

Application of Islamic Values in Business Management and Relation to Behavior, Performance, and the Islamic Welfare Employees Working at PT Freeport Indonesia in Papua Province

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Abstract

This study aims to explore and photograph the full implementation of Islamic Values in the PT Freeport Indonesia management business and its relation to behavior, performance, and Islamic welfare of employees. This study used a qualitative method which is also called naturalistic study that looked at social realitas as a whole / holistic, complex, dynamic, and full of meaning. Phenomenological qualitative research method is a method that attempts to explain or reveal the meaning of the concept or phenomenon of experience based on the awareness that occurs in some individuals. To examine the condition of objects that are natural (natural setting) where the researcher as the key instrument, techniques for data collection done triangulation (combined), data analysis is inductive, and the results of qualitative research more emphasis on the significance of the generalization. Islamic behavior not directly related to the management, but influenced by the interests and the environment. To condition the variable management PT. Freeport omitted. Performance Islami employees are not directly related to the MAS, employee's performance is affected by $f(A, M) = f(K, S, A, S)$, ability is the capacity of employees and is a boost employee motivation to work. Ability influenced knowledge and skills, and motivation is influenced by behavior and environment situasi work. Islamic welfare of employees not directly related to management, employees can meet its Islamic welfare PT. Freeport although management does not implement Islamic values in managing its business.

Keywords : Islamic value, behavior, performance, welfare

1. INTRODUCTION

The presence of PT Freeport Indonesia mining operations have a positive impact with employment. According to (Manpower, 2011) PT. Freeport Indonesia has absorbed many as 24,600 workers were divided 12,000 direct employees and 12,600 contract employees. The number of direct employees of PT Freeport Indonesia is: 65.53% non-Papuan, Papua 32.19%, and 1.55% foreign.

PT Freeport Indonesia mining in the gold mining business must have a social responsibility in managing the business operations (Sumahamijaya, 2005), namely, are:

1. Implementation of Pancasila Industrial Relations (HIP)
2. Environmental Impact Assessment (EIA)
3. Application of Health and Safety (K3)
4. NES (NES)
5. Running programs in health, education, employment.

All the activities of business management / business must be characterized by a spirit of spiritual (Islamic values). With spiritual spirit will spread the goodness rather than evil, cultivate cooperative is not a monopoly, and promote kindness instead of greed and arrogance. (Riawan, 2004).

Enterprises which is based on the Islamic values will promote attitudes and behaviors that are sympathetic and give happiness to everyone (Gani, 2005). All business activities should be aligned with morality and core values outlined in the Qur'an. The Qur'an insists that every action and transaction (muamalah) addressed to the purpose of human life is precious.

The application of Islamic values in business management at PT Freeport Indonesia will create positive cultural values against Islamic behavior of employees which include optimally done (Itqan), they do good (Ihsan), and do it thoroughly and fear to do wrong (Iffah) (Winardi and Jasman, 2012).

Islamic behavior of employees (Itqan, Ihsan, and Iffah) in an organization / company as a result of the application of Islamic values will form a culture that has a good work ethic. Positive behavior for employees, will raise morale and increase employee productivity within the company / organization (Gibson, 1987). Ultimately optimal performance (quality of work, quantity of work, timeliness, and cost effectiveness) as the positive impact of Islamic behaviors (Itqan, Ihsan, and Iffah) will increase kesejahteraan and decent life for employees. The main purpose of a management usaha / business is creating kesejahteraan and prosperity of all people based on the aspects of honesty, fairness, trust, and brotherhood.

2.LITERATURE

2.1. Islam and Value

The legal basis of the highest in the world and the life hereafter is the Quran and the Hadith of the Prophet. From these two sources of practical formulation derived in the form of Islamic law, which we are familiar with sharia. To produce legal provisions, other instruments necessary tool that, ijma 'and qiyas. (Triyuwono, 2012: 89). According to (Safi, 1990: 177) Sharia law is not a system that tends to emphasize the positive themselves on the legal system alone, but more than that, that is on the side of morality. According to (al-Faruqi, 1992: 94) explains that, actually lies in the existence of public morality who live in the community and are influenced by the flexibility of shariah.

Islam is a religion that is very integral and comprehensive, also governs all facets of life thing. Islam is the religion of Allah revealed on this earth, to have uniqueness that no other religion. According to (Antonio, 2001: 5) uniqueness is as sharia has comprehensively and universal nature, meaningful comprehensive Islamic sharia summarizes all aspects of human life, both religious (ritual) and social (muamalah).

Value according to (Danandjaja, 1986: 22) is internalized notions of what a person is more important or less important, what is better or less good, and the more true or less true. In methodological models that value can only be understood if it is associated with attitudes and behaviors: Value, Attitude, Behavior.

Concept of Honesty

Honesty is the suitability between the news and the facts presented, between the phenomenon and reported, as well as between form and substance. The Word of God in (QS. At-Tawbah: 119).

" Faithful people who believe, fear Allah, and with the right people." (Religion Department, 2010: 335). Prophet said: "You have to be honest, as honest will show the way to heaven. And someone who is always honest and does he intend to be honest, so it is written in the hand of God as a very honest person." (HR. Bukhari and Muslim). According to (Fatah, 1990) Honesty is key properties owned by the prophets and messengers as well as people who live in Allah. Islam gives the initiative that in trying to be honest, though heavy, is one of the reasons blessed effort.

