

DEVELOPING THE CONCEPT OF STATE CIVIL APPARATUS PROFESSIONALISM IN THE RECRUITMENT PROCESS FROM A SHARIA PERSPECTIVE

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Abstract

The research aims to discover how to build the concept of professionalism of State Civil Apparatus from a Sharia perspective when conducting the recruitment process. The research method used is a qualitative approach to interview techniques for how to build the concept of State Civil Apparatus professionalism during the recruitment process according to Sharia based on the experiences of people who have applied for work, for example, the experience of participating in applying for work and following the recruitment process of Civil Servant Candidates whose informants are three people from postgraduate students of UIN Alauddin Makassar. The results of the study found that the professionalism of State Civil Apparatus is associated with a Sharia perspective, so the two important things that a professional State Civil Apparatus must possess are competence and integrity, then connected with three principles that are fulfilled, namely justice, honesty, and trustworthiness in order to fulfill accountability and according to criteria and benefits for organizations and society in providing the best service because it uses a Computer Assisted System (CAT) system so that participants and the general public can see the value directly so that the intention to commit fraudulent practices will not be carried out because the general public sees the value of participants can increase public trust.

Keywords: Professionalism Concept, State Civil Apparatus, Sharia Perspective, Recruitment

1. Introduction

The State Civil Apparatus has an important role in the smooth running of public services, which requires a State Civil Apparatus to be open and capable of qualified human resources (HR) to answer several challenges related to their duties and functions as a State Civil Apparatus (Loi & Buulolo, 2021). An State Civil Apparatus must increase professionalism, which will impact performance because it works effectively, efficiently, and responsibly, impacting the level of public satisfaction with public services (Busenan, 2024; Langgeng & Wilasari, 2023). Therefore, when looking for a professional State Civil Apparatus, it is necessary to recruit State Civil Apparatus candidates whose purpose is to select prospective employees who meet the criteria and take several series of tests such as knowledgeability tests, health and physical tests and interviews in the process of recruiting State Civil Apparatus candidates without regard to background, religion, gender, race, ethnicity and age (Nurmaya & Febrina, 2021). Human resources' quality determines the success factor in finding a professional State Civil Apparatus by applying the State Civil Apparatus core value, which consists of service-oriented, accountable, competent, harmonious, collaborative, adaptive, and loyal (Istiani & Susilo, 2024).

If the recruitment process of State Civil Apparatus candidates is linked to a sharia perspective, considering that the majority of Indonesia's population is Muslim, which has the potential to reach 256 million people in 2050, this needs to be applied to public service administration during the recruitment process (Syakur, 2024). Then, the recruitment process of State Civil Apparatus candidates in a Sharia perspective not only looks for professional workers who have unique expertise but also, when conducting recruitment, needs to pay attention to the value of honesty, transparency, and responsibility to give birth to a quality State Civil Apparatus and have high integrity and avoid the practice of nepotism and favored State Civil Apparatus candidates who can damage the justice system during recruitment (Rahayu et al., 2024). Based on previous research that discusses the concept of State Civil Apparatus professionalism in the recruitment process from a Sharia perspective, for example, research from St. Muhlisina and Nur Fitri Hariani (2024) suggests that a State Civil Apparatus with integrity when conducting recruitment selection in an Islamic perspective needs to emphasize ethical values and moral education by integrating with positive law to create a fair and transparent State Civil Apparatus recruitment process that has an impact on clean governance and a professional State Civil Apparatus.

Research from Lia Erliani et al. (2024) suggests that to create a professional State Civil Apparatus, it is necessary to have a recruitment process for State Civil Apparatus candidates and then connect it with the development of their competencies according to the times by increasing creative thinking, utilizing technology, self-development based on talent, training and communication skills. Research from Nur Syahiroh et al. (2024) suggests that the development of human resources for a professional State Civil Apparatus needs to pay

Rezki Amalia Fathurrahman, Muhammad Wahyuddin Abdullah, Rika Dwi Ayu Parmitasari, Fathurrahman attention to their competencies, which are expected to face competitive challenges and some difficulties related to bureaucracy based on the vision and mission and long-term nature.

