

## IMPLEMENTATION OF SHARIA MANAGEMENT FUNCTION IN THE MANAGEMENT OF TABEK MANDI SIKABU BALINGKA, AGAM REGENCY

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### Abstract

This study aims to determine the application of sharia management functions in managing business in Tabek Mandi Sikabu and to find out the supporting factors and become obstacles to the implementation of sharia management functions in managing business in Tabek Mandi Sikabu. The type of research is descriptive qualitative, using methods, observational interviews and documentation with the manager of Tabek Mandi Sikabu Balingka Agam Regency to obtain accurate data, real and precise. From the results of this study, the application of sharia management functions in managing business in Tabek Mandi Sikabu was carried out. The *planning process* is carried out by establishing work programs for the long, medium and short term. The *organizing process* is carried out by distributing *jobdesks*, employee recruitment, and training for employees. Then the *actuating process* is carried out by guiding, motivating to equalize the expected goals. Finally, the *controlling process* is carried out by supervising oneself by receiving input from others, checking employee performance in the field and supervised by the tourism office. For inhibiting and supporting factors for the implementation of sharia management functions in Tabek Mandi Sikabu, namely the absence of a written vision and mission, the absence of a complete organizational structure, the absence of swimming pool facilities in accordance with sharia. For supporting factors, there is also support from visitors for the provision of sharia bathing facilities.

**Keywords:** Sharia Management Function, Implementation and Management

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## INTRODUCTION

Like a business, of course, management and commitment are needed to run it. Management is a process to organize its resources in order to achieve the business goals set. Sharia management is the art of managing all resources owned by the sharia method contained in the Qur'an and Hadith in order to achieve effective and efficient goals. (Sunarji Harahap, 2017),

Management functions are important to be applied in business management because by implementing management functions difficult things will become easy and easy things will be easier. One of the business activities to be researched is Tabek Mandi Sikabu Balingka. Tabek Mandi Sikabu Balingka business management certainly requires planning, organizing, mobilizing, and also supervising to realize a successful business.

"Tabek Mandi Sikabu" bath located in Sikabu, Padang Luar-Maninjau highway, Agam Regency. Facilities available include a swimming pool with various depths, accompanied by other playgrounds. There are cafes, luggage storage counters, prayer rooms, toilets, bathrooms, parking areas, various photo spots, gazebos, and most recently homestays. The location of Sikabu is in a predominantly Muslim and Minangkabau cultured area. This is certainly a supporter in the implementation of sharia management functions in Tabek Mandi Sikabu. Here is the visitor data of the sikabu bathing tabek.

Table 1.1  
Visitor Data of Tabek Mandi Sikabu 2019-2022

Year	Number of visits	Increase/decrease%
2019	27.960	-
2020	65.995	13,6%
2021	31.245	5,2%
2022	70.543	12,5%

Source: manager of tabek mandi sikabu

From the data on the number of visitors, it can be seen in the table above that the number of visitors decreased in 2021. As an effort to reduce the number of covid-19 cases and provide protection to the community from the dangers of covid-19. However, the number of visitors to Tabek Mandi Sikabu has increased post-covid. To respond to this phenomenon, optimal business management must be applied by utilizing optimal managerial potential.

Researchers made initial observations to the place of Tabek Mandi Sikabu, there were several problems such as the absence of supervision of bathing facilities in a sharia manner, where the bathing area was not closed from the highway area. The swimming pool is directly facing the café so that café visitors can directly see the swimming area.

The view of this bath is a rice field that has not been covered resulting in wild visitors entering the pool area. And also there is no separation between male and female swimming pools. Of course this is related to the lack of *planning* in Tabek Mandi Sikabu. And contrary to the problem of *Ikhtilath* found in the Qur'an.

In terms of employees, there are several problems such as employees lacking *Actuating* (movement) and *Organizing* (organizing) at work. It can be seen when employees are punctual in entry and rest hours. According to the regulations in force in Tabek Mandi Sikabu, employee entry hours are at 08.00 WIB, but often employees come beyond the stipulated entry hours. So it is less responsible in completing its work. Likewise, the discovery of some poorly maintained facilities, such as broken toilet doors, and lack of lighting in the toilet. Likewise with safety security for children, adolescents, and adults who are lacking in terms of visitor security management.

Finally, the authors found a lack of application of controlling in enforcing regulations. Such as the occurrence of *pungli* in the parking area which is still requested by the parking officer while in the written regulations free of parking fees. Of course, with these various problems, it is necessary to examine more deeply for better business success.

## **METHOD**

The type of research used is qualitative descriptive research. The location used as the object of study in this study is Tabek Mandi Sikabu Balingka Agam Regency. The study time starts in September 2022 to March 2023.

Data Types and Sources consist of primary and secondary data (Hardani, 2020) Researchers obtained data directly from the owners of sikabu bath tabek through interviews. Data can be recorded or recorded by researchers. In this case, researchers examined directly to the location and interviewed the owner. Secondary data are obtained through organizational structure data, documentation of activities located in the sikabu bathing tabek.