Concept of Justice

Justice is an attitude that is not biased or skewed in any case, both in everyday behavior and in establishing a law against anyone (Herman, 2006). The Word of God in (QS. Al-Maidah: 42) that we be fair in deciding cases and not one-sided, according to the facts.

"They are the ones who like to hear a lie, a lot of eating unclean. If they (the Jews) come to you (to ask for the decision), then decide (the case) between them, or turn away from them; If you turn away from them so they will not harm you at all. and if you decide their case, then decide (the case) between them with justice, Allah loves those who are fair." (Religion Department, 2010: 181).

The concept of Amanah

Amanah is the desire to fulfill something meaningful as needed. Amanah can mean also convey something to the beneficiary. Definition of trust based on the verses of the Qur'an is divided into two kinds of Vail and obedient to Allah (Qs. Al Anfal: 27) and responsibilities Running well in the (QS. An-Nisa ': 58). The nature of trust is closely related to the nature of honesty (shidiq). The nature of the trust itself is a reflection of the strong or the thinness of one's faith. Prophet Muhammad, even categorize people who do not maintain trust as hypocrites, who do not have the integrity to themselves and their religion. Prophet said: "Three cases when one comes to a person, then he is a hypocrite though he fasted, prayed, and claiming to be a Muslim. Three cases it is when he speaks lies, when he promises broken, and if he believed betrayed." (HR. Bukhari and Muslim).

The concept of Brotherhood

It directs the social establishment in which all individuals are united by the bond of love and brotherhood as members of a single family created by one God. This brotherhood is universal and not narrow, not bound by geographical boundaries and encompasses the whole of mankind and are also not limited by ethnicity or race. The Word of God in the (QS. Al-Hujurat: 13) that informs that mankind to form a brotherhood with each other. It is natural from the concept of brotherhood is mutual cooperation and mutually beneficial (symbiotic mutualism), especially among Muslims who are united by an authenticity, united by a common ideological bond, and has been characterized by the Quran as sisters.

2.2. Islamic behavior

Behavior according to (Robbins, 2003: 11) are all actions that people do that can be measured and observed, for example, someone working hard or lazy. Aspects of human behavior that can be judged by others, because such actions can be seen directly and not hidden (overt). Behavior according to (Wibowo, 2007: 85) is about how to

act (how to act) and not about who you are. The behavior of a person who saw the activity in and do not see the person's identity.

Human activities that can be observed and measured in the process of achieving goals, based motivations that appear in him, is influenced by several factors, among others; heredity (genetics), environmental factors (environment), and educational factors (education). Mathematical model in the form of behavioral function is: $P = f(K, L, M)$

P = Behavior, C = Interest, $L = M$ = Environment and Management.

The conclusion of several experts with regard to understanding human behavior is any action / significant human activity, to achieve the goals that are based motivation in human beings, and is influenced by heredity, environment, and education factors.

Islamic behavior and action are all human activity, in the act and interact with among humans and the environment, promoting the values of noble character and rely on norms based on the Quran and Hadith (Karim 2011: 46). Word of the Prophet Muhammad: "Surely I was sent to enhance character." Because morality (behavior) be an indicator of the merits of a human being.

Islamic behavior is any rational human power to meet the needs based on certain values, which in Islam is derived from the principles of aqeedah, morals, and sharia (Rival, 2009: 218)

Islamic behavior has been shown to be a prophet before the Prophet, namely personal honest, trustworthy and reliable.

Concept Itqan

Itqan means to make and arrange something with scientific and beautiful in order to obtain perfect results. Synonyms of Itqan is Ihkam which means working with the wise. Itqan has a slogan Integrity and Quality, Integrity means a whole attitude / value dinyakini integrated between the actions undertaken. Quality is what is done by Itqan expected to produce the best product, quality, and high standards. Rasulullah SAW said: "Verily Allah, like when you do a job with Itqan". (HR.Thabrani).

The concept of Ihsan

Ihsan is the Arabic word meaning "perfection" or best. In Islam, Ihsan means that a person who worships Allah as if he sees Him, and if not able to imagine seeing him, then that person actually imagine God to see his actions. According to Ihsan (Sunarto, 2002) is divided into two kinds: 1. Ihsan in the worship of Allah SWT and Ihsan told creature of God's creation.

Concept Iffah

Iffah linguistic meaning is holding, restraint cases fully God forbid. Iffah can mean also keeping away from the things which Allah has forbidden kaffah / holistic (QS. An-Nur: 33). Iffah phenomenon, in its role as an employee within a company / organization is as follows: Devotion to God Iffah in a person, Shame Shyness is a trait that is great and commendable and Alienate Adultery, Adultery is a heinous act spread, disease mengkoyak and destroy the family honor.

2.3. Employee performance

Performance (performance) according to (Mahsun, 2009) is an overview of the level of achievement of the implementation of an activity / program / policy in achieving the goals, objectives, mission and vision of the organization as stated in the strategic planning of an organization. The term is often used to refer to the performance achievement or success rate of individuals or groups of individuals. Performance can be known only if the individual or group that has individu predetermined success criteria. Performance according to (Robbins, 1996:) is a function of the interaction of ability, motivation and opportunity. $P = f(A \times M \times O)$, P = performance, A = ability, M = motivation, and O = opportunity.

