

Conversion of Conventional Cooperatives to Sharia Affected by Cooperative Skills, Discipline and Work Environment

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ABSTRACT

This study aims to determine the conversion conventional cooperatives into sharia cooperatives are influenced by skills, discipline and cooperative environment. About 10 cooperatives as well as research samples with 3 respondents per cooperative, so that a total of 30 respondents. Quantitative research method with 30 respondents managing cooperatives (chairman, secretary and treasurer), from 10 cooperatives requested by the Department of Industry and Trade and SMEs of Solok City. The sampling technique used was non-probability sampling with saturated samples or the census method. Collecting data in this study by distributing questionnaires to all respondents. The analytical method used in this study uses multiple linear regression analysis with the help of the SPSS program. Found there is an influence between the variables of management skills, management work discipline, and cooperative work environment simultaneously on the work productivity of managers. Sharia management skills, sharia work discipline and cooperative environment in Solok City have a positive and significant effect on the work productivity.

Keywords: *Cooperative Conversion, Skills, Discipline and Environment*

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INTRODUCTION

This article exists in collaboration with the Manna Wa Salwa Islamic School of Economics, Padang Panjang or called STES Manna Wa Salwa with the Department of Industry and Trade and Micro, Small and Medium Enterprises (MSMEs) of Solok City, with Assistance activities for Cooperatives in Solok City as many as 40 Cooperatives are planned for Conversion to Sharia Cooperatives. From the existing conventional cooperatives based on the analysis of the STES Manna Wa Salwa Mentoring Team with the relevant agencies, 10 cooperatives were selected for the prospect of going to sharia in 2022. Where Sharia Cooperatives are cooperatives that carry out their activities based on Islamic Sharia, both in their operations and the implementation of their contracts, and even their management is Islamic in nature (Fitri et al., 2021). The management of cooperatives has until now been underestimated by the community, for that it must be managed by professional managers, where like employees, where employees are important elements in organizations and cooperatives, with employees being able to carry out work that has been charged by the company organization, whether the work comes from within the organization or cooperative or outside the employment relationship, where the work can produce a service or an item to meet the needs of the community and increase productivity (Nasfi, 2020).

Sharia cooperative management must be in accordance with the capabilities of its human resources, so that the conversion process runs smoothly and the cooperative will operate according to the correct sharia, which results in the welfare of members (in general), where the skills of employees in carrying out operational activities must be able to influence the success or failure in carrying out operational activities. a job. Where good employee skills will be able to improve the quality of the product and the quantity that has been produced. The skills possessed by an employee can help to improve work performance, so that the employee concerned produces remuneration in accordance with the achievements he has and gives satisfaction to customers (Nasfi et al., 2020). Progress and organizational development require work discipline, where work discipline is an important attitude or thing in employees, the better the employee's discipline attitude, the higher the work performance results obtained by employees. Work discipline is also an exemplary attitude in respecting, appreciating, and obeying the rules that already apply within an organization (Iskamto, 2019), both written and unwritten and employees are able to run it and also do not refuse to accept sanctions or penalties if an employee violates the rules or the duties and authorities that have been assigned to the employee, where the discipline of a company's employees is also related to their motivation to work in the company (Asnah et al., 2021).

Work skills and work discipline of employees are also related to the atmosphere of the work environment. Where the work environment is the entire work facilities and infrastructure that exist around the company organization and around the workplace where employees carry out activities, where the work environment can affect employees at work. The work environment can be from a physical and non-physical work environment such as work equipment, cleanliness, comfort and other facilities and includes relationships between individuals in the workplace (Kristanti, 2017). During the mentoring team of STES Manna Wa Salwa from January 2022 to June 2022, they provided assistance to cooperatives in Solok City and based on analysis of studies on financial reports as well as interviews and observations, where financially the cooperatives were strong, but the reality was why their operations were not optimal. So, from the study of the companion team, there is something lacking in the organization of each of the cooperatives, including the skills to work according to sharia principles whether in operations such as administration or accounting in sharia, then the problem of work discipline, how the resources assigned to this task are committed to work. for its members, in accordance with the agreement of the members' meeting, where from Iskanto's research (2017), that public perceptions of organizational institutions and financial institutions in sharia principles have strong beliefs (religious) and have a positive effect on the development of institutions or organizations (Iskamto & Yulihardi, 2017). And the team's study in the form of work atmosphere, the environment in general, which makes and encourages this cooperative to run professionally in Islamic Sharia, this is the hope after being accompanied by the STES Team Manna Wa Salwa, so what is expected of members to prosper in an Islamic way (Prawira et al., 2022).