In this study, the key informant was the owner of Tabek Mandi Sikabu. Supporting information is an employee from Tabek Mandi Sikabu. And for additional informants, namely visitors from Tabek Mandi Sikabu.

Data collection techniques include observation by directly observing how the implementation of sharia management functions in the management of Tabek Mandi Sikabu Balingka Agam Regency. Interviews, observations and documentation.

Data analysis techniques, namely data analysis in qualitative research, are carried out when data collection takes place and data collection is completed within a certain period. This data analysis is carried out interactively and takes place continuously until it is complete until the data is saturated. Data analysis is carried out in four stages, which are as follows: Data collection Sugiono, Qualitative, Quantitative, and R&D Research Methodology, 13. In this study, observation, interviews and documentation were carried

out to owners, employees, and visitors of the sikabu bathing tabek. Data reduction, Data display, Conclusion drawing (verification), making conclusions based on findings in the form of a description of an object that was previously still unclear so that after research it becomes clear.

## **RESULTS AND DISCUSSION**

This research will use the theory of George R. Terry as a benchmark and foundation for this research. The following author describes the function of the management function in Tabek Mandi Sikabu Balingka Agam Regency:

Planning is a process of determining work that must be used as a benchmark by managers in achieving goals to be achieved properly. In running a business, of course, it requires a future design so that the business runs in accordance with the objectives. In research conducted by Tabek Mandi Sikabu that the planning of this business idea starts from the workshop, then there is a plan for a fish pond. After that, bathing innovations were formed. The enthusiasm of the community is then supported by supporting facilities. From this is the planning of the establishment of Tabek Mandi Sikabu. In doing the best, of course, you must with careful planning because this is a long-term business and of course has competitors in the future.

In managing this business there are various work programs planned, this business is often visited by visitors by holding events and events at this tourist attraction. Planning begins with recording the arrival of visitors in accordance with regular scheduling of each event at Tabek Mandi Sikabu.

Based on an interview with Mr. Nasrul Anwar as the manager, he said that "work program planning activities are usually carried out in the middle of the month attended by division heads, employees and for short-term planning it is communicated on whatsapp media"

The hadith explains the need to consider the good and bad of a plan to avoid hesitation in doing something and facilitate work optimally. So in accordance with the theory and hadith above, the tabek mandi sikabu has carried out planning well but there is no sharia planning.

For its internal organization there is already a division of labor that has been divided for its employees. This is evaluated every week so that the target is in accordance with what the manager wants. Based on an interview with Mr. Nazrul as the manager, he said, "We have set the entry and return hours for employees, namely 08.00 – 18.00 WIB. Regarding employee discipline, it is certainly a note for us as division heads. And of course we will reprimand if the performance is not good, and appreciate for employees who have good performance."(Interview with Romi, Manager of Tabek Mandi Sikabu, 2022)

In managing Tabek Mandi Sikabu this cannot be done with only 15 permanent employees, considering that on weekends there are approximately 1000 visitors. In this

case, it opens opportunities for freelance employees specifically for weekends. Employees already have their own jobdesk and according to their abilities.

Based on an interview with Mr. Romi he said: "There are employees here who are permanent and some are freelance on weekends, who are in charge of recruiting employees on weekends we leave it to the division head if you need additional personnel, of course by reporting to me first."

In recruiting employees, the manager conducts internal and external recruitment in accordance with the needs and position of the position. After the recruits will be included to attend training according to the interview with Mr. Nasrul, he said: "We have conducted training for employees yesterday. The training is in the form of rescue training and also administrative training"

In line with Hamdi's opinion in his research, organizing should be done by explaining in more detail about the job description of each employee in their respective sections and sections, and employees should be placed at the level of competence that suits their own. Looking at previous theories and studies, Tabek Mandi Sikabu has carried out its organizing function.

In the aspect of movement, Tabek Mandi Sikabu is quite instrumental and very good in attracting visitors who will bathe there, this is illustrated in the many discount promos on certain days and there is also a free package for toddlers under 3 years old, of course this is a special attraction for visitors out there. In addition, there are many forms of basic but memorable things, namely scenic spots that spoil the eye and are not boring vision. This is the main attraction of Tabek Mandi Sikabu.

Do not forget in managing Tabek Mandi Sikabu in collaboration with tourism buses by maintaining good relations with drivers because this is a step in increasing the number of visitors from outside the area.

Based on observations made by researchers in Tabek Mandi Sikabu regarding safety security, there is no special room but equipment and training for employees have been provided. The results of an interview with Mr. Romi Yahya as the head of the division said, "For the safety of visitors, there is no room in particular, but in the lower room near the entrance ticket payment, it is equipped with a P3K tool. And for visitors who have a need, they can report to the counter room."(Interview with Romi Yahya, Manager of Tabek Mandi Sikabu, 2022)

In improving kinship between workers and managers carry out mutual activities such as walking, burning and birthday celebrations.