Performance Factors

Factors according to performance achievement (Mangkunagara, 2006: 13) is the capability (ability) and motivational factors (motivation), in accordance with the opinion of Keith Davis, the Human Performance = Ability + Motivation, Attitude + Motivation = Situation, Ability = knowledge + Skill. While the factors that affect the performance (performance) according to (Sedarmayanti, 2004: 177) is the capability (ability) and motivational factors (motivation) in accordance with the opinion of Keith Davis.

Performance Concept in Islam

Islam designed for his people work harder, be more valuable lives, not poor, and did not suffer. Al-Quran (at-Tawbah: 105). A good Muslim is that they take into account in a balanced world and the hereafter. Not a good Muslim, if left world affairs for the benefit of the hereafter, also left the hereafter for the sake of the world.

Balancing aspects of the world and the hereafter is the way to work and performance characteristics for a Muslim. According to (Majid, 1992: 418), an expression that shows the work of human existence, the human price that is what he has none other than his own deeds or works. Man who let the human potential is of no value before God Almighty.

2.4. Employee Benefits

Social welfare according to (Suharto, 2005) was organized activities that aims to help individuals or communities to meet basic needs and improve the well-being aligned with the interests of the family and society. Social and economic welfare is one aspect that is quite important to maintain and foster the social and economic stability. Based on the condition of Pareto, social welfare (social welfare) is defined as the continuation of a more complete idea of the concepts of prosperity (Swasono, 2005: 2). Salvatore (1997: 412) put forward the theory of micro welfare, which studied the various conditions under which the solution of general equilibrium models can be said to be optimal. This requires, among other things, the optimal allocation of production factors among consumers. Todaro (2003: 236), specifically noted the general welfare functions, namely: $W = f(Y, I, P)$, Y = income per capita, I = inequality, P = absolute poverty. In connection with these functions, it is assumed that social welfare is positively related to per capita income, but negatively related to inequality and absolute poverty.

Welfare Indicators

The level of satisfaction and sense of well-being are two inter-related. The level of satisfaction refers to the state of an individual or group, while the level of welfare refers to the state of the community or society at large. According to Law 11 of 2009, social welfare is the fulfillment of the condition of the material, spiritual, and social life of citizens in order to be viable and able to develop themselves, so it can carry out its social function. According to the Decree of the Minister of Transmigration and Forest Squatters Settlement of the Republic of Indonesia Number: PER.25 / MEN / IX / 2009, that the level of development and welfare transmigration settlements include: level adjustment, stabilization and development consisting of four parameters, namely economic, social, cultural integrasional, activeness, and social service agencies.

Welfare Concept In Islam

The concept of welfare in Islam, the argument involves theologis- philosophical and rational philosophical social welfare. Understanding the Islam which means safe, tranquil, secure, and peaceful. Islamic social welfare issues in accordance with the mission of the prophet Muhammad, was sent on earth, to be a good and well-being in the face of the earth. "And We sent thee not, but to (be) mercy to the worlds." (QS. Al-Anbiya: 107, Religion Department, 2010: 562). Welfare in Islam is the attainment of happiness which includes interest and Hereafter (Falah). Falah is not solely for the benefit of the world alone, but after thinking for the sake of life in the world. According to (Chapra, 1999: 42) Falah means the fulfillment of the needs of individual communities without neglecting the interests of the wider community, ecological sustainability, and taking into account the values and norms.

Indicators of Welfare in Islam

According to (Djamil, 1995), which includes five essential benefit of the principal benefit is the religion (deen), life (nafs), mind (aql), descent (nasl), and property (maal).

Welfare in the Islamic perspective, is welfare raised from the values of the Qur'an and Sunnah that include basic human needs (Zadjuli, 2006: 42) consisting of : Maintaining religious values and implement its teachings (hifzh ad-deen), full of peace and tranquility (hifzh an-nasl), Cultivate values that are able to maintain sanity in the household (hifzh an-nafs), Uphold the values of human thought which ensures clear (hifzh al-'aql), Establish values that ensure the development of mutually beneficial economic families (hifzh al-maal), Building values mannered, civilized, and high moral.

2.5. Results of Previous Research

Based on the research results (Mooduto: 2006) in his study on the Effect of Application Performance and Resilience Sharia Islamic Bank in Indonesia, concluded that the application of Shari'ah significant effect on the performance of Islamic banks in Indonesia. Implementation of Islamic Sharia in the Islamic Bank in a positive and significant effect on the performance of Islamic banks in Indonesia. According to (Suyanto: 2007) in his study The effect of the implementation of Sharia principles on performance and well-being of employees and communities associated with the activities of Islamic banks in Indonesia, concluded that the implementation of Sharia principles on Islamic Bank in Indonesia is getting better and consistent no impact on improving the welfare of employees at the Bank of Sharia in Indonesia, the implementation of Sharia principles significantly influence the performance of Sharia Bank in Indonesia.

