

# Human Resource Management in Empowerment-Based Village Community Development in Tojo Una-Una Regency in the Perspective of Islamic Education

Amilin A. Bulungo<sup>1</sup>, Mappanganro<sup>1</sup> Jeni Kamase<sup>3</sup> & Andi Bunyamin<sup>4</sup>

<sup>1</sup>Doctor of Islamic Education Management, Universitas Muslim Indonesia

<sup>2</sup>Faculty of Economics & Business, Universitas Muslim Indonesia

<sup>3</sup>Faculty of Islamic Religion, Universitas Muslim Indonesia

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## Abstract

The purpose of this research is to analyze the concept of Empowerment-Based Village Community Development in Tojo Una-Una Regency in the Perspective of Islamic Education. the type of research used in this research is field research. **First**, a sense of empathy and strengthen friendship in society. The value of brotherhood is higher by Allah SWT, one of which is building relationships with fellow human beings. **Second**, is the principle of helping (ta'awun). Allah SWT encourages people to help each other. The principle of helping (ta'awun). 'awun) can also be interpreted as a synergy between various interested parties for the realization of optimal empowerment. Community empowerment is a collaborative process, so all parties should help each other for the realization of common goals. **Third**, is the principle of equality (mu'adlat al darajat). between human beings. Islam has proclaimed equality between human beings r mankind since 14 centuries ago.

**Keywords:** Society; Village; Empowerment

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Date of Submission: 05-03-2022

Date of Acceptance: 21-03-2022

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## I. Introduction

Today the development of management science is very popular, not only in the world of companies or businesses but in all aspects of life, including the field of education. Human Resource Management Islamic education has met the requirements as a field of science because it has been studied for a long time and has a series of theories that need to be tested and developed in managerial practice at the organizational level. (Sulistiyorini, 2006: 5)

Human Resource Management in the perspective of Islamic education is an approach to human management, based on four basic principles, namely **First**, Human Resources is the most important asset owned by an organization, while effective management is the key to the success of an organization. **Second**, This success is very likely to be achieved if the rules/policies and procedures relating to people from an organization are interconnected and contribute to the achievement of organizational goals. **Third**, culture and values, organizational atmosphere and managerial behaviour that comes from that culture will have a great influence on the best achievement results. **Fourth**, Human Resource Management is related to integration, which makes all members of the organization involved and work together to achieve common goals.

Islamic education as a process of saving people from various harmful problems, is the work and great work of humans, both individually and socially, which is dedicated to Allah SWT. Da'wah is a conscious work to uphold justice, improve welfare, foster equality, and achieve happiness based on the system conveyed by Allah SWT. (Enjang AS and Aliyuddin, 2009: 13-14).

## Research Methods

The type of research used in this research is *field research*. (Moleong, 2006:26) Qualitative research is the method of analysis, namely the data is examined with descriptive qualitative analysis to produce in-depth data, a systematic, factual and accurate picture of the facts, characteristics and relationships between observed and analyzed phenomena. (Arikunto, 2006:11-15). The research approach used is (*Grounded theory*) which is a research method with an approach based on facts (*phenomena*) and uses comparative analysis to make empirical generalizations, establish concepts and try to make the final results of research able to prove theories or develop theories or to gave birth to a novelty of research.

**Discussion**

**A. The Concept of Community Development in the Perspective of Islamic Education**

*First*, is the principle of brotherhood (*ukhuwah*). This principle emphasizes that every Muslim is brother to one another, even though there is no blood relationship between them. The sense of brotherhood guarantees a sense of empathy and strengthens the relationship in society. The value of brotherhood is higher than Allah SWT, one of which is building relationships with fellow human beings. In the context of empowerment, *ukhuwah* is the underlying motive for all community empowerment efforts. Rasulullah has a vision of a Muslim community that helps each other and bears each other's difficulties together. Islam encourages its adherents to lighten the burden of their brothers and sisters who are in trouble.

*Second*, is the principle of helping (*ta'awun*). Allah SWT encourages people to help each other. The principle of mutual assistance (*ta'awun*) can also be interpreted as a synergy between various interested parties for the realization of optimal empowerment. Community empowerment is a collaborative process, so all parties should help each other for the realization of common goals. Empowerment is not only the responsibility of certain parties but the responsibility of all related parties. The government will not be able to solve problems on its own without synergizing with other parties. With *ta'awun*, the government (*stakeholders*), village activists, facilitators and organizations can combine financial strength, management, human resources, methodologies, and policy determination to create effective synergies in implementing empowerment and poverty alleviation.

