

ABSTRACT

The Influence Of Sharia Principle Application To The Performance The Employee's Welfare And To The Employment In Islamic Bank In Central Java Province

This research explains the influence of Islamic sharia principle application to several variabels i.e. the performance, the employee's welfare and Islamic bank employment. Population and sample in this research 6 (six) branches of Islamic bank in Central Java which have executed this program for 5 years, since 2005 to 2009. Hypotheses are analyzed by using PLS (Partial Least Square).

The result of quantitative test reveal that the implementation of sharia principle has influenced the performance of Islamic bank. Positive influences are found between the following variabels : the implementation of sharia principle to the employee's welfare, the Islamic bank performance to the employee's welfare, the Islamic bank performance and employment. Therefore, all of the hypotheses are proved and accepted.

The qualitative results from this research reveal the same outcome, the implementation of sharia principle in Islamic bank gives positive influences to the performance, employee's welfare and employment. The positive influences of the implementation of sharia principle to some variables related to this research are possible since all the six elements above are the manifestation of the supernatural values in this world which is put into action by executing Islamic banks which teaching us the value of goodness, and transparency instead of the monopoly, greed or arrogance. These spiritual values are mentioned in some commitments in the Islamic banks

Based on the quantitative, qualitative and kasyf research, it can be inferred in integrity that Islamic Bank Institution in Central Java have implemented Islamic sharia principle and given good influence to the performance, employee's welfare and employment.

Keyword : sharia principle, performance, employee's welfare and employment.

Allahu a'lam bi al shawab.