According to (Amin: 2010) in his research work commitments Influence of Islam and the status of the income and welfare of Muslim families in Pekalongan Central Java province, concluded that the Islamic work commitments positive effect on work motivation, income status, and welfare of Muslim ancestry in the district of Pekalongan, Central Java. According to (Muttaqillah: 2011) in a study based on the analysis of Islamic Sharia perspective in the practice of the Earth *tijarah* results and performance of traders and farmers' welfare in the district of East Lombok West Nusa Tenggara province, concluded that the socio-economic activities, especially *tijarah* between traders and farmers based on crops transactions in accordance with Islamic Sharia can improve the quality of life of Muslim merchants and the Muslim family welfare.

3. Research Method

This study aims to explore and photograph the full implementation of Islamic Values in the PT Freeport Indonesia management business and its relation to behavior, performance, and Islamic welfare of employees. This study used a qualitative method which is also called naturalistic study that looked at social realitas as a whole / holistic, complex, dynamic, and full of meaning. Phenomenological qualitative research method is a method that attempts to explain or reveal the meaning of the concept or phenomenon of experience based on the awareness that occurs in some individuals (Creswell, 1998). Phenomenology is revealing how humans experience life in the world. Phenomenological qualitative research can be done in three phases of reflection, among others: *epoche*, phenomenological reduction, and imaginative variation. To examine the condition of objects that are natural (natural setting) where the researcher as the key instrument, techniques for data collection done triangulation (combined), data analysis is inductive, and the results of qualitative research more emphasis on the significance of the generalization (Sugiyono, 2008: 376).

Qualitative research is more emphasis on processes and meanings that are not rigorously examined or has not been measured, emphasizing the nature of reality that is built socially, occurs close relationship between researcher and researched, pressure situations that make up the research, value-laden, and highlights the emergence of a social experience as well acquisition meaning. Analysis of the data used in this study with the two approaches, qualitative analysis and qualitative analysis Sharia. Analysis in qualitative research is to answer the problem formulation clearly set out in the research. Qualitative data analysis is inductive, an analysis based on the data obtained, subsequently developed a certain relationship patterns. Qualitative data analysis can be done since before entering the field, while in the field, and after in the field. Sharia analysis is the analysis of the normative approach to the Qur'an and Hadith relating to phenomena, situations, and conditions of the management and employees of PT Freeport Indonesia in Papua.

4. ANALYSIS AND DISCUSSION

4.1. Islamic Value

From the statement of the informant with the initials BS, one can draw a conclusion that the management PT.Freeport not implement Islamic values. Value honesty applies only to employees and not binding to the management, the value of fairness applies only to top-level managers and employees do not apply to association with: housing, facilities, and incentives. Values of transparency and employee does not exist, the one-sided communication and management is trying to shut down all access to information relating to the profit and loss of the company for employees. The values of partnership does not exist, compared to other firms that type, an international partnership relationship between employees and the company. Based on the research resources of the informant with the initials SK, IJ, NV, MS, AS, AD, and ZK, that PT.Freeport not yet implement Islamic values are good, the dissolution of the relationship between management and employees, management is authoritarian, no meeting relating to the welfare of employees. Frequent communication between field supervisors and employees with regard to safety (safety first). Based on the informant's initials AS2, PT.Freeport management has the merit is related to technology transfer, ugliness is unscrupulous behavior that causes bad industrial relations, management is closed, unfair unscrupulous behavior, information tends to be closed and dishonest, discriminatory treatment of employees, and each. Someone who plays hold managerial positions are expected to produce a managerial performance.

Employee performance is concrete whereas managerial performance is abstract and complex. Managers have the ability to mobilize the talents and abilities, as well as some business personnel in authority, so managers need conceptual framework as working models. Islamic values as basic values that embraced many world famous companies, spur creativity and initiative of employees to make improvement to the system, the employee relations manager, between employees on the team, and between team built on trust, competence, and character.

Justice is the bedrock for the foundation: creed, sharia, and morals. Implementation of fairness in managing an organization / company is, in determining fair ratio, fair in managing for results, and fair in meeting the hard working employees with no way to reduce and delay the rights of employees. Based on the initials IJ informant, PT.Freeport management in managing its business using reverse management, Islamic values are not run by the management, the capitalist, the absence of a partnership of employees of the company. This

partnership has run other companies such as Telkom, Pertamina, in which employees have the advantage over the company stock. PT.Freeport not run partnership aspects of the employees of the company. The concept of partnership or brotherhood is mutual cooperation is mutually beneficial, it relates to the company employees.

Based on the initials of informants AS2, PT.Freeport management in manage its business presence in the management of persons who are not trustworthy, in the sense that each of the policies that are positive towards the employees do not always carried out, the information is difficult to come by, and the seal is not a good thing with regard to companies that impressed either. Information during a landslide that claimed many victims families and difficult to access the media. Mc-Moran systems are basically very nice not run by PT Freeport Indonesia in Papua manasjemen (management managed Indonesian people). Amanah is an attitude appropriate to meet the needs something or say something to the beneficiary.

The principle of the trust that holds the value of honesty must be accompanied by the nature of professionalism. Professionalism is the most important part of the mandate and muamalah. One of the principles that became the foundation of morals relationship of managers is fair attitude (al-'adl).

