

THE INFLUENCE OF LEADERSHIP STYLE ON EMPLOYEES OF SURYA MANDIRI MUHAMADIYAH SURYA MANDIRI COOPERATION IN LHOKSEUMAWE

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Abstrak

Sharia cooperatives have two backgrounds of establishment and activities that are almost as strong, namely as microfinance institutions and as Islamic financial institutions. Judging from the principles that exist in cooperatives, there is nothing that conflicts with Islamic law. This institution is in accordance with Islamic values. However, it is necessary to improve and monitor the cooperative system, namely, to avoid Riba, Maysir, Ghoror, Batil. Islamic cooperatives do not have a striking system difference with conventional cooperatives. Therefore, the legal umbrella used by sharia cooperatives generally uses the legal umbrella for conventional cooperatives, namely Law No. 25 of 1992 concerning cooperatives. This research is a type of qualitative descriptive research and in collecting data using observation interviews and documentation methods, there are data analysis techniques used, namely data reduction, data presentation, and drawing conclusions. The results of this study indicate that the Muhammadiyah Surya Mandiri Syariah Cooperative helps the Lhokseumawe community in making savings and loans.

Keywords: Cooperative, Leadership, Sharia cooperatives, Loans,

1. INTRODUCTION

Sharia cooperatives have two backgrounds of establishment and activities that are almost as strong, namely as microfinance institutions and as Islamic financial institutions. Judging from the principles that exist in cooperatives, there is nothing that conflicts with Islamic law. This institution is in accordance with Islamic values. However, it is necessary to improve and monitor the cooperative system, namely, to avoid Riba, Maysir, Ghoror, or Batil. Islamic cooperatives do not have a striking system difference with conventional cooperatives. Therefore, the legal umbrella used by sharia cooperatives generally uses the legal umbrella for conventional cooperatives, namely Law No. 25 of 1992 concerning.

There is no legal regulation in the field of sharia cooperatives that binds and protects provisions relating to the business of sharia microfinance institut as with the rule of law that applies to conventional cooperatives, this is one of the dominant factors causing many contractual irregularities in sharia cooperatives, including in relation to the application of sharia principles. This is feared could cause problems. Even though Islamic financial institutions with a profit-sharing system are designed to foster togetherness in bearing business risks and sharing results in accordance with 2 Islamic sharia, Muslims should realize that Islam has a very rich and broad repertoire of figh mu'amalah, one of which is the principle of murabahah contracts, these principles can be applied in a form of Islamic financial institutions such as Islamic cooperatives. 1 Based on (Article 44 Law No.25 Th.1992). Cooperatives as a legal entity can carry out savings and loan business activities as one of the businesses or the only cooperative business activities in general. One of the contracts used in the UBM sharia cooperative is the murabaha contract. The contract is one of the most important sources because there is a contract, so there is a legal agreement that binds the parties to the contract, so that they have binding legal certainty. As stated by Syamsul Anwar, giving an understanding of the contract is a meeting of consent and consent as a statement of the will of two or more parties to give birth to a legal consequence on the object. offer.

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2. THEORITICAL REVIEW

According to Mangkunegara, work performance is the result of work in quality and quantity, which is achieved by an employee in carrying out his duties, in accordance with the responsibilities given to him. According to Badriyah, work performance is the work achieved by a person in carrying out the tasks assigned to him, which is based on skills, experience, and sincerity and time.

Leadership

Leadership is summarizing the notion of leadership management, then leadership management is defined as an art to manage someone's ability to lead, direct and invite others towards goals in an efficient and effective way. According to Sutrisno leadership is a process of one's activities to move others by leading, guiding, influencing others, to do something in order to achieve the expected results. According to Wahjosumidjo, leadership

Is essentially something that is inherent in a leader who has certain characteristics, such as personality, abilities.

Cooperative

According to Arifinal Chaniago, the notion of a cooperative is an association consisting of persons or legal entities, which gives freedom to members to enter and leave, by working together as a family to run a business to improve the welfare of its members. According to Hatta, the father of Indonesian cooperatives said that the meaning of cooperatives is a joint effort to improve the fate of economic livelihoods based on mutual assistance. According to Munkner, the notion of a cooperative is a helping organization that carries out "business management" as a group, which is based on the concept of mutual assistance. Activities in business affairs are solely aimed at the economy, not social as contained in gotong-royong.

