

Good Corporate Governance for Increasing Professionalism of Amil Zakat in Nucare-Lazisnu Central Java

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ABSTRACT

The implementation of Good Corporate Governance (GCG) at NUCARE-LAZISNU Central Java has a very important role in maintaining professionalism amil zakat of the Amil Zakat Institution (LAZ). So that a humanitarian institution is able to collect and distribute zakat funds from muzakki. Good Corporate Governance has 5 indicators, namely Transparency, Accountability, Responsibility, Independence, Equality and Fairness. The analysis used in this study includes two methods, namely, qualitative descriptive methods and statistical analysis methods, which use the Champion percentage method. Data collection techniques used are interviews, observation, list of statements (Champion Method) and documentation.

Keywords: amil zakat, Implementations, Good Corporate Governance (GCG), NUCARE-LAZISNU amil Zakat Institution (LAZ)

INTRODUCTION

At the time of the Rasulullah, zakat became one of the state revenues, which were predominantly Muslim. Zakat has great potential in the process of improving the economy of Muslims in particular and the country in general. Zakat is very closely related to Islam, because zakat is one of the 3rd pillars (pillars of Islam) that implements the role of humans with God (*Hablunminallah*) and the role of fellow humans (*Hablunmminanmnas*).

In this 3rd pillar, zakat has 2 components that can be reaped benefits. That is, when you fulfill it, it is worth worshiping and in its distribution it gives benefits to others. *Amil* zakat in QS. At-Taubah: 60 has a textual meaning. *Amil* zakat plays an important role in collecting funds from the community and distributing zakat in a fair and targeted manner. Professionalism is the basic attitude that must be owned by *amil* zakat. So that zakat

funds obtained from *muzakki* can be distributed properly according to the rights of *mustahik* zakat and are not misused.

However, the problem faced today is that *amil* as a human resource in general is still low in terms of ability, knowledge, and attitude, as well as the ability to manage planning and implementation of community empowerment, due to the low level of formal education. , as well as the lack of training possessed by some *amil* zakat. Although in the institutional structure of *amil* zakat is complete, the main tasks and functions are not concentrated.

An *amil* must meet the following requirements: Islam, independence, good character, intelligence, puberty, trustworthiness, and knowledge of the laws of zakat. *amil* should also have skills that can optimize their duties as *amil*. The determination of *amil* through recruitment, training/internship, and career development

training is very much needed to produce a professional *amil*.

We can distinguish professional *amil* and volunteer *amil*. *Amil* professionals work with the expertise they have, fully work for the advancement and development of the related *amil* agencies/institutions. For example, professional *amil* get a salary, get protection and guarantees to support the continuity of work as *amil*. While *amil* volunteers, only work part time or work for a job such as collecting and distributing *mustahik*.

The main job of the professional *amil* is to collect, manage, and distribute zakat. In the process of collecting zakat, it is carried out through the *muzakki* census, socialization and education, to picking up zakat door to door (directly to the *muzakki*'s house) or providing supporting media to make it easier for *muzakki* to pay zakat and expand the scope of *muzakki*.

Researchers used NUCARE-LAZISNU Central Java as the object of research located on Jl. Dr. Cipto No. 108 cities of Semarang, Central Java. NUCARE-LAZISNU is an institution engaged in the collection and distribution of zakat, where LAZ uses professional zakat collectors as executor of their duties.

LITERATURE REVIEW

Good Corporate Governance (GCG)

Syakhroza (2003) defines Good Corporate Governance (GCG) as a good organizational governance mechanism in managing organizational resources efficiently, effectively, economically or productively with the principles of openness, accountability, responsibility, independence, and fairness in order to achieve organizational goals.

According to the National Committee on Governance Policy (KNKG), states that every company must ensure that the principles of Good

Corporate Governance (GCG) are applied to every aspect of the business and at all levels of the company. The principles of Good Corporate Governance (GCG), namely transparency, accountability, responsibility, independence as well as fairness and equality are needed to achieve the company's business sustainability by paying attention to stakeholders.

