

## Analysis Of Employee Competency in CV. Kampung Kaos Kidung, Prajegan Village, Sukorejo Subdistrict, Ponorogo in Islamic Perspective

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### Abstract

*Every company needs competent employees to achieve the company's goals, vision, and mission. Competence in Islam is the feasibility of employees in carrying out their obligations (jobs). To measure the Competence of employees using three dimensions, namely knowledge, skills, and abilities. The Competence of these employees can increase along with the achievement of the company's vision and mission and the goals of the company, one of which is through training. The main purpose of this study was to analyze the Competence of employees with CV. Kampung Kaos Kidung in an Islamic perspective and efforts to improve the Competence of employees CV. Kampung Kaos Kidung. The type of research used in this research is field research with a research approach using a qualitative approach. This research was conducted on the CV Kampung Kaos Kidung with observation, interviews, and documentation data collection techniques. The results showed that the Competence of employees in the Islamic perspective was not good employees of CV. Because of poor Competence, Kampung Kaos Kidung has not carried out its job obligations. CV. Kampung Kaos Kidung has improved employee competence by training using two methods, namely information presentation and the job training method.*

### Keywords

Knowledge; skill; abilities; training.



## I. Introduction

The convection industry is one of the industries needed by the community to meet clothing needs. According to the Ministry of Industry of the Republic of Indonesia, the number of convection industries in East Java is 89 convection industries. This causes the convection industry to have considerable market opportunities and competition. As a result, companies need adequate human resources to face the competition and the opportunities that exist. The importance of human resources in achieving company goals must also be balanced using the capabilities of the human resources. Human resources are required to do all the work given to them and are demanded that what will happen is appropriate in terms of quantity and quality. Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020). The development of human resources is a process of changing the human resources who belong to an organization, from one situation to another, which is better to prepare a future responsibility in achieving organizational goals (Werdhiastutie et al, 2020).

The issue of human resources is in the spotlight and the focus for the company to survive. Even though there are many facilities, infrastructure, and resources, without the support of human resources, the company's activities will not run properly. The potential of human resources affects how the company achieves its goals. Therefore, in achieving organizational goals, it is expected that adequate human resource competencies are needed. On the Act. Republic of Indonesia No. 13 of 2003 concerning Manpower, where the regulation began the birth of the work system that is now practiced in companies. Employment with certain competency standards is also getting higher. Therefore, high Competence can convey a contribution to profits that will determine the company's future. State Law of the Republic of Indonesia on Manpower No. 13 article 6 paragraph 10 concerning work competence, namely the workability of each individual, including aspects of knowledge, skills, and work behavior that are by the standards set.

Competence is an ability to carry out or perform a job or task based on skills and knowledge supported by the work attitude required by the job. Competence is an individual characteristic that underlies performance or behavior in the workplace (Wibowo 2014). Competence is an ability based on skills and knowledge supported by work attitudes and their application in carrying out tasks and work in the specified workplace. (Sutrisno 2004) Competence in the Islamic perspective in Arabic is Ahliyyah, which means eligibility. In year's terms, it is the eligibility of an individual to oblige and carry out obligations, or in other words, the capabilities of the individual on which to uphold the rights for which he is obliged to obtain rights or which are obligatory responsibilities for him (obligations). (Ash-Shawi 2011)

Mathis and Jackson, grouping the dimensions of work competence consisting of knowledge, skills, and abilities or abbreviated as KSA. (Busro 2017) Knowledge, skills, and abilities are three competencies that everyone should have. Knowledge (knowledge) is knowledge about work. Someone who has good knowledge of work will give good work results, and vice versa. (Kasmir 2016) Knowledge is the knowledge that can be used to complete work. A Muslim is required to seek knowledge by Q.S Al-Mujadalah verse 11:

Surely Allah will exalt those who believe among you and those given knowledge by several degrees" (Al-Qur'an n.d.)

Moreover, to the hadith of Rasulullah SAW, "Seeking knowledge is obligatory for a Muslim."