Sharia Cooperative

fulfill Cooperative comes from the word cooperation (English), which means cooperation. Meanwhile, according to the terms, a cooperative is an association formed by participating members that functions for the needs of its members at a relatively low price and aims to advance the level of living together. According to Masjfuk Zuhdi, what is meant by a cooperative is an association or organization whose members are people or legal entities who work together with full awareness to improve the welfare of members on the basis of voluntary kinship. Technically, sharia cooperatives can be regarded as cooperatives whose principles of activities, objectives and business activities are based on Islamic sharia, namely the Koran and Assunah. The general understanding of sharia cooperatives is cooperative business entities that run their business according to sharia principles. mentioned, sharia cooperatives are not allowed to do business in fields in which there are elements of usury

Some Ulama call Cooperatives Syirkah Ta'awuniyah (Association of mutual help), which is a cooperation agreement between two or more people, in which one party provides business capital while the other party does business on the basis of profit sharing according to the agreement. So in this cooperative there is an element of Mudharabah because one party has capital and the other party does business on that capital.

3. Research Methods

Qualitative research is research that has a descriptive nature, this research is more likely to use analysis. In this study the process and meaning are emphasized more by using a theoretical basis as a guide to focus on research based on facts in the field.

The theoretical basis also serves to provide a general description of the research setting and as material for a discussion of the research results. Qualitative research has a fairly limited research object. In qualitative research, researchers must participate in the conditions or events studied, this is because the results of qualitative research require in-depth analysis from researchers.

Generally, qualitative research obtains primary data from interviews and observations. After that the researcher will analyze the data obtained so that it is likely to give birth to new concepts or theories if the results of the research conducted contradict the theory used in the research.

There are several methods that can be used in qualitative research, namely phenomenological methods, grounded theory methods, ethnographic methods, case study methods, and narrative research methods. The narrative research method is a research method in which the researcher conducts a study on someone to obtain data from the history of life.

Location and time

The author took the research location at the Muhammadiyah Surya Mandiri Syariah Producers Cooperative. The choice of the city of Lhokseumawe is because it is the area where the researcher is domiciled so that it is easy to reach in conducting research and searching for information data in writing this research, and the research time is 1 month.

Research Focus

Based on the author's title, the focus will be on carrying out research on the Influence of Leadership Style on Employee Performance at the Muhammadiyah Surya Mandiri Cooperative in the city of Lhokseumawe

Types and Data Sources

Sources of data are all information obtained from respondents or from documents either in the form of statistics or in other forms for the purposes of the research. In research there are usually two types of data that are analyzed, namely primary and secondary data sources that will be used in this study. is:

1. Primary Data Information or data obtained directly from the first source in the field through an interview process with informants who are considered to know all the information needed in the research. (Through direct interviews with independent solar managers)
2. Secondary Data Secondary data is other data related to this research. Secondary data related to this is through literature studies including books, articles, documents.

Data collection technique

Data collection techniques are the most strategic steps in research, because the main goal of researchers is to get data. In this study, researchers were directly involved in the location to obtain concrete data related to this research. the techniques used in collecting data in this preparation are:

1. Field Research Techniques Field research techniques are carried out by carrying out direct investigations to locations to conduct research and to obtain concrete data related to this discussion. The techniques used to obtain data in the field that are in accordance with technical data are as follows:
 - a. Observation Observation is a technique or way of collecting data by conducting observations at a location, namely at the Muhammadiyah Surya Mandiri Sharia Cooperative
 - b. Interview Interview (Interview) is an information gathering tool by way of question and answer. The main feature of the interview is direct face-to-face contact between the information seeker and the information source.