Endriyana and Neonsi (2016) an expert on Good Corporate Governance from Indo Consult, defines good corporate governance as running and developing a company cleanly, complying with applicable laws and caring for the environment based on high socio-cultural values.

Principle of GCG

In general, there are five basic principles of good corporate governance:

1) Transparency

Provide actual, fast and correct information.

2) Accountability

Circumstances that must be accounted for clearly. Namely the clarity of functions, structures, systems and responsibilities of the company's organs so that the company's management is carried out effectively.

3) Responsibility

The attitude of responsibility is conformity or compliance in the management of the company to the principles of a healthy cooperative and the applicable laws and regulations.

4) Independence

A situation in which the company is managed professionally without conflict of interest and influence/pressure from the management that is not in accordance with applicable laws and regulations and sound corporate principles.

5) Fairness

Fair and equal treatment in fulfilling the rights of stakeholders that arise based on agreements and applicable laws and regulations.

Principle of GCG on Islamic Perspective

There are sharia principles that support the implementation of good corporate governance in *amil zakat* institutions. The sharia principles are contained in the values, among others, as follows:

1) Siddiq

Ensuring that management is carried out with morality that upholds the value of honesty. This value reflects that the management of stakeholder funds (*muzakki*, *mustahiq*) will be carried out by prioritizing permitted methods (*halal*) and avoiding dubious methods (*syubhat*) especially those that are prohibited (*haram*).

2) Tabligh

Continuously socializing and educating the public about the principles, services and programs. In conducting socialization, it is better not only to prioritize the fulfillment of sharia principles, but also to be able to educate the public about the benefits of channeling funds through *amil zakat* institutions (*muzakki*).

3) Amanah

Strictly maintaining the principles of prudence and honesty in managing funds obtained from zakat payers (*muzakki*), so that mutual trust arises between zakat *amil* and zakat payers (*muzakki*).

4) Fathanah

Ensures that the management of *amil zakat* institutions is professional and competitive so as to produce optimal profits in the management of zakat funds. This includes services that are full of accuracy and politeness and full of

responsibility.

Professionalism of Amil Zakat

According to Andriyanto (2019) about the professionalism of zakat management, according to him in Islam poverty alleviation efforts are through zakat. Therefore, zakat should be managed productively and professionally so that zakat can take part in realizing Islamic ideas for the welfare of society. Ratminto and Atik who said that professionalism can be seen from several aspects including commitment and consistency, authority and responsibility, integrity, accuracy and speed, work discipline and mastery of knowledge, knowledge and technology.

Yamin (2007) identified the characteristics of professionalism as following:

- 1) A professional uses full time to do their job,
- 2) Bound by the calling of life which in this case applies its work as a set of norms of compliance and behavior,
- 3) Is a member of a formal professional organization,
- 4) Mastering useful knowledge and skills on the basis of specialized training or highly specialized education,
- 5) Bound to the requirements of competence, achievement awareness and devotion, and
- 6) Gaining autonomy based on high technical specialization very.

Criteria of Professional Amil Zakat

1) Amanah (trustworthy),

Amil is a human resource who has superior moral and educational standards, skills and clear job descriptions so that they can produce quality and responsible products.

2) Shiddiq (honest)

Without honesty the words of the *amil* are not heard by the public, for that the *amil* must be honest about the form of the program that will be informed so that the public knows clearly and in detail about the form of the zakat program.

3) Fathanah (brilliant)

Intelligence is needed in managing zakat, with brilliant ideas and creativity *amil* will create program innovations that can be accepted by the community.

4) Tabligh (delivering correct/transparent information)

Amil in conveying information related to zakat honestly, transparently, not deceiving and fooling the public so that in its delivery it must follow the legal and moral rules that apply in society.