2.Behavior Employees

Based on the resources of the informant with the initials BS, SK, IJ, NV, MS, AS1, ZK, AD, that employee behavior related to aspects of Ihsan, Iffah, and Itqan it can be implemented properly. Run Islamic behavior in the workplace because of the factor of solidarity, a feeling of kinship and togetherness in the workplace are very extreme. Islamic behavior PT.Freeport employees meet for functions related to the interests, the common interest in completing the work and have a very life-threatening terrain, it bore stance interests to maintain the values of togetherness, mutual help, and each other to avoid conflicts . Common interest for working in an area that is very extreme, misty, isolated, and above an altitude of 4200 m. The interests of each employee that shape the behaviors associated with Islamic attitude of helping each other, help each other, and cooperate with each other to avoid things that are less good. Attitude that spawned the interest is mutual help Ehsan, Iffah is protected from moral turpitude, and Itqan is intent on carrying out any work that becomes the burden of every employee.

In this case PT.Freeport employee behavior is strongly influenced by the positive interest rate, the positive value of the environment, and a negative value to management. Islamic behavior still formed, although the management did not support and add strength to the Islamic behavior.

Islamic behavior (Ihsan, Iffah, and Itqan) will increase if the variable of interest, environment, and management increased. Islamic behavior will change if interest increases, increased environmental and management decreased.

Based on the resources of the initials AS2 informant, that the relationship between employees in the workplace is quite harmonious, there is little difference in the time of the strike in 2011 between employees of CP-28 and non Cp-28, the difference can be availed by the role of the SPSI PT Freeport Timika. Good attitude to behave like Ihsan (help each other, help each other, and cooperate with each other), Iffah (attitude to look after each other, mutual avoid things that are not necessary, and selfishness), and Itqan (attitude to conscientious finish the job and finish) remain intact and mutual support among employees.

In the Islamic religion are strongly encouraged to be role models and examples in carrying out any work. Regardless of the factors of interest, environmental, and management, every Muslim should behave who have exemplified the noble Prophet Muhammad. Islamic behavior arises in a Muslim as internally driven is an embedded values karema aspects of belief, conviction, and a handle which is based on the Qur;'s and the Sunnah. Externally driven is that an impulse from outside himself, for example, environmental factors such as stimulus response (SR) and challenge response (CR). Stimulus in the form of praise, reward, or reprimand, while the challenge is the challenge of the responsibility, competition, race, wins, championships, and honor. PT.Freeport management in the management of their business tend to use a closed and authoritarian management, PT.Freeport employees to do the job still has a good behavior and character. Ihsan Islamic behavior which includes, Iffah, and Itqan still they carry as part of their job. This behavior is not at all influenced by management in managing the business and employees. Factors togetherness and dangerous work environment that keeps them help each other and support each other.

Based on the research informants source initials IJ and AS2, in working in a very dangerous place, we must work carefully (safety first), and the mean -sungguh to complete the unfinished work of the company in accordance schedule. Regardless of the management who never fought for our rights as employees, we continue to perform the best job possible and with the quality of work that the company desired. Our determination include: discipline, prioritizing safety, completes the job, reducing carelessness, and achieve the targets set by the company. Itqan is an attitude to produce the best product, quality, and have high standards. Itqan is Integrity and Quality means an attitude of complete (holistic) to the value dinyakini to produce a quality product. The Prophet said related to aspects of Itqan.

3. Performance Employee

Performance is measured based on the achievement of targets, attitude, discipline, attendance, and team work. PT.Freeport employee's performance is determined by various factors, among others, internal factors and external factors. These factors can increase the performance and can also degrade the performance of employees. According to Keith Davis of factors that affect the performance of the employee is: $P = A + M$, $A = M$ = ability and motivation, with the ability description = knowledge + skills and motivation = Attitude + situation. While the factors according to performance (Robbins, 1996) is a function of the interaction of ability, motivation and opportunity in a mathematical formula is $P = f(A, M, O)$ A is ability, M is motivation, and O is an opportunity. By looking at the performance factor of the performance of the employee Keith Davis PT.Freeport fairly good, although aspects of the company is defined as an obligation and liability for employees.

The performance employee of PT Freeport Indonesia according to research informants initials BS, SK, IJ, MS, NV, AS1, ZK, AD, AS2 that the measurement of employee performance is attendance, team work, leadership, loyalty, and safety first. The indicator has a policy, rules, demands, and obligations of the employees of the company. So that employees stay execute the appropriate division of work and the schedule has been set. Because it has the policies and rules, the employee must carry the full responsibility. Based on interviews and discussions with research informants that they maintain good quality of work (quality), achieved the set targets (quantity), using the time provided by the company (timeliness), and utilizing the resources and power efficiency (cost effectiveness) . Although employees who act as informer Muslim not all, aspects of which achieved above are universal and Islam is universal.

4. Islamic Welfare Employees

Welfare employees of PT Freeport Indonesia is determined based on the amount of income received each month. PT Freeport Indonesia has a scale of wages in the payroll system.

Under the collective bargaining agreement XVI 2009-2011, October 1, 2010 wage scale is as follows:

1.Basic competence with payroll system:

C1- C4 = 3,759,000 - 4117.000

D1-D4 = 3496000-3759000

E1 - E3 = 3395000-3449000

F1 - F3 = 3316000-3370000

2.Specialization with payroll system:

B1 - B5 = 4255000-4806000

3.Master with the payroll system:

A1 - A5 = 4949000-5517000

Based on the research resources of informants employee initials BS, SK, IJ, NV, MS, AS1, ZK, and AS2 results of interviews and observations on average they have a private house, the pattern of food intake varied meet health standards, has a form of personal transportation motorcycles, can maintain the health of the family, can keep the family education, both religious life, have savings, and married life runs normally and harmoniously. Informants are the initials AD from interviews and observations are not yet own a house (still contract), the pattern of food intake is less varied, have a means of transportation of a motorcycle, is less able to maintain family health related family finances, family education can work well, good religious life , has no savings and harmonious marriage.