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Interview question

1. when was this co-op founded?
2. who is the founder of this cooperative?
3. who is the head of the co-op today?
4. What is the purpose of establishing the cooperative?
5. How is the development of the cooperative?
6. What do cooperatives do when the cooperative has excess funds?
7. Does the cooperative have special rules made by itself regarding lending?
8. Do old members get bonuses?
9. Do members who come down to the field get transportation costs from the cooperative?
10. Is there a demotion to the employee if the target is not achieved?

Answer interview

- a. 05 - 08 -2020
- b. Chairman
- c. Dedi El Sukma
- d. To strengthen the economy and break the cycle of poverty.
- e. Development so far has only been in Lhokseumawe, already has more than 300, and has been growing to date.
- f. In this cooperative, there is no interest, so there is no guarantee that in this cooperative, payments are made in installments for several years to buy goods or furniture such as laptops, refrigerators and other items. There are no excess funds here because many borrow.
- g. There must be an insider's recommendation, because there is no guarantee that in this cooperative Sling is transparent and trusts others.
- h. Members don't get a bonus, because the cooperative doesn't make a business so it's only to help the people of Lhokseumawe, only good loans to someone so there's no profit sharing.
- i. None, but someone bears the costs of going down (voluntarily)
- j. There is no cooperative target (because it specifically helps the local community) Wadhi'ah amanah, is a deposit that may not be used either for the benefit of the cooperative or for business investment, but the cooperative must look after the deposit until it is taken by the owner. Wadiah Amanah referred to here are usually in the form of ZIS funds (Zakat, infaq, and shadaqoh) which are owned by 8 asnaf mustahik and distributed both in the form of productive and consumptive mustahik.

Wadhi'ah yadhomanah, funds entrusted by members to cooperatives that are permitted to be managed in real business as long as the funds have not been taken by the owner. Considering that these funds can be managed, it is appropriate for Sharia Cooperatives to provide advantages in the form of bonuses to recipients, although there is no prohibition against giving bonuses.

The second character is investment in nature, which is intended for business interests with a profit-sharing mechanism (Mudharabah) for both Revenue Sharing and Profit and sharing. The saving concept that is applied can be in the form of Mudharabah Mutlaqoh time deposits or mudharabah time deposits.

Mudharabah Mutlaqoh savings/savings is a form of cooperation between the owner of the funds (ShahibulMaal) and the Sharia Cooperative as an entrepreneur (Mudharib) whose scope is very wide and is not limited by specifications for the type of business, time and area of business. While Mudharabah Muqayadah is a form of cooperation between the owner of the funds and the Sharia Cooperative as an entrepreneur where the use of funds is limited by provisions.

Discussion result.

5 Conclusion

Based on the results of the research and discussion that has been carried out, the following conclusions can be drawn:

- Muhammadiyah Surya Mandiri Sharia Cooperative is a financial institution that uses sharia principles. The role of the Surya Mandiri Sharia Cooperative in UKM capital is to provide financing with 2 contracts, namely Mudharabah and Taqsith (Low Margin) contracts.
- The number of SMEs and the realization of funds channeled to SMEs with mudharabah and taqsith contracts, when compared to the previous year, the Surya Mandiri cooperative has increased.
- The strategy used by the Surya Mandiri Sharia Cooperative cannot be said to be optimal and can be further improved through counseling on entrepreneurship to increase business profits.
- Supporting factors in the distribution of capital for SMEs in the Surya Mandiri Syariah Cooperative, namely: The Surya Mandiri Syariah Cooperative in carrying out its role in SME capital is supported by supporting factors, namely: Capital, Easy Requirements, Light Collateral.
- The inhibiting factors for the Surya Mandiri Sharia Cooperative in increasing capital for SMEs are: Limited human resources who have the ability for outreach, and the lack of responsibility of some members of the Surya Mandiri Sharia Cooperative.

suggestion

- 1 For further research, comparisons can be made with other Islamic cooperatives, adding data for the year/period of analysis or identifying influencing factors so that a clearer picture of the role of Islamic Cooperatives in SME capital can be obtained and can be used as material for developing Cooperatives
- 2 Other Sharia.
- 3 For the object, namely the Surya Mandiri Sharia Cooperative, it can implement a strategy to help SME capital through increasing employee competency and a more reliable survey process before disbursing financing.

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