Skills are something that individuals have to carry out tasks or jobs assigned to employees. (Busro 2017) Islam is very concerned about the importance of having expertise or skill. The ruler of various skills and skills that are all material is a demand that every Muslim must carry out in order to carry out his duties. As the hadith of the Prophet, which means "adorn your women with the knowledge of weaving" (HR. al-Khatib from Ibn Abbas r.a). (Arifin 2009) Abilities are talents that have been under him since childhood or acquired during his education. The better the education of an employee, the higher the ability he gets. (Nisa 2015) One of the successes of Rasulullah SAW in the business world is the ability to think clearly in doing something (Arifin 2009). The Key Success Factor (KSF) of Rasulullah SAW. These are shiddiq (true and honest), Amanah (trusted and credible), fatahah (intelligent), and tabligh (communicative). (Sutrisno 2004)

The number of human resources without being accompanied by good human resources will burden a company. Organizations must pay attention to Knowledge, Skills and Abilities (KSA) or competencies that must be met. (Sutrisno 2004) One of the efforts to improve Competence in training. Training has a big role in equipping employees to be more creative in achieving company goals. The basic concept of training is to provide provisions for employees to behave and act to the work problems. (Busro 2017) According

to Sina mobile (2012), training increases Competence and maintains competent human resources. (Busro 2017). Islam encourages employees to conduct a training (training) to develop their Competence and technical capabilities of employees in carrying out their job responsibilities. (Sinn 2008)

CV. Kaos Kidung Village is a company engaged in production, located in Prajegan Village, Sukorejo District, Ponorogo Regency. The products produced are plain t-shirts and screen printing, the shirts they produce themselves. CV. Kampung Kaos Kidung has offline stores spread across eight branches in East Java, and the demand for plain t-shirts is very large. Many requests for plain shirts must be balanced with good employee competence. This means that every employee must have Competence consisting of good knowledge, skills, and abilities to carry out their duties and work in a predetermined workplace, from interviews with the Director of CV. Kaos Kidung Village, Ibu Hariyani said that the employees I received a CV. Kaos Kidung Village does not require you to have important competencies. There is an intention to learn and practice. They are then based on an interview with Mrs. Desi as the production manager of CV. Kaos Kidung Village stated that they are employees of CV. Kaos Kidung village experienced problems and obstacles such as the wrong cut and wrong sewing, which caused the shirt to be damaged and could not be sold. This obstacle is caused by the lack of competence in employees at CV shirt Song Village.

This can be seen from the employee data obtained by researchers through interviews with managers. Namely, 35 out of 42 employees still lack knowledge, skills, and abilities in sewing t-shirts. This is corroborated by observations made by researchers from September 2, 2020, to October 5, 2020, and the results of these interviews with employees. According to Vina (an employee of CV. Kampung Kaos Kidung), the error occurs when the wrong sewing will cause damage or BS (Sorting Goods), still not proficient in the machine so that the thread often breaks, and incorrectly distinguishes the outer and inner fabric. As Waluyo (an employee of CV. Kampung Kaos Kidung) stated, the error that occurred was the wrong cut. The fabric cut was smaller or larger than the pattern that should have been, so it had to be re-cut if the fabric could still be repaired. Likewise, Nanang (an employee of CV. Kampung Kaos Kidung) stated that the error in the screen printing was the wrong placement of the screen printing so that the screen printing was in the wrong place and caused the t-shirt to be damaged or the BS. Based on the interview results, the employees still lack the knowledge, skills, and abilities to sew t-shirts.

A company will tend to choose experienced rather than inexperienced applicants because experienced employees are seen as more capable of carrying out their duties and will be given later. (Resisti 2016). In Islamic economics, in selecting employees, they must be the most suitable for their expertise (professional) and have the capability and trustworthiness and proven loyalty to Islam and the Muslims. (Fahmi 2014) Three dimensions of work competence consist of knowledge, skills, and abilities. Must be owned by employees. An effort is also needed to improve employee competence, namely training the importance of training to increase Competence and maintain competent human resources. (Busro 2017).