Maintaining religion (deen hifz)

The informants were the initials AS, employees from Ternate is religious in a religious employee, worked for 20 years and is a senior employee with a monthly salary of 8 million because of a high school education, his salary in one year amounted to 96 million dollars. Informants are the initials AD, employees PT.Freeport of Napier worked for 5 years, graduated from high school with a salary of 5 million per month and the amount of his salary in the first year 60 million. Employees are the initials IJ and the United States is able to carry out the payment of zakat fitrah and zakat maal, while the informants were identified as new AD is able to carry out the tithe, zakat maal untiuk not been able to be implemented, because for the purposes of day-to-day needs are not yet sufficient to wages such. The informants were the initials IJ, AS, and AD is still capable of fasting although working conditions were quite extreme and cold air.

Informants were identified as AS1, PT.Freeport employees from Key, high school graduate, worked for 8 years with a salary of 11 million per month, salary for 1 year is 132 million. The informant was a Catholic. Based on interviews and observations of research informants who have different beliefs, but is able to carry out their religious activities by running his worship as well as Christian mungkin. Informant capable of conducting worship every week and be able to set aside a portion of his salary for the people and church activities. Muslim informants still able to keep his religion to perform prayers five times a day, Friday prayers, to pay the zakat, and charity to others in need. Informants in maintaining the Catholic religion is still able to carry

out worship every week and aside from his salary by 20% to the church and social activities. The informants who are employees of PT Freeport in keeping religious activities are able to practice their religion and maintain.

Maintaining soul (nafs Hifz)

Nourishes the soul (nafs Hifz) is to maintain your body to stay healthy in running jobs in the company and in everyday life. In observation of the informant researchers studied, that shows they are in good health. Regarding the health of the employee and his family's health, to maintain the employee and family life, the company has been providing health benefits to employees for family. Based on the observations of the researcher, the average employee who became informants Freeport is in good health and not sick, and the average age is still young. While keluarganya pun in healthy condition all, because on average they have a high school education children who are still down, so the costs are allocated to maintain the health and treatment has not been disturbed. Informants that we use as the research object in Timika in good health and that outside Papua, according to information research informants also in good health and good. This means that our employees PT. Freeport use as research informants still be able to keep his soul by observing a healthy lifestyle and treatment when ill. Average they do not trouble themselves and their families pay for treatment for treatment even from his own pocket money, they have to allocate their salaries to the cost of treatment, due to the health benefits of the company is unclear and the claim somewhat having difficulty.

Maintain sense (Hifz -Aql)

Maintaining a reasonable question is every informant must have the proper education, for self-employees and their families. Based on interviews and observations of the researcher to employees who become informants research, they might have a child who on average have less education and no dropouts. Employees who used the informant in improving job training and often also get training to train and develop their skills. Informants who had the initials BS has 3 children with secondary and elementary education, with the initials SK informant had 4 children with junior high school education, elementary, and kindergarten, informants initials IJ, have 1 child with kindergarten education, initials NV informant, who has 2 children with education junior high and elementary school, with the initials MS informants with having 3 children, with a junior high school education, elementary, and kindergarten, informants initials AS1 with having 6 kids with a high school education, junior high, elementary, and kindergarten, informants initials ZK with 2 children who have educational elementary and Kindergarten, informants with initials AS2 with 6 children, have a high school education, junior high, elementary, and Toddler, informants who had the initials AD has 2 children with secondary and elementary education.

Based on interviews and discussions with research informants initials AS2, welfare related in maintaining sense, is as follows: "Education for workers and families greatly facilitated by the company. For workers who will continue their studies, allowing the company on the condition does not interfere with the work schedule. Education for our children are still able to afford it, there are also educational benefits of the company but not optimal and needs to be improved. As workers we also receive training that are switching from the outside and to improve our performance ". The results of the interviews and observations of the informant researchers, showed that the maintenance of the family education and family quality can be maintained. Informants in our study have an average of children who can attend school well and no dropouts. By the company's own employees are given the opportunity to increase knowledge outside or get training related to the job he held. The informants are able to finance their children's education is good education subsidy from the company even though there is no or less than optimal.

Costs for maintenance reason relating to education and training does not interfere with the family's financial structure, due to the education of children still in need of education costs are still low. All informants are used as the object is able to educate their children properly and no child of school dropouts.

Maintaining descent (Hifz Nasl)

The temptation for the family rift in Mimika district is quite large, it is particularly rampant sex business in Mimika district, sex is a legitimate business that is developing in Mimika, through: cafes, massage parlors, cafes, and localization Km 10 Employee PT. Freeport can only go down from Tembagapura to Timika once a week, and leave six months. Very risky for families who live outside the Mimika, for their biological needs. The risk for getting penyakit HIV / AIDS and disrupt the structure of the family finances. Informants were used in this research study, there are informants who had the initials BS and IJ, for the biological needs must visit the KM 10, due to her family in North Sumatra and West Sumatra. They may be allowed to leave during PT. Freeport once in 6 months. So to fulfill the biological kebutuhan must visit places of entertainment. Regardless of sexual transactions, which is so rampant in Mimika, the informants that we use in this research study household in a state of good, as well as attention to families and children are also good. No informants in this research study through a divorce and cracks.