The community service of STES Manna Wa Salwa lecturers in Solok City produces output in the form of writing, which examines, firstly does the skills of cooperative employees with sharia affect work productivity?, secondly does the work discipline of cooperative managers affect cooperative work productivity? affect work productivity?, and fourthly do work skills, work discipline and work environment affect the work productivity of cooperative employees?. From the questions above, it is hoped that the problems of cooperatives in Solok City will be minimized for conversion to sharia principles. Based on theory or provisional conjectures, temporary hypotheses, the answers to the problem formulations given are only based on theories or only temporary conjectures (Sugiyono, 2017);

1. Relationship between Management Skills and Work Productivity of Cooperative Managers. Individual employees are said to be skilled, they have ideas in carrying out work and are able to solve problems and find solutions in the work being done, problems occur, stating that skills affect the work productivity of cooperative employees, with the following hypothesis formulated: H_1 : There is an influence between skills and work productivity of cooperative employees.
2. Relationship between Management Work Discipline and Manager's Work Productivity. The second hypothesis, namely work discipline, is one of the important factors that affect the work

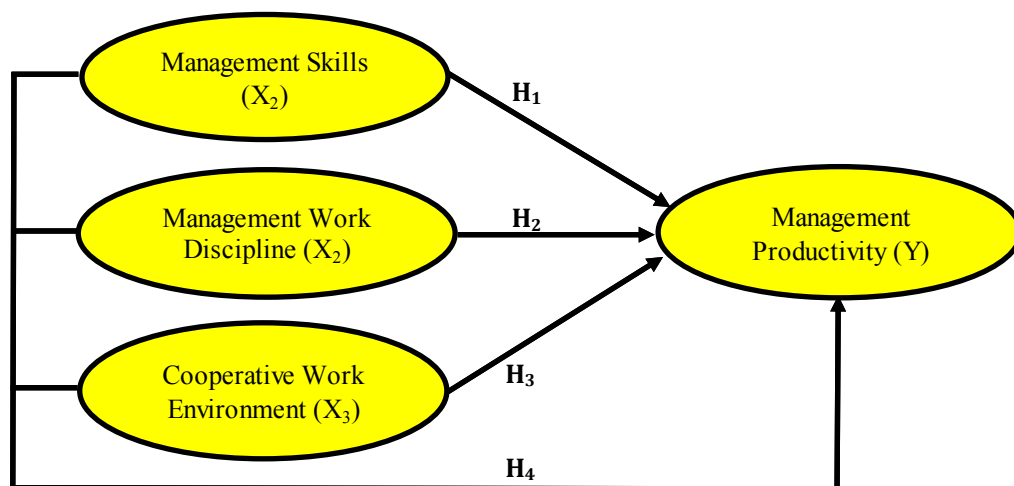
productivity of cooperative employees at work. Work discipline has a significant effect on the work productivity variable of cooperative employees, the hypothesis is formulated as follows:
 H_2 : There is an influence between work discipline and the work productivity of cooperative employees.

3. Relationship between Cooperative Work Environment and Manager's Work Productivity. Cooperative work environment is a place where cooperative managers carry out their duties or work. A conducive working environment for cooperative employees will make them comfortable at work so that they can increase employee work productivity to meet the standards that have been determined by the cooperative organization. The cooperative work environment has a significant effect on the work productivity variable of cooperative employees, on the basis of this thought, the following hypothesis can be formulated:

H_3 : There is an influence between the work environment and the work productivity of the Cooperative.

4. Relationship between Skills, Work Discipline and Cooperative Work Environment with Work Productivity of Cooperative Managers. Cooperative management skills are important things that affect employee productivity. Work Discipline is a process to foster an attitude of individual responsibility in maintaining and improving the goals of a cooperative or company. The work environment in a cooperative is a place where cooperative managers carry out their work or duties. The temporary hypothesis of the significant influence of Work Discipline and Work Environment, together or simultaneously on the Work Productivity of Cooperative employees, can be formulated as follows:

H_4 : There is a simultaneous influence between skills, work discipline, and work environment with employee work productivity.