Based on the data exposure, there are problems regarding employee competence with symptoms of employees' lack of knowledge, skills, and abilities and efforts are needed to improve employee competence. The Competence of these employees can increase along with the achievement of the company's vision and mission and the goals of the company, one of which is through training. The reason for choosing the topic of employee competence from an Islamic perspective is that employees must have Competence so that the company can carry out its vision and mission by what is expected by the company, of

course, with Islamic values. Therefore, the researchers are interested in taking research titled "Employee Competency Analysis on the CV. Kaos Kidung Village, Prajegan Village, Sukorejo District, Ponorogo from an Islamic Perspective."

## II. Research Method

The type of research used in this research is field research. This research approach uses qualitative research. The location of the research was carried out on a CV. Shirt Song Village. As for CV. Kaos Kidung Village is located in Krajan Hamlet, Prajegan Village, Sukorejo District, Ponorogo Regency, East Java. The data needed in this study are Competence in the form of employees' knowledge, skills, and abilities and efforts to improve Competence in training employees' CV. Kaos Kidung Village, Village. Prejean, Kec. Sukorejo, Ponorogo is in the process of training. The data in this study are the data sources obtained through primary data sources and secondary data. 'The data collection techniques used in this study are observation, interviews and documentation.'

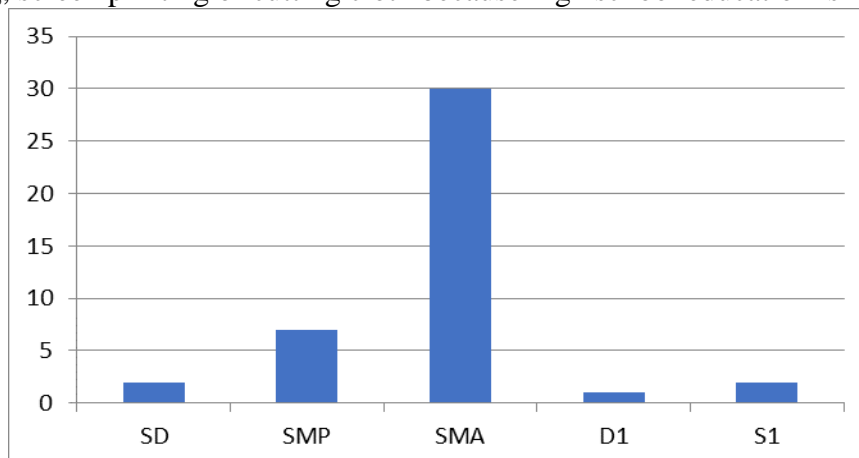
In testing the validity of the data, the qualitative research method used by the researchers used a credibility test, namely the extension of observations, increasing persistence and using reference materials. The data processing technique in this study uses the Miles and Hubermas technique, which consists of Data Collection, Data Reduction, Data Display, and Conclusion Drawing/Verification. In this study, the flow of logic used by the author is inductive reasoning. Inductive reasoning is based on a limited number of cases or examples observed. So that in this study, the researcher will present the data first, then explain the theory and then draw conclusions.

## III. Result and Discussion

### 3.1 Employee Competency Analysis in CV. Kaos Kidung Village, Village. Prejean, Kec. Sukorejo, Ponorogo in Islamic Perspective

#### a. Knowledge

The dimension of knowledge can be measured by indicators of basic knowledge possessed, orientation towards the achievement of performance standards, attention to quality and work efficiency. CV employees. Kampung Koas Kidung in basic knowledge on average, graduated from high school, and from 42 employees, 30 employees graduated from high school. This means that these employees do not have basic knowledge about sewing, screen printing or cutting cloth because high school education is not taught this.