Maintain Assets (Hifz - Maal)

The results of the interviews and observations of all informants used as a source of research, it has a home and a means of transportation. The average home ownership through the purchase of credit from banks, and doing installments over 15-20 years. Employees as a source of informants have a home for the family living in Timika and for families who live outside of Timika. In addition they have a home, transportation has also settled some personal savings for unexpected needs some time as well as, among others: informant IJ, NV, AS1, ZK, AS2, and AD. While informants who do not have savings for backup in the event of a case are: BS, SK, and MS, and relied on accounts receivable when things happen that are beyond their financial capabilities. Since the Strike 2011, through strike action and commotion of the workers, the management has provided retirement savings (savings plan), which has a research agreement with Manulife and Prudential has been running for 2 years since the employee strike PT.Freeport. The saving plan system, by using Contribution Benefit Plan (IMP), namely: 50% of workers dues and 50% of PT Freeport. In this case PT.Freeport very behind compared to other companies such as: Telkom Indonesia, Pertamina, Chevron, PT.Badak, and Bontang. Management PT.Freeport do well to kesejahteraan employees when there has been a strike, riot, commotion, and worker protests that if word gets out of the company. Very late PT.Freeport class company in the spread goodness and welfare of its employees, even though the system of ethical business Mc-Moran who has been a company mission and vision. But practice in the field was beyond what has been outlined the company.

5.Application of Islamic Values

According to informants ZK, 33 years, providing information that management of PT Freeport Indonesia management is still not implementing Islamic values, it is characterized by the occurrence of discrimination (unfair), all information related to production, profit and loss is difficult to access (not transparent), the employee is only considered as a worker who is easy to be removed (no partnership), and management tends to be closed. According to informants AS2 40 years, the management of PT Freeport management systems tend to be: do not apply Islamic values against the workers, the discriminatory treatment since the strike, the management relationship with employees is very ugly, fairness and honesty is hard to come by in the management PT.Freeport, and the difficulty of accessing information relating to their respective businesses. From sources of research informants who worked as employees of PT Freeport Indonesia, that Indonesia PT Freeport in Papua Province in the management of his business has not applying Islamic values. It is characterized by the closing of the management, interruption management communication with employees, tend not to maintain the aspect of justice, is not open to employees, not maintaining fairness / discrimination, poor industrial relations, and authoritarian management.

Application of Islamic value on employee Islamic Behavior

PT Freeport Indonesia in managing its business according to the resources of the informants, not yet implement Islamic values that have been implemented in the management of Freeport Mc-Moran United States. According to sources such as research informants BS, SK, NV, MS, USA, ZK, IJ, AS, and AD, they found PT.Freeport management has not fulfilled and implement Islamic values in the management of its business, the impact from the strike and riot again in 2012. The impact of the management of the business that do not implement Islamic values, should greatly affect the behavior of PT.Freeport employees to do the job. The values in an organization that is not in line with the wishes and convenience of the employee, the employee generally cause disharmony in the work. Disharmony can occur between employees and employees with the management itself.

Iffah is Islamic behavior that prioritizes do good and avoid misconduct, the harm fellow employees. This attitude has been shown Iffah PT.Freeport employees as research informants such as BS, IJ, SK, NV, USA, MS, AS, and AD, that at the location of the workplace extreme conditions causing the employee to keep each other's emotional condition of each, as if the emotional state is not maintained will harm the employees themselves. Iffah attitude shown are avoiding disputes between employees, avoiding sharp disagreements, avoid fights, avoid a hangover at work, avoid taking rights among employees, and avoid pitting each other. Iffah attitudes are formed because of work, working conditions and the same emotional feelings, being away from family and relatives. Itqan attitude is an attitude or behavior that prioritizes the quality of work and always intent on carrying out any work. Itqan behavior is shown PT.Freeport employees as a source of information is each division has a weight of work and the achievement of work that must be accomplished, for that every employee is always trying to work on each target company with conscientious and timely with the purpose, in order to go down with colleagues another to the city every week to meet with the family. Attitude Itqan run as employee loyalty to the company and the company is a family land for a living.

According to research informants BS, aged 44 years said: "Iffah, Itqan, and Ihsan third of these values according to the translation of the meaning of that value Dad, has been run by the workers to do the job. Employees niali-value while maintaining the wage system, although conditions were not competitive, solidarity and mutual support in order to maintain a sense of kinship and shared causes at work".

Application Performance Value Islami Islami Employees

PT Freeport Indonesia in managing its business according to the resources of the informants, not yet implement Islamic values that have been implemented in the management of Freeport Mc-Moran United States. According to sources such as research informants BS, SK, NV, MS, USA, ZK, IJ, AS, and AD, they found PT.Freeport management has not fulfilled and implement Islamic values in the management of its business, the impact from the strike and riot berungkali in 2012. Performance Islami employee's work related to the employee or employee performance, including the quality of work (quality), attainment of work (quantity), timeliness of work (timeliness), and economical use of resources and power (cost effectiveness). Indicators such work has been carried out employees to do the job. These indicators have become rules, policies, and obligations of the employees of the company. Each division in carrying out the work have got guidelines manual work to be done relating to aspects of the above indicators.

