



The Influence Of Sharia Management, Information Technology And Leadership On Performance Effectiveness (Study On Employees Of Pt. Sentosa Deli Mandiri Medan)

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Informasi Artikel	ABSTRAK
<p>History of the article: Accepted: July 2023 Corrected: August 2023 Accepted: October 2023</p> <p>Kata Kunci: <i>Sharia Management, Information Technology, Leadership, Performance Effectiveness</i></p>	<p>The development of human development benchmarks the progress of technology-based science and the Internet, and employees who are assets of the Company, to carry out the goals and objectives expected by the Company, therefore the Company and employees together carry out their responsibilities and fulfill their respective rights and obligations in accordance with the standard operating system (SOP) set by the Company, employees are guided to do work professionally, so this research is about the Influence of Sharia Management, Information Technology and Leadership on Performance Effectiveness in Employees of PT Sentosa Deli Mandiri Medan, Research methodology This research is quantitative research, with an explanation approach (explanation research). Explanatory research (explanation research) is a type of research in which the researcher explains the causal relationship between variables through hypothesis testing. The results of the research on the influence of Sharia Management on Performance Effectiveness, the results of the analysis show that partially it has a positive and significant effect. The results of the analysis of the correlation coefficient of direct influence show the effect of Sharia Management on Performance Effectiveness, which means that Sharia Management on Performance Effectiveness in Employees of PT. Sentosa Deli Mandiri Medan is a high effect; The effect of information technology on Performance Effectiveness in Employees of PT. Sentosa Deli Mandiri Medan, the results of the analysis show that partially has a positive and significant effect; The effect of Sharia Management, Information Technology and Leadership on Performance Effectiveness in Employees of PT. Sentosa Deli Mandiri Medan, giving the conclusion that it has a positive and significant effect.</p>

Introduction

The progress of human development marks the advancement of technology-based science and the Internet, which necessitates adjustment in various fields to keep pace with any future changes. Human development is also accompanied by changes in human behavior, as individuals and businesses adapt to their rights and responsibilities, both to themselves and to others. The association with a company or organization that is progressing also requires a skilled workforce, meaning professionals. Enhancing the quality of a company or organization is greatly influenced by competition between companies, technological advancements, and the global economy. According to Prasetyo (2006), new competition in this modern era is a combination of a technology revolution and the phenomenon of globalization, which necessitates a strategic response from top management. Currently, the world of employment continues to experience changes, primarily in the form of technological advancements and the internet, including the rise of artificial intelligence, which increases work productivity and efficiency. This not only makes it easier to find job opportunities, but also aids in enhancing the necessary skills to meet future work challenges..

According to Survie Populix's report "Unraveling the Tech Revolution: How Technology Reshapes the Future of Employment" which explores the impact of technology on future job forecasts and personal growth. The report was published in conjunction with the Enterprise Webinar: Technology Adjustment for Future of Employment which took place on May 26, 2023, in Jakarta. On that occasion,



Populix Co-Founder and CEO Timothy Astandu stated that the majority of Indonesians are presently working with the aid of platforms that facilitate employees connecting with one another and enhance their efficiency. The existence of artificial intelligence platforms also assists employees in enhancing their inventiveness. Moreover, individuals can effortlessly and affordably participate in a variety of training programs.