Conceptual Framework

LITERATURE REVIEW

The word conversion is a word that is not foreign to us hearing in Indonesia, especially regarding financial institutions, both banking and non-banking, as it is encouraged that institutions of Micro, Small and Medium Enterprises (MSMEs) such as Cooperatives, which have changed a lot from conventional systems to Sharia.(Saputri & Nasfi, 2021). Meanwhile, sharia cooperative is an association formed by the participating members that serves to meet the needs of the participants members at a relatively low price and aims to increase welfare of living together and managed based on the principles sharia. Sharia conversion is a transfer from cooperatives to conventional approach to a sharia system that applies the principles of sharia in its system and business. In determining the decision in converting conventional institutions to Shariah occurs with the driving factors so that they are strong in making decisions in change system (Sari, 2021).

Skills are competencies that relationship to work (Gibson, Ivancevich and Donnely) while according to Ndraha explained understanding of skills is the ability to perform do the job, According to Susilawati (2017), skill is ability to carry out tasks based on job competencies and observed results (Susilawati, 2017). Discipline is awareness and one's willingness to obey all the rules corporate and social norms that apply. According to Sinambela (2016: 335) Discipline work is the awareness and willingness of employees comply with all organizational rules and norms prevailing social norms. Therefore, work discipline is a tool that used by leadership to communicate with employees so that they are ready change their behavior following the rules set play (Iskamto, 2019). According to Rahmad (2020), where the work environment will affect the productivity of the company's organizational managers, be it the comfort of the room, the physical room or facilities in the form of tools to carry out routine tasks (Rahmad et al., 2020). Employee productivity is an important factor to support the company's success. If organizational managers or employees are not productive, it will hinder organizational growth, thus work productivity is important for company managers or employees. According to Antoni, productivity is the ability of each person, system, or company to produce goods or services. In increasing productivity, human resources are the most important element that must be recognized and accepted (Antoni et al., 2018).

METHOD

Community Service is carried out in Solok City Cooperatives in 2022, the conversion of Cooperatives into Sharia Cooperatives, consisting of KSPPS and USPPS Cooperatives. In this study, researchers used quantitative data collection methods and used saturated samples, which means sampling techniques when all members of the population are used as samples. Research sample 10 Cooperatives accompanied by conversion to Sharia cooperatives and management consisting of the chairman, secretary and treasurer as respondents as many as 30 people.

According to Sugiyono (2017), the population is a generalization area consisting of the object or subject being studied and has certain qualities and characteristics that are applied by researchers to be studied and then conclusions can be drawn, and the sample is part of the number and characteristics possessed by the population (Sugiyono, 2017). The sample in this study used the census method, according to Ghozali (2017) stating that the saturated sample is a sampling technique if all members of the population are used as samples (Ghozali & Aprilia, 2016). However, according to Sugiyono (2017) primary data is a data source that directly provides data to researchers which includes the results of field observations and questionnaires (Sugiyono, 2017).

Data analysis method

Multiple Linear Regression Test

Test Multiple linear regression analysis serves to measure how much influence the independent variable (X) has on the dependent variable (Y). The "multiple linear regression analysis formula according to Sugiyono (2017) is as follows::

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Coefficient of Determination (R^2)

The coefficient of determination (R^2) is used to measure how far the ability of a model to explain the dependent variable (Y). If the coefficient value is close to 1, it means that the independent variable (X) can provide almost all the information needed to predict the dependent variable (Y) (Ghozali & Aprilia, 2016).

Hypothesis testing

t test (Partial)

The t-test basically shows how far the influence of the independent variables individually in explaining the dependent variable (Imam Ghazali, 2011). In the t_{test} , the calculated t_{value} will be compared with the t_{table} value.

F Test (Simultaneous)

The F test was conducted to determine the effect of all independent variables contained in a model that simultaneously or jointly affects the dependent variable.