The difference between this research and some of the previous studies discussed above is that previous studies only explained HR development when conducting recruitment to increase State Civil Apparatus professionalism in terms of competence, whereas previous studies did not include Sharia principles; three principles must be met in order for State Civil Apparatus to be professional, namely justice, honesty and trustworthiness which are then responsible to Allah and social. At the same time, researchers try to connect to build the concept of State Civil Apparatus professionalism during the recruitment process in a Sharia perspective to create the principle of justice by not practicing fraud because the value comes out directly on that day and is witnessed directly by participants and the broader community so that this is the novelty of this research. Therefore, this research is important to discuss and find out how to build a professional concept of State Civil Apparatus from a sharia perspective. It is expected to understand the concept of a professional State Civil Apparatus based on Sharia principles by paying attention to the values of honesty, transparency, and responsibility, considering that research on this is rarely discussed.

2. Literature Review

2.1 State Civil Apparatus Professionalism Concept

Professionalism is someone who has unique expertise to develop talent through knowledge, technical skills, and norms from the theory obtained and can understand the practice and way of working to solve and find solutions to problems that occur, such as absenteeism constraints and the involvement of leaders who make policies sometimes do not hold discussions or meetings with subordinates so that communication between leaders and subordinates is needed (Oliveira et al., 2024; Ponomariov & McCabe, 2017). As an example of how to find solutions that occur in a State Civil Apparatus, for example in State Civil Apparatus teachers where a teacher is required to develop competencies consisting of pedagogics, personality, how to socialize, and professionalism that teachers must have, namely writing scientific articles and increasing their knowledge as a requirement to obtain credit numbers (Gunawan et al., 2024). Several things are influenced to improve the professionalism of State Civil Apparatus, such as strong leaders against challenges, effective management to improve State Civil Apparatus performance, and State Civil Apparatus work ethic (Langgeng & Wilasari, 2023).

2.2 Recruitment Process State Civil Apparatus Selection

In the State Civil Apparatus recruitment process, the principle of meritocracy is that a person is allowed to participate in the selection because of their performance ability or achievement when carrying out the assigned tasks (Sabani et al., 2024). Meanwhile, the State Civil Apparatus selection process is tiered, starting with online registration, administrative

Rezki Amalia Fathurrahman, Muhammad Wahyuddin Abdullah, Rika Dwi Ayu Parmitasari, Fathurrahman verification, essential competency selection, and field competency selection, which have been designed in such a way as to find prospective candidates according to their expertise and educational qualifications (Maysa Amirtha et al., 2024).

2.3 Sharia Concepts in Human Resource Management

Managing human resources according to Sharia, it is necessary to hold the principle that the main goal is to Allah because knowing this goal, the performance employees will have a strong determination and pay attention to the welfare of fellow human beings in applying sharia principles based on the Qur'an and Hadith and conducting audits to control internally in an organization which has an impact on the level of public trust (Hidayatullah et al., 2024; Yanti et al., 2024). As for HR management according to Islam, several principles must be fulfilled, such as trust, which means that there is trust accompanied by the responsibility to many people, syrup or cooperation, which means working together and contributing to the organization to achieve goals, al-adalah or fair, which means balancing the activities carried out proportionally and making transparent policies without any elements of corruption, collusion, nepotism with the aim of Allah (Misbakul Munir & Saputra, 2022).

3. Research Methods

This research uses qualitative research with an empirical approach to find out how to build a theoretical concept through an interview method based on a collection of data in a survey or interview to find out their views on the concept of theory based on facts in the field (Sumarna & Kadriah, 2023). For data analysis techniques used in the form of data sources such as books, journals, the holy book Al-Qur'an, and interviews around questions related to how to build the concept of State Civil Apparatus professionalism during the recruitment process according to sharia based on the experiences of people who have applied for work, for example, the experience of participating in applying for work and following the recruitment process for Civil Servant Candidates and informants who will be interviewed are three graduate students of UIN Alauddin.

4. Results and Discussion

4.1 Result

The results of the study found that if the professionalism of a State Civil Apparatus is associated with a Sharia perspective, two important things that a professional State Civil Apparatus must possess are competence, where State Civil Apparatus is required to participate in career development such as education, and training then manage the talents of a State Civil Apparatus by the criteria for appropriate jobs and positions to create good performance in an organization (Superman & Soantahon, 2022). Moreover, moral integrity is a State Civil Apparatus must be strong integrity because a strong attitude of State Civil Apparatus integrity will form a responsible personality and good morals and

Rezki Amalia Fathurrahman, Muhammad Wahyuddin Abdullah, Rika Dwi Ayu Parmitasari, Fathurrahman professionalism so that it will have an impact on public trust in the government and create good relations between the community and the government (Syakoer, 2023). As the evidence in QS. An-Nisa verse 58 as follows (Kementerian Agama RI, 2019).

