

ABSTRACT

The Role and Effect of Funding and Financing and Bank's Performance Factor toward Islamic Bank Employee's Welfare Maqashid Syariah Perspective in Indonesia

According to this dissertation study, there is a conclusion from theoretical, empirical and analyzed-object of study, kasyf (intuitively), qualitatively and quantitatively, as follows;

A high funding has a role and effect in increasing financing; a high financing has a role and effect to increase *tijarah* and social performances and the welfare of Islamic Bank employee's. This proves that Islamic banks seek to balance the socio-economy function both in the world and the next world (Al-Qashash: 77). Society's funding and financing on Islamic banks has dominated by revenue sharing, not profit and loss sharing. The achievement of *Maqashid* Shariah of Islamic Bank is low, due to the non-halal revenue continue to grow, whereas the health allowance and Zakat, Infaq and Shadaqah (ZIS) employee's continue to reduce.

The income level that received by Islamic bank clients has a positive correlation with the level of funding and financing, whereas the interest level on the conventional banking has a positive correlation with saving, but has a negative correlation with credit for clients. The curve relationship of funding and financing with Revenue Level on the Islamic banks is parallel, whereas the curve relationship of saving and credit with interest rate on the conventional banks is cut. Revenue sharing for clients of conventional banks is against with the *shurah* Al-Luqman verse 34 that said "*no one knows for sure what will earn tomorrow's*" Whereas revenue sharing for clients of Islamic banks is appropriate with the shurah. This will clear that Islamic banking is different with conventional one. Islamic banks has doing a banking system according to the rule of religion and society's cultural and this is could more developed in Indonesia that has muslims majority, even in the world. Therefore, in the future, Indonesia will become the example in developing Islamic economy regionally or internationally.

In general, this study could conclude that funding has a significant effect toward financing; and financing has a significant effect toward the business and social performances of Islamic banks in Indonesia. Business performance has a significant effect toward social performance and employee's welfare; and social performance has a significant effect the Islamic banks' welfare in Indonesia. The Islamic banking that has high shariah compliance and *kaffah* in implementing the Islamic Teaching will effect on society's trust, so that their performance better and their employee's welfare increase. Moreover, the principle of togetherness in loss sharing should be performed soon in the development strategy of Islamic Bank, especially in Indonesia.

Key Word: funding, financing, *tijarah*, *maqashid syariah*, *kaffah*, welfare, performance, profit and loss sharing.