DISCUSSION

Implementation of GCG to increasing Professionalism of Amil Zakat in NUCARE-LAZISNU

The implementation of Good Corporate Governance (GCG) plays a very important role in improving the professional *amil* zakat in NU CARE LAZISNU Central Java, this can be seen from the NUCARE-LAZISNU system in Central Java which is in accordance with the principles of good corporate governance and has a positive impact on increasing the professionalism of *amil* zakat. These are:

1. Financial Reporting through Brochures, WA/SMS and Receipts.

This program is related to the principles of Good Corporate Governance (GCG), namely transparency, where: Publishing financial reports, ensuring quality financial reports and disclosures, Information provided must be real and relevant, There is adequate performance based on useful

Information Technology (IT). For effective and transparent decision-making, the institution must also run clean and comply with applicable laws, *amil* zakat also applies cultural values that exist within the institution. This has an impact on zakat *amil* who must be tabligh in conveying information related to zakat, they must be honest, not deceiving and not fooling the public. The quality financial reports are reports that can be easily understood by people who receive report information, *amil* zakat must be trustworthy both input and output so that information contains notifications that contain what is in accordance with the state of the institution, *amil* zakat must be shiddiq, namely submitting financial reports honestly and both to *muzakki*, *mustahik* and the community, *amil* zakat must meet the characteristics of professionalism, one of which is carrying out his work as a calling for life which is manifested in his behavior in complying with applicable norms. The first thing that has been done by the NUCARE-LAZISNU zakat *amil* in Central Java, for example, is that the NUCARE-LAZISNU Central Java institution always conducts coordination meetings every weekend. So that when there is a problem, it can be discussed and when it requires a policy from the management, it will be continued to the management meeting. Second, the financial reporting of the victims of the Palu and Donggala disasters is presented in the form of brochures. Third, financial reports to *muzakki* who distribute zakat will receive a WA/SMS in the form of notification. The contents of the notification are in the form of the name of the *muzakki*, the amount of funds distributed. *Amil* zakat also made receipts for *muzakki* who submitted their funds to NUCARELAZISNU Central Java.

2. Coordination and Deliberation with Institutions and Management.

This program is related to Good Corporate Governance (GCG), namely accountability, where the institution must: Define the details of the duties and responsibilities of the *amil* clearly, the institution believes that all *amil* have the ability according to the task, each *amil* adheres to the agreed ethics and behavior, the management of the institution is effective, each program is approved by the Sharia Supervisory Board (DPS) and runs according to Sharia. This has an impact on *zakat amil* who must be trustworthy, because the institution believes that all *amil* has the ability according to the tasks carried out, *amil* must also be trusted in carrying out autonomy and responsibility authority through including having moral standards, superior education and skills and not experiencing overlaps. Overlapping roles and responsibilities, *amil* applies professionalism aspects of work discipline, is implemented and maintained by carrying out work plans every month and evaluating what has been produced.

The first thing that the *amil zakat* NUCARE-LAZISNU Central Java has done is to always hold a coordination meeting every weekend. So that when there is a problem, it can be discussed and when it requires a policy from the management, it will be continued to the management meeting.

Second, reporting at the NUCARE-LAZISNU *amil* Zakat Institute in Central Java is broadly divided into three reports, namely:

- a. Financial reports, all of which are presented according to the Statement of Financial Accounting Standards (PSAK) No. 109 concerning Accounting for ZIS.
- b. Reporting collection, the collection

is divided into 4 pillars: Central Java's NUCARE-LAZISNU (Education, Economics, Health and Disaster) program is currently developing a 9-pillar target. Fundraising materials are usually in the form of sending program proposals, telephone/email, meetings, news, advertisements, pamphlets, banners, flyers and others. The fundraising channels come from various donor criteria:

- 1) Corporation/BUMN: through CSR funds, corporate zakat receipts, employee zakat receipts, sponsorship cooperation.

- 2) Community: community zakat, joint fundraising, program collaboration.

- 3) Individuals: raising ZIS and qurban.

