

ABSTRAK

Skripsi dengan judul “Manajemen Bumdes Berbasis Etika Bisnis Islam dalam Meningkatkan Kesejahteraan Karyawan (Studi Kasus pada BUMDes Bening Artha Prima Kecamatan Dongko Kabupaten Trenggalek) ini ditulis oleh Nizar Hufron Tamami, NIM. 12402193356, dengan dosen pembimbing Dr. Moh. Rois Abin, M.Pd.I

Latar belakang penelitian adalah menurunnya produktivitas kerja karyawan Bumdes Bening Artha Prima sehingga perlu adanya penerapan etika bisnis Islam pada setiap proses manajemen mulai perencanaan, pengorganisasian, pengarahan dan pengawasan. Sehingga diharapkan dapat meningkatkan kesejahteraan karyawannya BUMDes Bening Artha Prima.

Fokus penelitian ini adalah 1) Bagaimana perencanaan berbasis etika bisnis Islam pada BUMDes Bening Artha Prima?, 2) Bagaimana pengorganisasian berbasis etika bisnis Islam pada BUMDes Bening Artha Prima?, 3) Bagaimana pengarahan berbasis etika bisnis Islam pada BUMDes Bening Artha Prima?, 4) Bagaimana pengawasan berbasis etika bisnis Islam pada BUMDes Bening Artha Prima?, 5) Bagaimana kesejahteraan karyawan pada BUMDes Bening Artha Prima?

Penelitian ini menggunakan metode deskriptif dengan pendekatan kualitatif. Objek penelitian berada di BUMDes Bening Artha Prima Kecamatan Dongko Kabupaten Trenggalek. Penelitian ini menggunakan sumber data primer yang diperoleh langsung dari pengurus BUMDes, ketua unit usaha, sekretaris, bendahara, karyawan, dan sumber data sekunder diperoleh dari buku, jurnal, dan lain-lain. Teknik pengumpulan data yang digunakan peneliti menggunakan observasi, wawancara, dan dokumentasi. Dalam teknis analisis data terdiri dari kondensasi data, penyajian data, penarikan kesimpulan. Pengecekan keabsahan temuan dengan triangulasi.

Hasil penelitian menunjukkan bahwa 1) Perencanaan berbasis etika bisnis Islam melalui perencanaan jangka pendek perencanaan keuangan, jangka menengah merencanakan pemberdayaan karyawan intensif budidaya tanaman kopi petik merah, jangka panjang optimalisasi lokasi wisata Rest Area mini dan UMKM. 2) Pengorganisasian berbasis etika bisnis Islam melalui pelimpahan wewenang pembentukan struktur organisasi mulai dari struktur pengurus, anggota dan juga karyawan BUMDes, meminimalisir kurangnya optimalisasi pengorganisasian dengan mengoptimalkan hari masuk kerja dibandingkan pribadi. 3) Pengarahan berbasis etika bisnis Islam melalui motivasi dan pengarahan terbukti dengan BUMDes melakukan pemberian motivasi, pengarahan pada unit usaha air minum dalam kemasan deBentoya oleh bupati Trenggalek. 4) Pengawasan berbasis etika bisnis Islam melalui pengawasan rencana, pengawasan saat kegiatan berlangsung langsung pada unit usaha kolam renang WAROE oleh pengawas BUMDes, pada akhir pengawasan pengkoreksian untuk menambah kios makanan. 5) Kesejahteraan karyawan dirasakan secara langsung melalui pemberian upah, gaji dan tidak langsung melalui mengharap ridho dan pahala dari Allah SWT.

Kata Kunci: Etika Bisnis Islam, Fungsi Manajemen, Kesejahteraan Karyawan

ABSTRACT

The thesis entitled “Bumdes Management Base on Islamic Business Ethics in Improving Employee welfare (Case Study on BUMDes Bening Artha Prima, Dongko District, Trenggalek Regency) was written by Nizar Hufron Tamami, NIM. 12402193356, with supervisor Dr. Moh. Rois Abin, M.Pd.I.

The background of this research is the declining work productivity of BUMDes Bening Artha Prima employees so that it is necessary to apply islamic business ethics in every management process starting from planning, organizing, directing, and supervising. So that it is hoped that it can improve the welfare of its employees BUMDes Bening Artha Prima.

The focus of this research is 1) How is planning based on Islamic business ethics on BUMDes Bening Artha Prima?, 2) How is organization based on Islamic business ethics on BUMDes Bening Artha Prima?, 3) How is the direction based on Islamic business ethics on BUMDes Bening Artha Prima, 4) What is the supervision based on Islamic business ethics at BUMDes Bening Artha Prima?, 5) How is the welfare of employees at BUMDes Bening Artha Prima?

This research uses a descriptive method with a qualitative approach. The object of research is in Bening Artha Prima BUMDes, Dongko District, Trenggalek Regency. This study uses primary data sources obtained directly from BUMDes management, heads of business units, secretaries, treasurers, employees, and secondary data sources obtained from books, journals, and others. Data collection techniques used by researchers using observation, interviews, and documentation. In technical data analysis consists of condensing data, presenting data, drawing conclusions. Checking the validity of the findings by triangulation.

The results showed that 1) Planning based on Islamic business ethics through short-term financial planning, medium-term planning for intensive employee empowerment of red picking coffee plants, long-term optimization of mini Rest Area tourist sites and MSMEs. 2) Organizing based on Islamic business ethics through the delegation of authority to form an organizational structure starting from the management structure, members and also BUMDes employees, minimizing the lack of optimization of organization by optimizing work days rather than personal ones. 3) Guidance based on Islamic business ethics through motivation and direction as evidenced by BUMDes providing motivation, briefing to the deBentoya bottled water business unit by the Trenggalek district head. 4) Supervision based on Islamic business ethics through supervising plans, supervising when activities take place directly at the WAROE swimming pool business unit by BUMDes supervisors, at the end of supervising corrections to add food stalls. 5) Employee welfare is felt directly through the provision of wages, salaries and indirectly through expecting the pleasure and reward of Allah SWT.

Keywords: *Islamic Business Ethics, Management Functions, Employee Welfare*