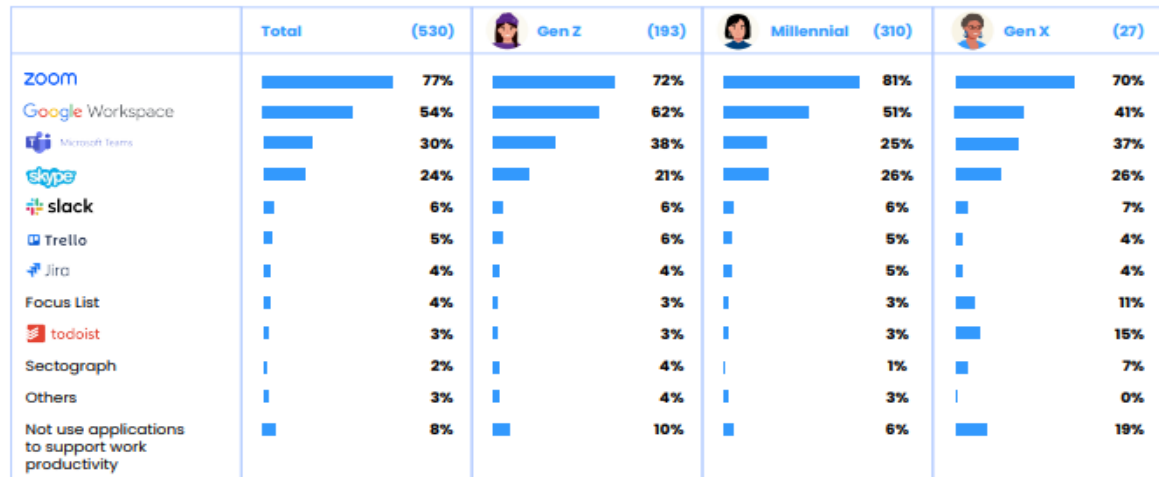


Figure 1: Types of platforms

Source: Trendtech Indonesia, (2023)

Platforms that are commonly utilized by individuals personally to enhance efficiency are Zoom at 77%, Google Workspace at 54%, Microsoft Teams at 30%, and Skype at 24%. Furthermore, the platforms that are extensively utilized by businesses are Zoom at 68%, Google Workspace at 49%, Microsoft Teams at 31%, and Google Product at 19%. Additionally, 45% of individuals today also utilize AI-based platforms to bolster work effectiveness, such as ChatGPT at 52%, and Copy.ai at 29%. These platforms are widely employed by individuals because they offer tools for work by 75%, numerous templates for other tasks by 53%, and aid in generating ideas by 44%. The use of these platforms is also required by offices, institutions, and campuses to be used by 26%. The research also revealed that 73% of people currently work according to their passion. However, people continue to want to improve their skills in other areas in order to be competitive with future working conditions. As many as 8 out of 10 people are interested in participating in activities that can support the development of skills such as public speaking at 46%, entrepreneurship at 45%, digital marketing at 44%, data analysis at 42%, and communication skills at 40%. So the measurement of task results or success in achieving goals requires a platform that helps employees and the Company to achieve a desired goal.

Employees who are assets of the Company, to carry out the goals and objectives expected by the Company, therefore the Company and employees together carry out their responsibilities and fulfill their respective rights and obligations in accordance with the standard operating system (SOP) set by the Company, employees are guided to do work professionally, while in sharia management the most important thing is behavior related to faith values. This is different from conventional management which is completely unrelated and even detached from the values of tawhid. People who apply conventional management will not feel the inherent supervision except for the supervision of leaders or superiors. Every activity in sharia management is strived to be a good deed that has eternal value. The term good deeds does not merely mean actions based on faith, with various requirements including sincere values for Allah, procedures for implementation in accordance with sharia, carried out with full seriousness (Hafiduddin: 2002).

Previous research conducted by Sumadi and Dewi Muliasari (2019) said that Islamic principles of shariagovernance conduct have a substantial impact on evaluating performance when considered from an Islamic standpoint. So sharia management is needed to improve the effectiveness of performance in a company by implementing management sourced from the Al-Quran, As-Sunnah, and also Ijma' ulama, in order to encourage the goals and objectives of the Company that get the pleasure of Allah SWT.