- c. Disbursement flow, presented by covering aid information as well as aid distribution activities complete with distribution documentation as well as proof of receipt of aid spending (if requested). The program target criteria: included in the ashnaf, areas affected by natural disasters and social disasters and according to the pillars of the Central Java NUCARELAZISNU program.

3. Accountability through NUCARE-LAZISNU Center.

This program is related to Good Corporate Governance (GCG), namely responsibility, where: awareness to be responsible for the consequences attached to the position, awareness of social responsibility, work professionally and uphold the applicable code of ethics, maintain a conducive work environment, comply with Government Regulation no. 14 of 2014 concerning the Implementation of Law no. 23 of 2011 concerning Zakat

Management and submitting reports on the management of ZISWAF and social funds other. This has an impact on zakat *amil* who must apply aspects of commitment and consistency, aspects of authority and responsibility, aspects of mastery of science and technology. The things that have been done by the NUCARE-LAZISNU zakat *amil* in Central Java, the author describes in the aspects that are applied, including:

- a. Aspects of Commitment and Consistency, NUCARE-LAZISNU Central Java zakat *amil* in maintaining commitment and consistency in managing zakat, namely continuing to report according to targets and Main Tasks and Functions (tupoksi) so that it refers to Standard Operating Procedures (SOP).
- b. Aspects of Mastery of Science and Technology, the real form of *amil* zakat NUCARE-LAZISNU Central Java is trying to implement planning, recording and management through applications or technology that can be accessed easily and thoroughly.
- c. Aspects of Accuracy and Speed, are interpreted through the existence of which is carried out correctly and quickly.

The Director of NUCARE-LAZISNU Central Java explained that in ensuring measurable accountability for the work of *amil* zakat, the institution applies the working principle of MANTAP (Modern, Accountable, Transparent, Reliable, and Professional) embodied in consistent reports, through the online ZISNU Information System (SI-ZISNU) and work with one day service, so all division reports in one working day are completed on the same day. If in 2017 the system used is still pending or not yet active, this year the system activation has started to run to become a daily update

report. This is the standard pursued by NUCARE-LAZISNU Central Java in order to provide services in accordance with the principles they have. This is true because NUCARE-LAZISNU Central Java works within the track of financial institutions, not mass organizations (community organizations). All *muzakki* data, *mustahik* are also inputted, identity cards (KTP) are also scanned, if information on *muzakki* and *mustahik* data from districts / cities is already available, while outside of that, data is provided by NUCARE-LAZISNU Central Java itself by going directly to the location, through a program run by NUCARE-LAZISNU Central Java.

The explanation of the MANTAP brand value (Modern, Accountable, Transparent, Trustworthy, and Professional) is:

- a. Modern, Attitudes and ways of thinking and how to act in accordance with the demands of the times (wal akhzu bil Jadid Al Ashlah).
- b. Accountable, Accountability for institutional and financial activities in accordance with the law on the management of zakat and Islamic Sharia that is rahmatan lil'alam.
- c. Transparent, Open in accordance with the principles that apply in the law regarding the management of zakat and Islamic Sharia which is rahmatan lil'alam.
- d. Trustworthy, trustworthy in managing funds from donors of NUCARE-LAZISNU Central Java in the form of zakat, infaq, shadaqah and CSR funds.
- e. Professional, in the management of zakat, infaq, shadaqah, CSR, etc. NUCARE-LAZISNU Central Java always prioritizes the best service in accordance with the agreement between the parties, does not violate the applicable ethical rules.

4. Professional Independence NUCARE-LAZISNU Central Java.

This program is related to Good Corporate Governance (GCG), namely independence, where: There is a policy regarding concurrent positions or other institutions affiliated with political parties, the programs and activities of the *amil* zakat institution are independent and free, the company is managed professionally, *amil* zakat works full time. This has an impact on zakat *amil* who must be loyal to the institution, namely not having concurrent positions in other zakat institutions or serving for the benefit of political parties, zakat *amil* who must have professional fathanah *amil* criteria, namely zakat *amil* have ideas and creativity in creating innovative zakat fund management programs that can be accepted by the community because the community will certainly be willing to distribute their zakat if the community knows exactly about the program to which the zakat *amil* is socialized to him, the zakat *amil* who must have the characteristics of the *amil* zakat who uses his full time to carry out his work. The things that have been done by the NUCARE-LAZISNU zakat *amil* in Central Java are: *amil* who works according to the official decree from the LAZISNU Center.