Source: Company Documentation (2019-2021)

Figure 1. Employee Education

## **b. CV. Kampung Kaos Kidung**

On the orientation of achieving employee performance standards CV. Kaos Kidung Village must meet the work standards set by mastering at least one machine according to their respective duties. If an employee is in charge of overlock sewing, then the employee must master the overlock machine and the CV employees. Kaos Kidung Village has implemented this. CV employees. Kampung Kaos Kidung is still not paying attention to the quality of the t-shirts or the production quality. This is because there are often complaints from offline stores and customers. Namely, there are stains on the shirt, the size of the shirt is not balanced, and the screen printing is broken. Is at work employees CV. Kaos Kidung Village is less efficient. If the item is damaged, the item/shirt will be returned. If it can be repaired, the item/shirt is repaired again. The employee requires additional costs and time, so it is less efficient.

Knowledge or knowledge is one of the dimensions used to measure a job. Knowledge or knowledge in measuring an employee's job includes four indicators: basic knowledge possessed, achievement orientation, performance standards, and work efficiency. (Busro 2017) On the other hand, in Islam itself, a Muslim is required to seek knowledge. The increase in knowledge will increase a Muslim's knowledge of various dimensions of life and increase his ability and Competence in carrying out the tasks assigned to him. (Sinn 2008)

Based on the explanation above, the dimensions of knowledge or employee knowledge of CV. Kaos Kidung Village is not good because of the four indicators. Only attention to quality has been implemented or has been good in the basic knowledge possessed by employees of CV. Kaos Kidung Village is still lacking, attention to the quality of production is also still lacking, and the work efficiency of CV Kampung Kaos Kidung employees is not efficient. Meanwhile, in the Islamic perspective, employees of CV. Kaos Kidung village is not good because it has not increased its knowledge, which means it has not increased its abilities and competencies in carrying out its tasks.

### **1) Skill**

Dimensions of skills (skills) can be measured using expertise, professionalism, experience, and work speed indicators. CV employees. Kampung Kaos Kidung, on average, does not have expertise in sewing, screen printing or cutting/cutting cloth, but expertise can develop with the length of time the employees work. CV employees. Kampung Kaos Kidung has been professional at work. Employees have obeyed all the rules at work, such as wearing uniforms according to schedule, being able to work together with other employees, being able to distinguish between work interests and personal interests and if there are violations within normal limits and still tolerated, such as violations of wearing uniforms not according to schedule.

CV employees. Kampung Kaos Kidung, in terms of work experience, on average, does not have work experience in sewing, screen printing, or cutting/trimming fabrics. So they learn from the basics how to sew, screenprint and cut fabric. For work speed, employees often ask for extras when completing their work. This is because at the time of production, it should be finished and not finished, so they are not working at a fast pace. Therefore, it is given extra when the range is half a working day/6 hours to 2 days during work.

Skill is something that an individual has to carry out the tasks or work assigned to him. The skill dimension is one of the dimensions used to measure a job. There are four indicators of the skill dimension: expertise, professionalism, experience, and work speed. (Busro 2017) Islam is very concerned about the importance of having expertise or skill. Mastery of various skills and skills that are all material is a requirement that every Muslim must carry out in order to carry out his duties. (Arifin 2009).

From this explanation, the dimensions of CV's employee skills (skills). Kaos Kidung Village is not good because of the four indicators in the skill dimension. Only the professionalism indicator has been implemented properly by CV employees. Shirt Song Village. While the expertise of employees CV. Kaos Kidung Village is not good, the employees are also homogeneous, and they do not have experience on average. With the speed of work, employees often ask for additional time to do their tasks. In the Islamic perspective, expertise (skills) dimensions are not good. This is because Islam is very concerned about the importance of having expertise and skills and demands that a Muslim must carry out in order to carry out his duties and CV employees. Kaos Kidung Village only fulfills one indicator of the four skill dimension indicators.

## 2) Ability

Dimensions of abilities (abilities) can be measured using indicators of the ability to develop personal abilities, individual responsibility, effectiveness, target time, and solve problems. CV employees. Kaos Kidung Village has a willingness to develop personal abilities. This is because employees are always trying to correct mistakes and minimize errors at work. Employees try to develop their abilities so that the results of their work are even better. CV employees. Kaos Kidung Village also has individual responsibilities according to their duties. If the employee was working on the overhaul section, the employee has the responsibility to complete the job. CV employees. Kaos Kidung Village has carried out employees' responsibilities as well as possible.