The management of PT Freeport Indonesia's efforts do not apply Islamic values, it did not impact on the performance of the employee to do the job. Employees continue to work in accordance with the rules, policies, and demands of the company over the results performed by the employee. Management closed and remuneration aspects that do not fit the expectations of employees, does not reduce the employee's performance at work. Work schedules, job weights, the number of jobs has been determined by the company so that employees stay with the job. Sometimes it happens overtime when production is not achieved, not because of the performance of employees who are not good but the number of employees in the division number is less.

PT.Freeport demands on employees in measuring performance, has been covering the aspects mentioned above, among others: the achievement of targets, productivity, teamwork, discipline will be a time, the quality of human resources, attitude, attendance, and safety.

Application of Islamic value in Islamic Welfare

Welfare of employees in terms of maqashid Sharia, all the informants who act as employees of PT Freeport Indonesia to meet the requirements relating to the maintenance of religion (hifzh ad-deen), intellect (al-'aql hifzh), soul (an-nafs hifzh), descent (an-nasl hifzh), and property (hifzh al-maal). Maintenance of religion (hifzh ad-deen) for informants who are Christians and Catholics, namely, BS, SK, NV, MS, USA, and ZK is still able to practice their religion to church every week and donate 10% of their salary money for church activities penegembangan and help the weak. For religious activities, PT.Freeport have built a church near pertambangan area in Tembagapura. Informants who berinisal IJ, AS, and AD Muslim, religion maintenance can be satisfied with being able to pray five times a day, Friday prayers, fasting, and alms implement, infaq, and shodaqoh (ZIS). The company has built places of worship such as a mosque close to the mining area. Company PT.Freeport provide facilities and staff time to carry out religious activities.

Meeting the needs of the maintenance of reasonable (hifzh al-'aql) all able to fulfill the research informants. Education for their children can be implemented and no employee family informant whose children dropped out of school, no educational benefits from the company, but not optimal. Employee career development is also carried out by the company to carry out a variety of training, training, and workshops related to employment professionalism and safety of employees at work. The offer from the company for employees who continue their studies, the origin does not interfere with work activities at PT Freeport Indonesia. Informants were used as the research agreed that education for their children running smoothly and no problems related to family education. Meeting the needs of the maintenance of offspring (an-nasl hifzh), PT.Freeport employees who act as informer, on average have a harmonious family and no family that have cracks / divorce. Informants are the initials SK, NV, MS, SD, ZK, AS and AD have family in the Mimika district and family conditions based on observations of the researcher in a state of harmony and harmonious. Informants family exists outside the Mimika district like BS and IJ, said that although much relationship with the family is still doing well, sometimes his wife came to kabaupaten berlibut Mimika.

Meeting the needs of the maintenance of the soul (an-nafs hifzh), is maintaining employees and families of the sick and pemeliharaannya. Informan research in the family is able to provide food that is nutritious and varied subject, family informants researchers observed no suffering from malnutrition or starvation, employees and their families are met in a state of nutritious food intake. Their average is also able to maintain good health and able to seek treatment in the required condition. The existence of health benefits companies alleviate their financial burden, although sometimes the claims of the company rather convoluted and difficult. Meeting the needs of property (hifzh al-maal) is the fulfillment of the need for maintenance of the property ownership. According to the results of interviews and observations of employees PT.Freeport researchers who act as informer research. Research shows that all informants have shelter, either in Mimika district or outside the district of Mimika, the default condition is, not fancy and sized for a small family. Purchasing a home for an average of all respondents use the services of a bank, by way of mortgage loans for 15-20 years. Nearly 99% of employees PT.Freeport buy a home by way of installment / credit, they can not afford to buy with cash.

CLOSING

PT Freeport Indonesia in Papua Province in the management of its business is not applying Islamic values. It is characterized by Islamic values related to aspects of honesty, fairness aspects, aspects of openness, and aspects of the partnership are not run by PT Freeport Indonesia management in Papua Province. The behavior of employees PT.Freeport Islami formed naturally (interest and environmental factors) PT.Freeport not influence management. Growing Islamic behavior caused a common interest in the workplace as well as extreme environments. Islamic employee performance a benchmark in this study is related to the quality, quantity, timeliness, and cost effectiveness, has been executed by the employee because of the obligations and demands of the company. These aspects have become the company rules and policies that must be performed by the employee. Islamic Welfare of employees with regard to the maintenance of religion, life, intellect, lineage and property have been met by the employee PT.Freeport. Can practice their religion properly, can maintain good health, able to maintain his wits with a good education, can continue nasab offspring with married and divorced, and can have a property that launched the activity to work.

Given these remarks, it is suggested that The need for management of PT Freeport Indonesia to apply open management, management implement Islamic values in managing its business. So the creation of harmony between management, employees, and community customary rights holders. It is time PT.Freeport Indonesia into a company that is open and transparent. So that all information relating to the company can be accessed by the public. Investment PT.Freeport in Mimika, should make a prosperous community customary rights holders and the surrounding communities. Investment should provide more value to the surrounding community, especially with regard to aspects of well-being and prosperity.

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