﴿ إِنَّ اللَّهَ يَأْمُرُكُمْ أَنْ تُؤَدُّوا الْأَمَانَ إِلَىٰ أَهْلِهَا وَإِذَا حَكَمْتُمْ بَيْنَ النَّاسِ أَنْ تَحْكُمُوا بِالْعَدْلِ إِنَّ اللَّهَ نِعِمَّا يَعِظُكُمْ بِهِ إِنَّ اللَّهَ كَانَ سَمِيعًا بَصِيرًا ﴾

Verily, Allah enjoins you to deliver the trust to its owner. Moreover, when you judge between men, judge justly. Verily, Allah gives you the best teaching. Verily, Allah is All-Hearing, All-Seeing

In the verse above, it is concluded that a State Civil Apparatus with a high level of professionalism must have competence and integrity, which are expected to form responsibility and good moral attitudes because they carry out the mandate of the community, which impacts public trust. Then, if the concept of State Civil Apparatus professionalism is linked to the recruitment process from a Sharia perspective, three principles must be met, namely the values of justice, honesty, and trustworthiness when selecting State Civil Apparatus candidates, it is necessary to be accountable when selecting the best State Civil Apparatus candidates according to the specified criteria and seeing what the benefits are for an organization and society considering that a State Civil Apparatus is a public servant who provides the best service to the community (Maulida et al., 2024). This is the result of an interview with a graduate student who has experience applying for Civil Servant Candidates selection and following the series of State Civil Apparatus candidates selection until the Basic Competency Selection stage initials H on 25 December 2024 about the State Civil Apparatus recruitment process from the perspective of sharia principles consisting of justice honesty, trustworthiness and professionalism and the CAT system which has deviations and impacts on public trust said

“The State Civil Apparatus recruitment process is based on Sharia principles because it follows procedures from start to finish, from the registration process carried out online until the test location starts. The selection is carried out strictly, and the CAT system is more transparent because the scores come out immediately on that day, so it is difficult to practice fraud.”

Then, an interview with a graduate student who has experience applying for State Civil Apparatus candidates selection and following the series of State Civil Apparatus candidates selection until the Field Ability Selection stage initials NP on 27 December 2024 about the State Civil Apparatus recruitment process from the perspective of sharia principles consisting of justice honesty, trustworthiness and professionalism and the CAT system which has deviations and impacts on public trust said

“State Civil Apparatus recruitment with the CAT system is by sharia principles because the value comes out immediately on that day through the Youtube application

where the public witnesses the value of State Civil Apparatus candidate participants directly so that cheating is impossible because it applies an attitude of honesty so that it can increase public trust.”

In the results of the interview above, it is concluded that the State Civil Apparatus recruitment process to build the concept of professionalism is by Sharia principles because it follows the procedure from start to finish, starting from the online registration process to the test stage at Basic Competency Selection and Field Ability Selection where the selection process uses the CAT or Computer Assisted Test system which is used to determine the ability of general knowledge, scholastic talent, and maturity level whose purpose is to know the results of the examination nationally and avoid the practice of Corruption, Collusion, and Nepotism during the State Civil Apparatus candidates selection process so that the act of cheating is not possible and creates public trust because the value comes out immediately on the same day (Kogoya et al., 2023).

However, in reality, when applying the concept of professionalism in the recruitment process of State Civil Apparatus candidates from a Sharia perspective, several challenges must be faced, such as the practice of nepotism and corruption where based on the Corruption Eradication Commission assessment survey conducted in several ministries and institutions that every year there are acts of nepotism when carrying out the recruitment process and filling vacant positions which will have an impact on state losses because in addition to nepotism, they also commit corruption by using state money for their interests which according to Islamic views are not appropriate because giving tasks to family relatives is not accompanied by their competence and professionalism (Fajrussalam et al., 2023).

This is in line with the interview results of a graduate student who has experience applying for State Civil Apparatus candidates selection and following the series of State Civil Apparatus candidates selection until the Basic Competency Selection stage initials M on 25 December 2024 about the State Civil Apparatus recruitment process from the perspective of sharia principles consisting of justice honesty, trustworthiness and professionalism and an objective CAT system that has deviations and impacts on public trust said.