Based on an interview with Mr. Nasrul Anwar as the manager, he said, "Employees certainly need us to be approached and we consider as our family in this sikabu bathing tabek, we usually carry out family gathering activities by involving employees. And if there is a birthday, we hold a small celebration so that employees do not feel bored with work and will certainly increase morale."

In line with the interview with Mr. Romi, he said "We with employees usually at

the end of the year go on the road and these employees are free to choose the route they want. From the side of tabek mandi sikabu certainly supports this activity. In motivating employees to fit the jobdesk, we usually give direction to employees. Tenu in doing jobdesk not everything is perfect according to our expectations instantly. Of course, as a division head, I need to guide and guide employees to be in accordance with the goals to be achieved."

From the *actuating process* that has been carried out, it can be seen that actuating is very important to maintain employee performance and guidance in the management of Tabek Mandi Sikabu. Thus, a process that cannot be ignored because the success or failure of employee performance is determined from this movement process.

After the three processes have been carried out, assessment and correction need to be carried out in the control activity. Supervision in Tabek Mandi Sikabu is carried out by evaluating employee performance and enforcing rules to avoid deviations and correct irregularities.

Based on an interview with the manager of Tabek Mandi Sikabu, Mr. Nazrul Anwar, he said "here have been installed rules that must be obeyed by visitors. If anyone violates, of course we reprimand them."

For regulatory management issues in Tabek Mandi Sikabu, it is further clarified by implementing a parking payment system. So that there are no doubts for visitors and also for employees. Seen in the restrictions on the entrance area of Tabek Mandi Sikabu there is a parking payment counter.

Supervision is carried out by correcting oneself and receiving input from others who are supportive. In supervising subordinates, it is carried out by checking employee performance in accordance with the expected goals. Tabek mandi sikabu is also supervised by the Agam Regency tourism office.

Supporting and inhibiting factors for the implementation of sharia management functions in managing business in sikabu bath tabek Inhibiting factors From several points of view, of course, some businesses have inhibiting factors including: This sikabu bath tabek does not yet have a written vision and mission. Based on observations made in Tabek Mandi Sikabu, no data on the vision and mission have been seen. Due to lack of knowledge of the importance of the vision and mission. There is no financial and administrative part. Based on observations about the organizational structure in Tabek Mandi Sikabu, there is no financial and administrative section. This part is still a task for the manager. Inadequate facilities in Tabek Mandi Sikabu. Based on an interview with Romi as the head of the division, he said, "We have not implemented the separation of this pool. However, visitors who do not want to mix with the opposite sex can inform us and will be opened at Friday prayer times specifically for women. Regarding the closure of the pool, it cannot be done because it will reduce the view of this pool, where the uniqueness of this pool is the beautiful view of rice fields. Regarding wild visitors, we just welcome you in, because those who do it are usually ordinary

children."(Interview with Romi, Manager of Tabek Mandi Sikabu, 2022)

In terms of employee time management, the management has set entry hours, but there are still those who do not obey it because workers here, housewives, and the surrounding community, time management is carried out flexibly with a family approach with the condition of informing early for reasonable reasons, and also does not interfere with productivity at work."(Interview with Nasrul Anwar, Manager of Tabek Mandi Sikabu, 2022)

Supporting factors, communities around the sikabu bathing tabek support the implementation of sharia management functions. Based on interviews with

Related things were also conveyed by Rani as a visitor, she said "I strongly agree with the implementation of the sharia management function in this strategic location, of course this will attract visitors who are majority Muslim in West Sumatra"

In line with the support from Sherin as a visitor said "The bathing place is good, the entrance price is affordable, and provides cheap food and drinks in the pocket, it is better for the place of the holder to be distinguished between men and women. linger without having to be uncomfortable when swimming, because of clothes that tighten when swimming"

## **CONCLUSION**

The implementation of sharia management functions in managing business in Tabek Mandi Sikabu is carried out, including Planning, Organizing, Actuating, Controlling. The planning process is carried out by establishing work programs for the long, medium and short term. In the Organizing process, it is carried out by distributing jobdesks, recruiting employees, and training for employees. Then the actuating process is carried out by guiding, motivating to equalize the expected goals. Finally, the controlling process is carried out by supervising oneself by receiving input from others, checking the performance of employees in the field and supervised by the tourism office. Factors that support and inhibit the implementation of sharia management functions in managing business in Tabek Mandi Sikabu. For inhibiting factors, namely the absence of a written vision and mission, the absence of a complete organizational structure, the absence of swimming pool facilities in accordance with sharia. For supporting factors, namely the support from visitors to Tabek Mandi Sikabu business institutions, you should use the theory of sharia management functions to manage this tourist attraction. Add finance, administration and other management to support a better business. Establish a written vision and mission to equalize goals for both managers and employees. Enforce SOPs against visitors. Add bathroom facilities for visitors and repair damaged facilities.

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