According to Didin and Hendri (2003), management can be said to have fulfilled sharia if: a. This sharia management is concerned with behavior related to the values of faith and divinity b. Sharia management must also be concerned with the existence of an organizational structure. c. Sharia management discusses the matter of the system, this system is arranged so that the behaviors in it run well. Muhammad Ridwan Lubis is the head of the PT Sentosa Deli Mandiri Company said that the PT Sentosa Deli Mandiri Company currently encourages employees to work professionally in order to create good employee work effectiveness, and Muhammad Ridwan Lubis admitted that employees who work in this company do not carry out religious activities to encourage the values of faith and divinity for employees, for example there is no routine activity every month recitation and giving lectures so that employees are motivated to work as well as providing direction for employees to learn about systems that can be used to develop the Company to be even better.

So therefore based on the background above, the researchers conducted research on the Effect of Sharia Management, Information Technology and Leadership on Performance Effectiveness in Employees of PT Sentosa Deli Mandiri Medan.

Method

This investigation is a quantitative study, employing an explanatory approach (explanatory research). Explanatory research is a form of inquiry where researchers elucidate the causal connection between variables through hypothesis testing, specifically evaluating hypotheses based on pre-established theories and subsequently analyzing the data collected through a quantitative method (Sugiyono, 2009). This study is grounded in a quantitative methodology, involving the distribution of questionnaires and the analysis of data using SPSS Version 22. The research variables consist of Sharia Management (X1), Information Technology (X2), and Leadership (X3), with a focus on their impact on Performance Effectiveness (Y).

According to Sugiyono (2012:38), the Population refers to the overall group of objects or subjects that possess certain qualities and characteristics specified by researchers for the purpose of investigation and drawing conclusions. In this particular study, the population size was 55 individuals. As stated by Arikunto (2017:104), if the population is less than 100 individuals, the entire population is taken as the sample size. However, if the population exceeds 100 individuals, a sample size of 10-15% or 20-25% of the population may be selected. Therefore, it can be inferred that the sample size for this study was 55 individuals.

Results

In this study, the samples or respondents were employees at PT Sentosa Deli Mandiri Medan, totaling 55 people with the following identification:

Tabel 1 Number of Research Respondents

Description	Total	Male	Female
Questionnaire distribution	55	20	35
Questionnaire returned	55	20	35
Questionnaire declared not returned	-	-	-
Questionnaires worth processing	55	20	35

Source: employee data of PT Sentosa Deli Mandiri Medan, 2023.

That is the number of respondents for this study with the distribution of questionnaires amounted to 55 people, and the returned questionnaire amounted to 55 people, and the questionnaire was declared not



returned by 0, so the questionnaire that was worth processing was 55 people. This means that all employees at PT Sentosa Deli Mandiri filled out and returned the questionnaire given by the researcher.

First. Validity Test

The validity test in this study was calculated for each question item from the Sharia Management (X1), Information Technology (X2) and Leadership (X3) variables on Performance Effectiveness (Y). The data taken from 55 respondents was then processed using SPSS 22.0. The distribution of questions used in this study is as follows:

Tabel 2 Distribution of the Number of Questions Based on Variables

No	Variabel	Total
1	Sharia Management (X1)	8
2	Information Technology (X2)	8
3	Leadership (X3)	8
4	Performance Effectiveness (Y)	8
Total Questions		40

Source: Data processed by researchers, 2023

The calculation of the validity of each variable is based on the comparison between the Pearson Correlation values. If $r_{count} > r_{table}$, then the questionnaire item is declared valid. Conversely, if $r_{count} < r_{table}$, and sig value < 0.05 , then the questionnaire item is declared invalid.

From the data above, it can be seen that the Sharia Management variable items (X1) submitted to respondents are known to be $r_{count} > r_{table}$, and the sig value is < 0.05 , so the data is all declared valid.

From the data above, it can be seen that the Information Technology (X2) variable items submitted to respondents are known to be $r_{count} > r_{table}$, and sig < 0.05 , so the data is all declared valid. From the data above, the Leadership variable item (X3) submitted to respondents is known to be $r_{count} > r_{table}$, and the sig value is < 0.05 , so the data is all declared valid. From the data above, the variable items of Performance Effectiveness (Y) submitted to respondents are known to be $r_{count} > r_{table}$, and the sig value is < 0.05 , so the data is all declared valid.