CV employees. Kaos Kidung Village, in completing its duties, was less effective and did not match the target time. Within the target time of one month due to the production of CV employees. The Kampung Kaos Kidung should exceed what sales will expect. Because sales will be the reference for the production targets of CV employees. Shirt Song Village. From the production data and sales results, there are seven months, namely January, April, June, August, October, November, and December 2020 employees. Kaos Kidung Village did not achieve the company's production target. This is due to greater sales results from production, so employees are less effective and do not match the target when set for that month. Employees have tried to solve the problems they face using good examples. If you cut the wrong cloth, the employee repairs it by cutting it again so that it does not get damaged and waste CV employees. Kaos Kidung Village already has good behavior skills, ranging from having to be honest at work, capable, trustworthy, and speaking well and politely.

**Table 1.** Production and Sales Results CV. Song Shirt Village 2020

<b>Month</b>	<b>Production result</b>	<b>Sales results</b>
January	20.432 pcs	22.543 pcs
February	22.100 pcs	21.600 pcs
March	19.800 pcs	19.670 pcs
April	23.560 pcs	25.400 pcs
Mei	14.602 pcs	12.503 pcs
June	17.520 pcs	17.999 pcs
July	28.910 pcs	25.550 pcs
August	21.736 pcs	27.158 pcs
September	34.914 pcs	33.303 pcs
Oktober	41.455 pcs	46.284 pcs
November	26.679 pcs	35.628 pcs
December	27.205 pcs	35.101 pcs

*Source: Company Documentation (2020)*

Ability' (abilities) is an individual's capacity to carry out tasks in a particular job. (Nisa 2015) Five indicators of the 'ability dimension' are used to measure the 'abilities' dimension, namely the 'willingness' to develop personal abilities, individual responsibility, effectiveness, target time, and problem-solving. (Busro 2017) In the Islamic perspective, there are abilities in attitudes according to the Key Success Factor (KSF) based on the Messenger of Allah, namely:

- 1) *Siddiq* means true and honest.
- 2) *Amanah* means trustworthy, responsible, and credible.'
- 3) *Fathallah* means intelligence and skill.
- 4) *Tabligh* means communicative' and argumentative, conveying 'something with weight and the right words'.

From the explanation above, the dimensions of the capabilities (abilities) of an employee's CV. Kaos Kidung Village is quite good because 3 of the five indicators measuring the dimensions of ability (abilities) have been implemented properly. Employees are willing to deploy direct skills so that work can be completed properly and minimize problems. CV employees. Kaos Kidung Village has and has carried out individual responsibilities well. CV employees. Kaos Kidung Village is also trying to solve problems faced while working. In the Islamic perspective, employees are good because they can behave properly according to the Prophet's Key Success Factor (KSF).

According to the explanation, then the Competence of employees CV. Kampung Kidung in the Islamic perspective is not good because three dimensions are used to measure Competence, namely knowledge, skills, and abilities. Only the dimensions of abilities (abilities) are good enough because of the five indicators. Three indicators have been implemented properly. Meanwhile, the knowledge dimension is not good because the origin of the four indicators is only one indicator that has been implemented properly. Otherwise, for the dimensions of the skills (skills) of CV employees. Kaos Kidung Village is not yet good because the origin of the four indicators is only one indicator that has been implemented properly. In the Islamic perspective, Competence means eligibility, which is the eligibility of employees to oblige and carry out obligations in terms of work. CV employees. Kaos Kidung Village has not carried out its job obligations properly because the Competence of employees is still not good.