*Third*, is the principle of equality (*mu'adalat al darajat*). between human beings. Islam has proclaimed equality between mankind since 14 centuries ago. Allah swt says QS Al-Hujurat: 49:13. As follows:

أَيُّهَا النَّاسُ إِنَّا خَلَقْنَاكُمْ مِنْ نَفْسٍ وَاحِدَةٍ لِنَبْلُوَكُمْ أَيُّكُمْ أَحْسَنُ بِمَا رَزَقْنَاكُمْ وَإِنِّي أَنتَظِرُ الْيَوْمَ الَّذِينَ كَفَرُوا بِهِمْ وَأُولَئِكَ لَهُمْ عَذَابٌ أَلِيمٌ

Translation:

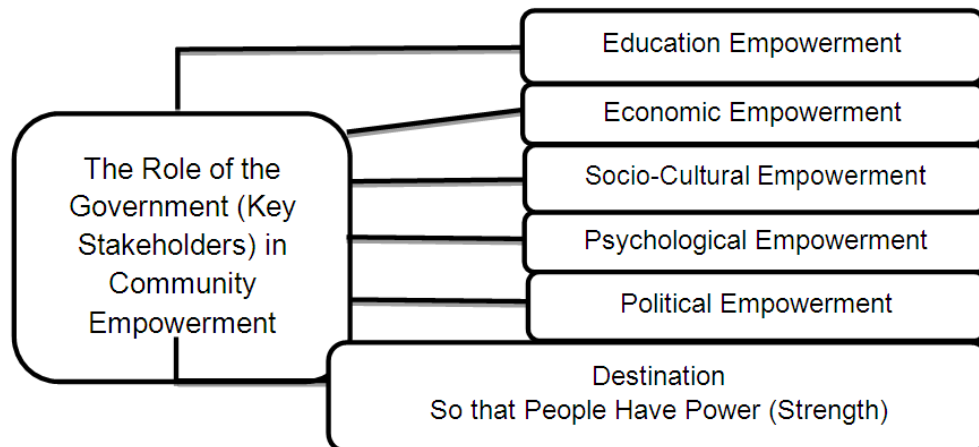
O mankind, indeed We have created you from a male and a female. Then We made you into nations and tribes so that you might know one another. Verily, the most honourable of you in the sight of Allah is the most pious one. Verily, Allah is All-Knowing, All-Aware. (Ministry of Religion: 2009).

Community empowerment means increasing strengths from weaknesses, or preparing the community in the form of resources, knowledge opportunities, and skills to increase the capacity of the community to determine their future, as well as to participate in and influence the lives of the community itself (Ife, 1996 | 182), which includes educational, economic, socio-cultural, psychological, and political empowerment (Pranarka in Prijono and Pranarka 1996:208-219)

**B. The role of government (*stakeholders*) in the Development and Empowerment of Village Communities in Tojo Una-una Regency.**

The role of the government (*stakeholders*) aims to increase the strength of the community or prepare the community in the form of resources, opportunities, knowledge, and expertise to increase self-capacity. The function of the government is said to be successful if the community has been empowered from the aspects of education, economy, socio-culture, psychology, and politics. Like the image below:

Figure 1: Lasiman Sugiri, Role of Local Government in Community Empowerment.



1. Empowerment in the Field of Education;

Education is the key to community empowerment. Therefore, the nature of education can improve the quality of human resources with professional quality. Empowered people have aspirations so that they can increase their work ethic and high work motivation which has an impact on increasing income from the economic aspect.

Table 1 Government Support (*Stakeholders*) for Activities to Improve Human Resources in the Education Sector in Tojo Una-una Regency in 2020-2021

	Name of Activity	Amount of Target	Cost (Rp)	Source of Funds
1	Technical guidance on introduction of Appropriate Technology (TTG)	99 people	59,616,900	Village Fund
2	Education and empowerment of women	Package	202,756,800	Village Fund
3	Assistance for poor	students 197 students	193,126,600	Village Fund

Data Source: PMD Office of Tojo Una-una Regency in 2021

2. Empowerment in the Economic Sector The

role of the government (*stakeholders*) in addition to empowerment in the economic sector is a priority scale to help the community, especially during the COVID-19 pandemic (*Coronavirus Disease*) which is focused on food production activities and agricultural equipment as shown in the table:

Table 2 Role of the Government in Implementing Empowerment in the Economic Sector in Tojo Una-una Regency in 2020-2021

No	Subdistrict	Funded Activities	Fund Allocation (Rp)	Source of Funds
1	Ampana Tete	Increased production of agricultural equipment food crops (corn and rice)	1,170,665,750	DD
2	Ampana City	Increased production of agricultural equipment food crops (corn and rice)	173,081,250	DD
3	West Tojo	Increased production of agricultural equipment food crops, (corn and rice).-	353,287.335.	DD
4	Una-una	Increased production of food crops, agricultural equipment, RT . industry	244.270.550	DD
5	Walea Islands	Increased production of food crops for agricultural equipment, household industry and cooperatives	241.665.000	DD

6	Batudaka	Increased production of food crops, agricultural equipment, and household industry.	152,175,000	DD
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3. Empowerment of the Socio-Cultural Sector

The active role of the government (*stakeholders*) in the socio-cultural empowerment of the community, several aspects support empowerment in the socio-cultural field, including a. Assist in the provision of socio-cultural facilities and infrastructure for the community (religious facilities, arts, sports, health, and other public facilities and infrastructure needed by citizens); b. provide social funding assistance and also encourage citizen participation in self-help, and provide guidance in socio-cultural activities that develop in the community.

Table 3 Government Support (*stakeholders*) in Social Activities in the Socio-Cultural Sector in Tojo Una-una Regency in 2021

Activities in the Socio-Cultural Sector	Activity Proposal System	Costs (Rp)	Source of Funds
Organizing traditional activities, religious holidays and National Holidays at the national level village	Package	456,199,900	Village Fund
Amount		456,199,900	

Data Source: PMD Office of Tojo Regency una-una, report document on the realization of the use of Village funds 2021.

4. Empowerment in the Psychology Sector

Related to this concept, there are two main things related to community psychology empowerment as stated by Prijono and Pranarka, namely: First, the regional government (*stakeholders*) are trying to change the way of thinking of the community which is still conventional to a more modern way of thinking (according to the times), which means that the government's position is as an "agent of reform", and, Second, the regional government (*stakeholders*) need to increase public awareness in applying democratic values, especially for joint decision-making through deliberation, cooperation, mutual assistance, respecting the opinions of others, and working together to achieve common goals.

5. Empowerment in the Political Field

In essence, political empowerment is as the theory put forward by Adi, 2001: 183, how everyone has the same opportunities and participation in political activities, namely shared opportunities in leadership decision-making, involvement in institutions politics, the opportunity to give opinions, the opportunity to express voting rights, and so on. Matters related to political empowerment that need to be played by the government (*stakeholders*) are as the theory put forward by: First; Local government (*stakeholders*) provide equal access and opportunities for the community in political activities, and Second; local governments encourage citizens to participate in political activities.

Of the five components of the government's role (*stakeholders*) related to community empowerment in the field of education is a key factor, while the other empowerment, namely economic empowerment, socio-cultural empowerment, psychological empowerment, and political empowerment are supporting factors. The role of the government in empowering the community in the political field must be clear and concrete because community empowerment efforts are not only aimed at reducing poverty and unemployment but more fundamentally trying to raise the dignity of the community.

**II. Conclusion**

According to (Najati, et al, 2005: 54) four basic principles determine the success of the program to realize empowered or independent community empowerment, namely:

- a). Equality; The main principle that must be adhered to in the community empowerment process is the existence of equality or equal position between the community and the institutions that carry out community empowerment programs as well as between men and women.

- b). Participatory; In practice, the government and community empowerment practitioners are not yet fully willing to provide opportunities and freedom for the community to choose and formulate needs
- c). The principle of self-reliance in the context of empowerment means: Respecting and prioritizing the ability of the community rather than the assistance of other parties. This concept does not view the poor as objects who are not capable (*they have not*), but as subjects who have little ability (*they have little*) (Verhagen, 1996).
- d). Sustainability *community* empowerment activities are project-scale with clear deadlines and funding. When the project is over, the implementer does not want to know whether the activity can be sustainable or not. Such projects will usually only leave "physical monuments" which often traumatize people and make people apathetic. However, this condition generally does not occur in people who are already aware. People like this usually dare to reject projects that will go down in their area.
- Thus, the principles of Human Resource Management in the Perspective of Islamic Education will be formed which can be implemented through Values 1). Worship, 2). Amanah, 3), Obedience, justice and ihsan, 5. Deliberation.

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