Second. Reliability Test

Reliability test aims to determine whether the questionnaire used has reliability as a measuring tool or not. A recapitulation of the reliability test results appears in the following table:

Tabel 3 Recapitulation of Reliability Test

Variabel	Cronbach's Alpha	Description
Sharia Management (X1)	0,790	Reliabel
Information Technology (X2)	0,790	Reliabel
Leadership (X3)	0,816	Reliabel
Performance Effectiveness (Y)	0,853	Reliabel

Source: data processing SPSS version 22

Based on the data provided in the reliability test table, it is evident that each variable utilized in this study possesses a distinct reliability measure. The Sharia Management variable (X1) has a Cronbach's alpha value of 0.790, the Information Technology variable (X2) has a Cronbach's alpha value of 0.790, the Leadership variable (X3) has a Cronbach's alpha value of 0.816, and the Performance Effectiveness variable (Y) has a Cronbach's alpha value of 0.853. The reliability test values of the instruments are then compared to the requirement of a Cronbach's alpha reliability coefficient > 0.70 . Therefore, it can be concluded that all the instruments in this research have a satisfactory level of reliability and can be utilized for further testing.

Third. Multicollinearity Test

The criterion for determining multicollinearity is when the tolerance value is greater than 0.10, indicating that there is no multicollinearity. Conversely, if the tolerance is less than 0.10, there is multicollinearity, and if it is greater than 10.00, there is multicollinearity. The following results show the results of the multicollinearity test.

Tabel 4 Results of multicollinearity test

		Coefficients ^a					Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients				
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	1,062	2,335		,455	,651		
	Sharia Management	-,072	,120	-,071	-,600	,551	,287	3,490
	Information Technology	,305	,138	,269	2,218	,031	,277	3,611
	Leadership	,503	,104	,518	4,845	,000	,356	2,813
	Performance Effectiveness	,254	,150	,237	1,690	,097	,206	4,853

a. Dependent Variable: Sharia Management

Source: data processing SPSS version 22

From the data in the figure above, it can be seen that the Variance Inflation Factor (VIF) value for the Sharia Management variable (X1) is 3.490, Information technology (X2) is 3.661, Leadership (X3) is 2.814, and Performance Effectiveness (Y) is 4.853. Likewise, the Tolerance value of Sharia Management (X1) is 0.287, Information technology (X2) is 0.277, Leadership (X3) is 0.356 for Performance Effectiveness (Y) of 0.206. From each variable, Tolerance value > 0.1 and VIF value < 10 , it can be concluded that there is no multicollinearity between the independent variables and the intermediate variables in the regression model of this study.

Fourth. Multiple Linear Analysis

The results of the analysis of the regression model coefficients are as follows:

Tabel 5 Multiple Linear Test

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	,880	2,696		,326	,745
Sharia Management	,055	,130	,049	,423	,674
Information Technology	,307	,138	,265	2,228	,030
Leadership	,505	,104	,515	4,855	,000
Performance Effectiveness	,239	,149	,219	1,604	,115

a. Dependent Variable: Sharia Management

Source: data processing SPSS version 22

Based on the image above, the resulting regression model is as follows:

$$Y = 0.880 + 0.055X_1 + 0.307X_2 + 0.505X_3 + 0.239Y$$

The coefficients in the regression equation above have the following meanings: a. The constant of 0.880, means that if Sharia Management, Information Technology, Leadership on Performance Effectiveness is equal to zero then Sharia Management is 0.880. b. The IT regression coefficient of 0.307 means that each increase in the chance by one unit will have a positive impact on Sharia management is 0.307. c. The Leadership regression coefficient of 0.505 means that every increase in the existence of an opportunity of 1 unit will have a positive effect on Sharia Management of 0.505. d. The customer trust regression coefficient of 0.239 means that every increase in the existence of an opportunity of 1 unit will have a positive effect on buying interest of 0.239.