RESULT AND DISCUSSION

Multiple Linear Regression Test

Table 1
Multiple linear regression analysis test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.312	1.653		1.432	.198
X ₁	.532	.091	.532	5.736	.000
X ₂	.251	.098	.243	2.412	.029
X ₃	.324	.106	.276	2.841	.005

Source: Primary data processed, 2022

Based on multiple linear regression analysis can be measured by the following equation: $Y = a + Y = 2,3124 + 0,532 X_1 + 0,251 X_2 + 0,324 X_3 + e$, The following is an explanation of the above equation:

The value of a with a constant of 2.312, it is said that if Employee Skills (X₁), Work Discipline (X₂), and Work Environment (X₃) the value is 0, then Work Productivity (Y) is 2.312. Employee Skills with Variable X₁ has a positive regression coefficient of 0.532, which indicates if the value of Employee Skills (X₁) has increased by one unit, while other independent variables are fixed, then the Work Productivity variable (Y) has increased by 0.532. The Work Discipline Variable (X₂) has a positive regression coefficient of 0.251 which indicates that if the Work Discipline (X₂) value has increased by one unit, while the other independent variables are fixed, then the Work Productivity variable (Y) has increased by 0.251. Cooperative Work Environment Variable (X₃), has a positive regression coefficient of 0.324 which indicates if the value of the Work Environment (X₃) has increased by one unit, while other independent variables are fixed, then the Work Productivity variable (Y) has increased by 0.324.

Coefficient of Determination

Table 2: The Result of the Coefficient of Determination

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimasi
1	.912 ^a	.786	.862	.813

a. Predictors: (Constant), Cooperative Work Environment (X₃), Manager Skills (X₁), Manager Work Discipline (X₂)

Source: Primary data processed, 2022

The results of the calculation of the coefficient of determination in table 2, the value of the coefficient of determination is adjusted in (R Square) which is 0.786 meaning 78.6% of all independent variables, namely Work Skills (X₁), Work Discipline (X₂), and Cooperative Work Environment (X₃) can explain the dependent variable is the Manager's Work Productivity (Y). While the remaining 21.4% is influenced by other factors not included in this study.

Hypothesis testing
t test (Partial)

Table 3: T Test Results (Partial)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.312	1.653		1.432	.198
X ₁	.532	.091	.532	5.736	.000
X ₂	.251	.098	.243	2.412	.029
X ₃	.324	.106	.276	2.841	.005

a. Dependent Variable: Productivity (Y)

Source: Primary data processed, 2022

The results of the calculation in table 3 above can be interpreted that the t test value for Management Skills (X₁) is $5.736 > 2.041$ (t_{table}), so it can be concluded that there is an influence between Skills (X₁) on the work productivity of managers (Y). The t-test value for Management Work Discipline (X₂) is $2.412 > 2.041$ (t_{table}), so it can be concluded that there is an influence between Manager Work Discipline (X₂) on Manager work productivity (Y). The t test value for the Cooperative Work Environment (X₃) is $2.841 > 2.041$ (t_{table}), so it can be concluded that there is an influence between the Cooperative Work Environment (X₃) on the work productivity of managers (Y) in Solok City cooperatives.

F Test (Simultaneous)

Table 4: F Test Results (Simultaneous)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	114.757	4	36.711	56.353	.000 ^b
	Residual	23.612	31	.663		
	Total	138.379	35			
a. Dependent Variable: Manager Productivity (Y)						
b. Predictors: (Constant), Cooperative Work Environment (X ₃), Manager Skills (X ₁), Manager Work Discipline (X ₂)						

Source: Primary data processed, 2022

The results of the F (simultaneous) test in table 4 above, can be seen from the results of the calculation of the F value of 56.353, where the f_{table} value is $df(n_1) = 4$ and $df(n_2) = 31$ is 2.57. So that the calculated f value is greater and the f_{table} value ($56.353 > 2.57$) with a significant $0.000 < 0.05$. It can be concluded that there is an influence between the variables of management skills, management work discipline, and cooperative work environment simultaneously on the work productivity of managers.