“If applied by the four principles of Sharia such as justice, honesty, trustworthiness, and professionalism, it can be said to be in accordance because if one of these principles does not exist, then it is not in line, and the CAT system is objective and has irregularities and the impact on public trust is not because, during the recruitment selection process, it does not match the expertise of the candidate.”

In the results of the interview above, there are indeed several challenges that must be faced because when carrying out the State Civil Apparatus recruitment process, there are practices of nepotism and corruption that are not by the principles of sharia, namely justice, honesty, trustworthiness, and professionalism so that they are not objective in the selection because

Rezki Amalia Fathurrahman, Muhammad Wahyuddin Abdullah, Rika Dwi Ayu Parmitasari, Fathurrahman they use the CAT system during the test and are not by the expertise of State Civil Apparatus candidates because the Basic Competency Selection questions are nationally the same, the difference is using a package system and public trust can be reduced.

4.2 Discussion

The need for a model to build the concept of State Civil Apparatus professionalism according to the Sharia perspective during the recruitment process requires technical competencies which are used to produce the results of developing their talents such as skills, knowledge, experience, decision-making attitudes, and motivation by combining with State Civil Apparatus management and are expected to answer several challenges related to administrative problems that often occur (Suparman & Soantahon, 2022). Moreover, build their integrity by carrying out their duties as State Civil Apparatus professionally and responsibly to provide the best quality of public services by placing the interests of the community as the top priority to create an organizational goal of providing the best service for the community (Syakoer, 2023; Tamanyira et al., 2024).

The model builds the concept of State Civil Apparatus professionalism with Sharia principles because it looks at the aspects of justice, which means that during the selection process for State Civil Apparatus candidates, it emphasizes that those who occupy public positions are people who are competent and have unique expertise, aspects of honesty and trustworthiness, which means that the selection process is carried out with a CAT system which is used to objectively screen State Civil Apparatus candidates by looking at the knowledge abilities and attitudes of participants which include Basic Competency Selection and Field Ability Selection tests and scores come out immediately so that participants and the public can see these scores in real time (Chariah et al., 2020; Maksin et al., 2023). The concept model has implemented maqashid sharia by teaching individuals, upholding justice, and paying attention to the public interest or the benefit of the people (Mareta et al., 2024).

Then, in the history of the Prophet's time, the process of recruitment and selection of employees already existed but was not as structured as it is today, but in the historical trajectory at the time of the Prophet using workflow analysis where the Prophet rejected the request of the Companions to be appointed governor so that other Companions began to apply to fill the position (Fathurrahman, 2023). If it is related to the present time, it shows professionalism because unique expertise is needed to take up the position. The selection process, according to Sharia, needs to look at several criteria such as following the Prophet's traits of honesty, trustworthiness, intelligence, and communicativeness, having technical and specialized knowledge, complex skill and soft skill abilities, work experience, and ability to socialize and teamwork (Malihah et al., 2022). The concept model of State Civil Apparatus professionalism in a Sharia perspective in the form of a picture is as follows.

The picture below builds the concept of professionalism from the perspective of Sharia; it starts with the recruitment and selection State Civil Apparatus process through online registration, where it is necessary to complete several required files, and then after completing the required files, the administrative selection will be carried out. The results will be announced later in the day. After the administrative results appear, a selection test is carried out using the CAT system, namely Basic Competency Selection selection. Then, after completing the test, the scores are processed, and the Basic Competency Selection results are announced. Those entitled to participate in Field Ability Selection are the highest Basic Competency Selection scores with three formations, then proceed with Field Ability Selection selection, and then the scores are processed. The Field Ability Selection results are announced.

