty, which have a negative impact on work productivity. Factors that influence work productivity are work environment factors and family factors. An environment that provides a sense of security, comfort, and conduciveness can support employee work productivity, and creating good relationships between employees and superiors can create a positive work environment and support work productivity, as well as family factors, which play an important role in increasing employee motivation.

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