5. Equality and Fairness NUCARE-LAZISNU Central Java.

This program is related to Good Corporate Governance (GCG), namely fairness, where: The zakat payment system is easy and simple, the amount of zakat *muzakki* payments has been agreed in advance, is open to receiving criticism and suggestions, payments can be made online, provides fair treatment to every *muzakki* and *mustahik* in providing notification information. This has an impact on zakat *amil* who must act professionally, including applying professionalism in

the aspect of integrity, which is to always actively participate in NU or LAZISNU activities. Because NUCARE-LAZISNU Central Java is an *amil* zakat institution that operates as a financial entity and stands under the auspices of NU. The things that have been done by the NUCARE-LAZISNU zakat *amil* in Central Java are: the payment system can be done through a website that has online services for the general public who want to channel their funds. The public can also submit their criticisms and suggestions through the NUCARE-LAZISNU Central Java social media accounts such as Facebook and Instagram.

CONCLUSION

Based on the explanation of the implementation of good corporate governance and professionalism, *amil* zakat has been analyzed by the authors that the implementation of good corporate governance can improve the professionalism of *amil* zakat in NUCARE-LAZISNU Central Java. This is evidenced by the results obtained data from the list of statements stating that all respondents choose the answer "Yes" to positive statements about good corporate governance and professionalism of *amil* zakat. As well as from the observations, documentation and interviews of several *amil* who stated that in NUCARE-LAZISNU Central Java has done things in accordance with principles of good corporate governance that can improve professional *amil* zakat. These include:

With the Good Corporate Governance (GCG) system transparency, this financial reporting serves to inform *muzakki*, *mustahik* and the community regarding the collection and distribution of funds so that you can know that the funds that *muzakki* deposited were channeled well by NUCARE-LAZISNU Central Java to *mustahik*. This is in accordance with the

principle of transparency. So that no one which can misappropriate funds. This makes zakat *amil* must be honest, tabligh and trustworthy in distributing zakat funds intended for *mustahik*.

With the Good Corporate Governance (GCG) system accountability, NUCARE-LAZISNU Central Java always holds meetings coordination every weekend. One of them is discussing about coordination of structures, systems and responsibilities at NUCARE-LAZISNU Central Java This coordination is the form of a clear system which serves to implement the management of managed funds effectively. This makes the *amil* responsible for his duties and can do it well. With the Good Corporate Governance (GCG) system responsibility, is the responsibility of NUCARE-LAZISNU Central Java on the management of ZIS funds and other social funds in accordance with the law the management of zakat is to the Government. NUCARE-LAZISNU Java Central conveying its accountability through NUCARE-LAZISNU. A center that is legally and legally established as an Institution *amil* Zakat (LAZ) through the Decree of the Minister of Religion of the Republic of Indonesia No. 65/2005. With the Good Corporate Governance (GCG) system independence, the *amil* Zakat Institute (LAZ) has a policy regarding violation of concurrent positions as decision makers and must managed professionally without conflict of interest of any party. This makes *amil* in carrying out his work must have awareness from within who are bound by norms of obedience and devotion. *Amil* in carrying out the task should not be careless and make *amil* as a part time job, because zakat is something that must be delivered to eight asnaf and must be managed in a lawful manner. With the Good Corporate Governance (GCG) fairness system, NUCARE-LAZISNU Central Java in describing the program does not only intended for the people of Central Java but also the people of outside Central Java.

Amil zakat is also required to have tabligh against collection of *muzakki* funds so that they are distributed to *mustahik* whatever the nominal.

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