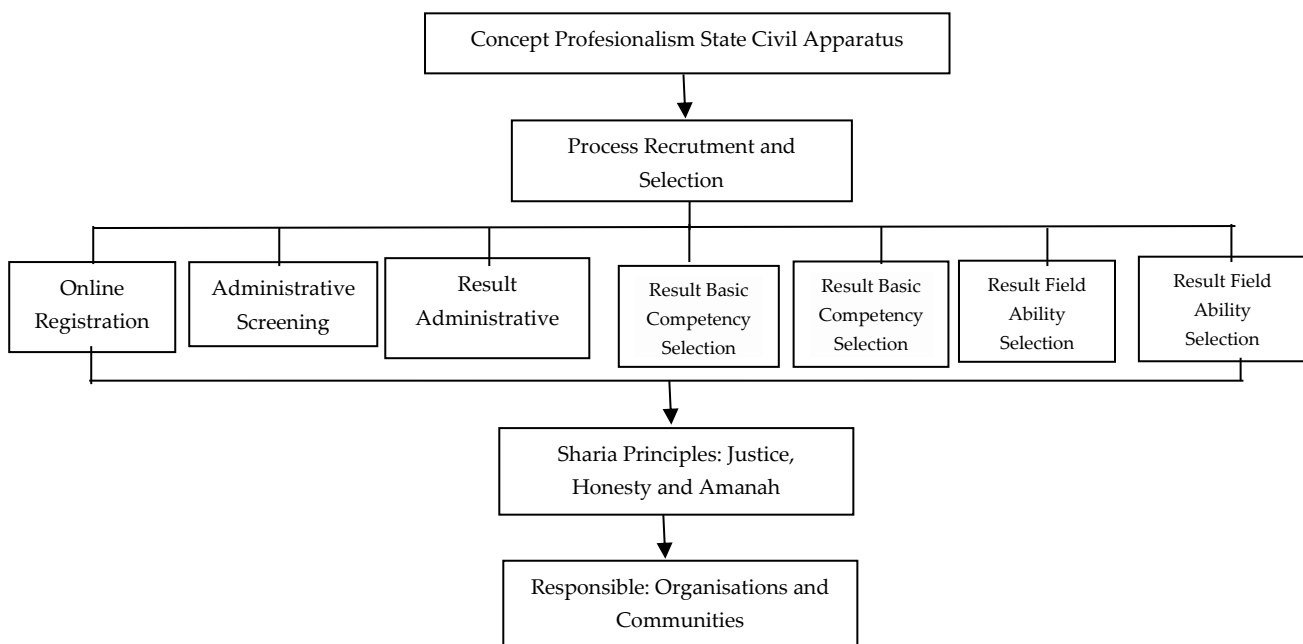


Figure 1. Concept Professionalism State Civil Apparatus

After the recruitment and selection process of State Civil Apparatus candidates, if you look at it from the perspective of Sharia, it has fulfilled three principles: justice, honesty, and trustworthiness. It is responsible to the organization and society because the value comes out immediately on that day. After all, it uses a CAT system, so cheating is impossible because participants and the wider community see the value. If the reality in the field is that the recruitment and selection process in finding professional State Civil Apparatus candidates according to Sharia, there are several challenges faced, such as the practice of nepotism and corruption when the selection using CAT is considered not objective and not match the expertise of the candidate because the questions presented are sometimes tricky so that there is the potential for State Civil Apparatus candidates to fail during selection both Basic Competency Selection and Field Ability Selection which in this case is not by the principles of justice, honesty, trustworthiness, and professionalism.

On the other hand, some say that the State Civil Apparatus candidate selection process is by the principles of justice, honesty, trustworthiness, and professionalism because it is by procedures such as online registration, administrative selection, administrative selection results, Basic Competency Selection selection, Basic Competency Selection results, Field Ability Selection selection and Field Ability Selection results so that actions to commit fraud are not possible because the selection is carried out nationally. The scores come out on the same day.

5. Conclusions

To develop the concept of State Civil Apparatus professionalism during the recruitment process according to Sharia, two things must be possessed by an State Civil Apparatus candidate, namely competence and integrity, which are interconnected with each other because a State Civil Apparatus is required to provide the best service and be responsible to the community. Therefore, for the State Civil Apparatus candidate selection process, three principles must be fulfilled: justice, honesty, and trustworthiness. If these three principles are fulfilled, it will form State Civil Apparatus professionalism even though several challenges must be faced during the recruitment process of State Civil Apparatus candidates, such as the practice of nepotism and corruption, which, according to Islam, is not appropriate because it gives tasks and authorities that are not experts or even unprofessional. It is hoped that this research will enable the government and academics to provide an understanding to the public that a prospective State Civil Apparatus must have an attitude of professionalism that is by fulfilling the three principles of justice, honesty, and trustworthiness in order to provide the best service and how to build the concept of State Civil Apparatus professionalism according to sharia principles. It is hoped that this research can be continued, considering that it has limitations because the sample used was only three people who came from. The location studied was only around the UIN Alauddin campus, which was not too widespread.

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