Tabel 6 Direct Effect of X1, X2, X3, to Y

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1 (Constant)		,880	2,696		,745
	Sharia Management	,721	,119	,639	,000
	Information Technology	,307	,138	,265	,030
	Leadership	,505	,104	,515	,000
	Performance Effectiveness	,838	,097	,766	,000

2	(Contant)	,245	2,533		,097	,923
	Sharia Management	,432	,106	,259	4,083	,000
	Information Technology	,313	,122	,295	2,571	,013
	Leadership	,232	,092	,259	2,515	,015

a. Dependent Variable: Sharia Management

b. Dependent Variable: Performance Effectiveness

Source: data processing SPSS version 22

The results of the correlation coefficient test can be determined as follows:

- The effect between variable X1 to Y is 0.639.
- The effect between variable X2 to Y is 0.265.
- The effect between variable X3 to Y is 0.515.

Fifth. Decision-based testing (R²)

The coefficient of determination is necessary to measure the influence of Shariah management (X1), information technology (X2) and leadership (X3) on job performance (Y). The test data can be seen in the figure below.

Tabel 7 Test Coefficient of Determination (R²)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,878 ^a	,772	,753	2,742
2	,868	,754	,739	2,577

Source: data processing SPSS version 22.

Based on the results of data analysis using SPSS Version 22, it can be seen that the R² values are 0.772 and 0.754 while the adjusted R squared values obtained are 0.753 and 0.739. In this study using three independent variables, the coefficient of determination used is:

The value of R square on the purchase preference variable is 0.772, which means that Sharia management (X1), information technology (X2) and leadership (X3) in terms of performance (Y) affect preferences purchases 77.2%, the rest is 22.8%. affected by variables other than research contributions.

From the results of the above study, what became the discussion of this study was the influence of Shariah management, information technology and leadership on the effectiveness of employee performance from PT. Sentosa Deli Mandiri Medan, specifically the results of analysis of the direct effects of X1, X2 and X3 on Y, show the proven performance variable between Shariah management, information technology and leadership on performance. performance of PT staff. Sentosa Deli Mandiri Medan has a positive effect, with a value of X1 = Thitung 6.054 > Ttabel 1.673; X2 = Thitung 2.159 > TTtable 1.673; X3 = Town 5,717 > Table 1,673. This indicates that the effect of good performance is due to information technology that employees acquire through leadership regarding employee duties and responsibilities in the workplace to encourage good performance, according to previous research i.e. Zakaria, I., & Leiwakabessy, T (2020) with their research results The results show that the use of

information technology changes has an impact Empirical study on employee performance in Islamic banks Church in Ambon City.

Conclusion

Based on the findings and discussions conducted on the impact of Shariah Management, IT, and Leadership on Employee Performance Effectiveness at PT Sentosa Deli Mandiri Medan, the following conclusions can be drawn:

The impact of Shariah Management on Performance Effectiveness is found to be partially positive and significant. The direct influence correlation coefficient analysis reveals that the impact of Shariah Management on Performance Effectiveness is 0.639, which is considered high, accounting for 63.9% of the total. This indicates that Shariah Management has a high impact on the Performance Effectiveness of employees at PT Sentosa Deli Mandiri Medan. The impact of IT on Performance Effectiveness is also found to be partially positive and significant. The impact of Leadership on Performance Effectiveness is also found to be partially positive and significant. Overall, the combined impact of Shariah Management, IT, and Leadership on Performance Effectiveness in employees at PT Sentosa Deli Mandiri Medan is significant., with a value of $X_1 = \text{Thitung } 6,054 > \text{Ttabel } 1,673$; $X_2 = \text{Thitung } 2,159 > \text{Ttabel } 1,673$; $X_3 = \text{Thitung } 5,717 > \text{Ttabel } 1,673$ gives a positive effect conclusion, this states that the effectiveness of good performance is caused by the information technology obtained by employees through leadership regarding the duties and responsibilities of employees in work to encourage good performance effectiveness.

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