

## ABSTRAK

### PENGARUH KOMPETENSI KARYAWAN TERHADAP KINERJA PERUSAHAAN PERSPEKTIF EKONOMI ISLAM

(Studi Kasus pada Pamella Satu Supermarket Yogyakarta)

Eka Wahyuni

14423051

Saat ini banyak perusahaan retail yang menerapkan prinsip Islami dalam menjalankan perusahaannya. Pamella Supermarket merupakan salah satu dari sekian banyak perusahaan retail yang ada di Yogyakarta yang menerapkan prinsip Islami dalam menjalankan perusahaannya. Dilihat dari visi dan misi perusahaan Pamella Supermarket, salah satu misinya yaitu meningkatkan kualitas SDM Pamella Supermarket sedemikian sehingga memiliki pola hidup dan sikap yang Islami. Dimana kompetensi karyawan memiliki peranan yang sangat penting dalam mewujudkan visi dan misi perusahaan. Kompetensi dalam islam juga sangat penting bisa dilihat dari tiga faktor yang mempengaruhi kompetensi, yaitu pengetahuan, kemampuan dan sikap. Pengetahuan dalam islam sangat penting, dalam alqur'an dijelaskan bahwa orang yang memiliki pengetahuan akan ditinggikan derajatnya oleh Allah SWT. Sedangkan kemampuan memiliki peran yang sangat penting dalam kemajuan kinerja karyawan, Allah SWT memberikan kemampuan kepada umatnya agar dapat dipergunakan dan dipertanggung jawabkan. Sikap juga memiliki peran yang sangat penting, sikap dapat dimiliki jika selalu menyadari bahwa apapun aktivitas yang dilaksanakan termasuk dalam bekerja selalu diketahui oleh Allah SWT. Tujuan dari penelitian ini untuk menganalisis pengaruh pengetahuan, kemampuan dan sikap karyawan terhadap kinerja perusahaan perspektif ekonomi Islam. Dalam penelitian ini peneliti melakukan penyebaran kuesioner pada responden yaitu karyawan Pamella Satu Supermarket. jenis penelitian ini bersifat kuantitatif dengan menyebarkan sebanyak 100 responden. Penelitian ini menggunakan analisis berganda, dengan pengambilan sampel menggunakan teknik *random sampling*. Variabel dependen dalam penelitian ini adalah kinerja, variabel independen ada tiga faktor dari kompetensi, yaitu pengetahuan, kemampuan dan sikap. Hasil penelitian ini menunjukkan bahwa dari hasil uji secara persial variabel pengetahuan tidak memberikan pengaruh secara signifikan, sedangkan variabel kemampuan dan sikap memberikan pengaruh secara signifikan terhadap kinerja perusahaan. Adapun pengaruh variabel indeviden secara keseluruhan terhadap variabel dependen adalah sebesar 83,2% sedangkan 16,8% dipengaruhi oleh variabel-variabel lain yang tidak terdapat dalam penelitian ini.

**Kata kunci:** Kompetensi, Kinerja, Pamella Supermarket

## **ABSTRACT**

### **INFLUENCE OF EMPLOYEE COMPETENCIES ON COMPANY PERFORMANCE IN THE PERSPECTIVE OF ISLAM (A CASE STUDY IN PAMELLA SATU YOGYAKARTA)**

**Eka Wahyuni  
14423051**

Many retail companies today apply Islamic principles in running the business. Pamella Satu is one of the retail companies in Yogyakarta that implement the principles of Islam in their business. From the vision and missions of Pamella Supermarket, one of the missions is improving the quality of human resources in Pamella Supermarket to have Islamic lifestyle and attitude. Employee competencies become an essential factor to achieve company vision and missions. In Islam, competencies are also as important and can be influenced by three factors, namely knowledge, ability, and attitude. Knowledge is highly essential in Islam as stated in the Qur'an that people with good knowledge will be put in high levels by Allah SWT. Meanwhile, ability plays an important role in the development of employee performance. Allah SWT grants ability to the people to be used responsibly. Attitude is also essential and can only be developed if people are aware that any activities including working are always observed by Allah SWT. This study aimed to analyze the influence of knowledge, ability, and attitude of employees on company performance in Islamic perspective. Questionnaires were distributed to 100 employees of Pamella Satu Supermarket. As a quantitative study, this research used the multiple analyses and random sampling technique. The dependent variable was performance, and the independent variables consisted of the three factors of competencies, namely knowledge, ability, and attitude. The results showed that from the partial test the variable of knowledge did not give a significant influence on company performance while ability and attitude significantly influenced the company performance. The overall influence of independent variables on the dependent variable was 83.2%, while 16.8% was influenced by factors that were not tested in this study.

**Keywords:** Competencies, Performance, Pamella Supermarket

Oktober 23, 2018

**TRANSLATOR STATEMENT**

The information appearing herein has been translated  
by a Center for International Language and Cultural Studies of  
Islamic University of Indonesia  
CILACS UII Jl. DEMANGAN BARU NO 24  
YOGYAKARTA, INDONESIA.  
Phone/Fax: 0274 540 255

## ABSTRACT

### INFLUENCE OF EMPLOYEE COMPETENCIES ON COMPANY PERFORMANCE IN THE PERSPECTIVE OF ISLAM (A CASE STUDY IN PAMELLA SATU YOGYAKARTA)

Eka Wahyuni  
14423051

Many retail companies today apply Islamic principles in running the business. Pamella Satu is one of the retail companies in Yogyakarta that implement the principles of Islam in their business. From the vision and missions of Pamella Supermarket, one of the missions is improving the quality of human resources in Pamella Supermarket to have Islamic lifestyle and attitude. Employee competencies become an essential factor to achieve company vision and missions. In Islam, competencies are also as important and can be influenced by three factors, namely knowledge, ability, and attitude. Knowledge is highly essential in Islam as stated in the Qur'an that people with good knowledge will be put in high levels by Allah SWT. Meanwhile, ability plays an important role in the development of employee performance. Allah SWT grants ability to the people to be used responsibly. Attitude is also essential and can only be developed if people are aware that any activities including working are always observed by Allah SWT. This study aimed to analyze the influence of knowledge, ability, and attitude of employees on company performance in Islamic perspective. Questionnaires were distributed to 100 employees of Pamella Satu Supermarket. As a quantitative study, this research used the multiple analyses and random sampling technique. The dependent variable was performance, and the independent variables consisted of the three factors of competencies, namely knowledge, ability, and attitude. The results showed that from the partial test the variable of knowledge did not give a significant influence on company performance while ability and attitude significantly influenced the company performance. The overall influence of independent variables on the dependent variable was 83.2%, while 16.8% was influenced by factors that were not tested in this study.

Keywords: Competencies, Performance, Pamella Supermarket

#### TRANSLATOR STATEMENT

The information appearing herein has been translated by a Center for International Language and Cultural Studies of Islamic University of Indonesia  
CILACS UII JI, DEMANGAN BARU NO 24  
YOGYAKARTA, INDONESIA.  
Phone/Fax: 0274 540 255

Oktober 23, 2018

**CILACS**  
Center for International Language and Cultural Studies