By the explanation, the Competence of employees of CV. Kampung Kidung in the Islamic perspective is not good because three dimensions are used to measure Competence, namely knowledge, skills, and abilities. Only the dimensions of abilities (abilities) are good enough because of the five indicators. Three indicators have been implemented properly. Meanwhile, the knowledge dimension is not good because the origin of the four indicators is only one indicator that has been implemented properly. Otherwise, for the dimensions of the skills (skills) of CV employees. Kaos Kidung Village is not yet good because the origin of the four indicators is only one indicator that has been implemented properly. In the Islamic perspective, Competence means eligibility, which is the eligibility of employees to oblige and carry out obligations in terms of work. CV employees. Kaos Kidung Village has not carried out its work obligations properly because the Competence of employees is still not good.

### 3.2 Analysis of Efforts in Improving Employee Competence CV. Kaos Kidung Village, Village. Prejean, Kec. Sukorejo, Ponorogo

According to the data presented, it can be seen that CV. Kaos Kidung Village, to improve employee competence, conducts training for its employees for one week at the earliest and one month at the latest. The head of each section carries out coaching. The head of the production section carries out similar sewing coaching, screen printing training is carried out by the head of the screen-printing section, and cutting / cutting fabric training is carried out by the head of the cutting section training conducted by CV. Kaos Kidung Village is by the duties of each employee.

Training is forming and equipping employees by adding their skills, abilities, knowledge, and behavior. Training will shape employee behavior by what is expected by the company. (Kasmir 2016) Training. It has a very large role that is very large in equipping employees to be more creative in achieving company goals. According to Sinambela, training is important in improving Competence and maintaining competent human resources.' (Busro 2017) Islam encourages training (training) for employees to develop their Competence and technical capabilities in carrying out their job responsibilities. Rasulullah. provide training for people who are considered to take care of the Muslims and provide them with advice and some instructions. (Sinn 2008) Therefore, CV. Kaos Kidung Village has made efforts to improve employee competence, namely, training on the duties of each employee.

In addition, it can be seen the method used by CV. Kaos Kidung Village in conducting training are:

1. CV. Kaos Kidung Village conducts training by directly explaining or providing information to employees about the tasks they will be doing, providing information about production equipment such as sewing tools, screen printing tools and fabric cutting tools.
2. CV. Kaos Kidung Village provides training by working or direct practice being trained with the work it handles under the supervision of a trainer, so sewing employees will immediately practice sewing, screen printing employees will directly practice screen printing, and fabric cut employees will directly practice fabric.

In practice, there are three methods in employee training, namely as follows: (Kaswan 2016)

- a. Information Presentation Methods'

The information presentation method refers to a method in which the trainee becomes a passive recipient of information. Information may be about facts, processes, and problem-solving methods.'

- b. Simulation Method'

In the simulation method, employees are trained to solve a problem.

- c. Method On The Job Training

This method provides employees training while working directly with the work to be handled.'

Thus, CV Kampung Kaos Kidung uses two methods to improve the Competence of its employees, namely the information presentation method, where employees are given information about the tasks to be carried out and the means of production and CV. Kaos Kidung Village also uses on-the-job training methods, namely on-the-job training and CV. Kaos Kidung Village does not use the simulation method. From the Islamic perspective, CV. Kaos Kidung Village is appropriate because of my CV. Kaos Kidung Village has made efforts to improve Competence by training employees to develop the Competence and technical abilities of employees to carry out their job responsibilities.



## IV. Conclusion

Conclusion of the research. This is an analysis of employee competence in CV. Kaos Kidung Village, from an Islamic perspective, is not good because three dimensions are used to measure Competence, namely knowledge, skills, and abilities. Only the dimensions of abilities (abilities) are sufficient, while the dimensions of knowledge (knowledge) are not good, and the dimensions of expertise (skills) of CV employees. The village of Kaos Kidung is also not good. In the Islamic perspective, employees of CV. Kaos Kidung Village has not carried out its job obligations properly because of poor Competence.

As well as efforts to improve the Competence of employees' CV. Kampung Kaos Kidung is a training program with. Using two training methods, namely the information presentation method and the on-the-job training method, namely training while working. In, Islamic perspective CV. Kaos Kidung Village is appropriate because of my CV. Kaos Kidung Village has made efforts to improve Competence through training.'

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