Analysis Results

Analysis of the descriptive picture of the research results based on the findings. The variable of managerial skills regarding cooperative management regarding sharia, column t_{count} and significant (table 3) obtained a t_{count} value of $5.736 > t_{table} 2.041$ with a significant value of $0.000 < 0.05$. It can be concluded that the managerial skill variable regarding the understanding of sharia cooperatives has a significant effect on the work productivity of sharia cooperative managers in Solok City. The manager's work discipline variable, the t_{count} and significant column (table 3) obtained the t-count value of $2.412 > t_{table} 2.041$ with a significant value of $0.029 < 0.05$. It was concluded that the manager's Work Discipline variable had a significant effect on the Manager's Work Productivity in Solok City Cooperatives. Cooperative work environment variable, column t count and significant (table 3) obtained $t_{value} 2.841 > t_{table} 2.041$ with a significant value of $0.005 < 0.05$. The conclusion is that the Cooperative Work Environment variable has a significant effect on the Work Productivity of Cooperative Managers in Solok City. Based on the significant column (table 4), the significance value (sig) is $0.000 < 0.05$ and the calculated F_{value} is $56.353 > F_{table} 2.57$. It can be concluded that the

Shariah Management Skills, Management Work Discipline, and Cooperative Environment together or simultaneously have a positive and significant effect on the Work Productivity of Cooperative Managers in Solok City.

Discussion

The Effect of Management Skills on Work Productivity of Cooperative Managers in Solok City

It was concluded that the Shariah Management Skills variable had a significant effect on the Work Productivity of Sharia Cooperative Managers in Solok City. This is evidenced by cooperative managers that they know sharia management as well as tasks and how to complete work with Islam and ideas that they have and can be oriented to improving the quality of work so that they can increase the productivity of sharia cooperatives. According to respondents, the management skills are quite good in carrying out their duties and work in the Solok City cooperative.

The Effect of Management Work Discipline on Work Productivity of Cooperative Managers in Solok City

It was concluded that the variable management work discipline had a significant effect on the work productivity of cooperative managers in the city of Solok. This is evidenced by the management of the Cooperative in Solok City being disciplined in their work, reporting to the relevant Office. Where the cooperative manager knows how to work with work awareness and has a responsibility to work in accordance with the ART/ARD Cooperative, so as to increase the productivity of the cooperative. According to respondents, the management's discipline attitude has been applied in their work and following the regulations in cooperatives and cooperative SOPs in Solok City.

The Effect of Cooperative Environment on Work Productivity of Cooperative Managers in Solok City

It was concluded that the Cooperative Environment variable had a significant effect on the Work Productivity of Managers in Solok City Cooperatives. This is shown by the Cooperative Managers that they are not disturbed by other activities in the office, even though some of their offices are in school offices, official offices or mosques. Where the available facilities are sufficient for cooperatives to carry out activities and serve their members. Because most cooperatives are located or located in schools and official offices, the relationship between managers and employees is not well maintained as are the leaders and superiors of their agencies, so that cooperative managers can increase the productivity of cooperatives. According to respondents, the cooperative environment and the working facilities of the managers are good, adequate and accepted by all managers who work in the Solok City Cooperatives.

The Influence of Management Skills, Management Work Discipline, and Cooperative-Cooperative Environment in Solok City

The relationship between Management Skills, Management Work Discipline, and Cooperative Environment on the Productivity of Cooperative Managers in Solok City is very close or has a simultaneous effect. This is shown by the Solok City Cooperative Manager, the Cooperative Growth occurs both in terms of members and financially. This proves the management skills, management discipline and comfortable cooperative environment so that it can increase cooperative productivity.

CONCLUSION

From the research results, the factors that influence the conversion of cooperatives into sharia cooperatives in Solok City can be concluded;

Management skills regarding cooperative management regarding sharia have a significant effect on the productivity of sharia cooperative management in Solok City, where the value of the t-count column

and significant value (table 3) is obtained, the t_{count} value is $5.736 > t_{\text{table}} 2.041$ with a significant value of $0.000 < 0.05$.

Management work discipline on sharia principles has a significant effect on the productivity of sharia cooperative management in Solok City, with the t_{count} and significant column value (table 3), the t_{count} value is $2.412 > t_{\text{table}} 2.041$ with a significant value of $0.029 < 0.05$. The cooperative work environment has a significant effect on the work productivity of sharia cooperatives in Solok City, as evidenced by the results of the t_{count} and significant column value (table 3), the t_{count} value is $2.841 > t_{\text{table}} 2.041$ with a significant value of $0.005 < 0.05$.

Sharia management skills, sharia work discipline and cooperative environment in Solok City have a positive and significant effect on the work productivity of sharia cooperative managers in Solok City, as evidenced by the value in the significant column (table 4), the significance value (sig) $0.000 < 0.05$ and the calculated F_{value} is $56.353 > F_{\text{table}} 2.57$.

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