

**THE INFLUENCE OF TRAINING AND DEVELOPMENT HUMAN
RESOURCES ON IMPROVING THE WORK ETHIC OF BRI SYARIAH
EMPLOYEES PURWOKERTO BRANCH OFFICE**



UNDERGRADUATE THESIS

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By:

FIKRI YATUN NISA

SN. 1522202097

**SHARIA BANKING DEPARTMENT
FACULTY OF ECONOMIC AND ISLAMIC BUSINESS
STATE INSTITUTE ON ISLAMIC STUDIES
PURWOKERTO**

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CHAPTER I

INTRODUCTION

A. Background of The Problem

The Sharia Banking Institute is a business entity engaged in the service sector that refers to sharia principles. Sharia banking in Indonesia is one of the new banking systems. However, Islamic Banking has an important role in regulating the circulation and monetary sector in the country. In general, the Islamic Banking company is a financial institution whose activities collect funds from the community and then channel it back to the community in the form of financing with a profit sharing system as a benefit.

Along with the development of Islamic Banking, a strategy is needed to attract the attention of the public to use Sharia Banking services. One strategy that determines the success of a banking company with a program to improve the quality of services supported by competent Human Resources and the provision of information technology that is able to meet customer needs and satisfaction and be able to communicate Sharia Bank products and services correctly and clear, by continuing to fulfill sharia principles.¹

The rapid growth of the Islamic financial industry has not been matched by the availability of adequate human resources, which has an impact on sharia financial practices or transactions in the field that are often deviant, this is due to the limited academic institutions and training in this field so that educated and experienced personnel in the field of sharia both banks and central banks are still few.²

Training and development of Islamic Banks are considered very important. The purpose of the implementation and development of Islamic Banking is directed to realize a sound and *istiqomah* Islamic Banking system and order in the application of sharia principles. To achieve the objectives of

¹ “*Sekilas Perbankan Syariah di Indonesia*” accessed on date 20 september 2018 from the site <http://www.bi.go.id/web/id/perbankan/perbankan+syariah/>

² Muhammad Syafi’i Antonio, *Bank Syariah dari Teori ke Praktik*, (Jakarta: Gema Insani Press, 2001), page. 226.

developing Islamic Banking, the policy of Islamic banking, one of which is the development of Islamic Human Resources. In connection with this Human Resources, it is felt that there is still a lack of capable and ready human resources to fulfill the operational needs of the Sharia Bank.

Work ethic is often described as integrity, hard work, perseverance and others. Improving the work ethic is one form of accountability of the employees towards the company. Therefore, an individual or group in the company must have a work ethic and awareness to work together and support each other's corporate strategy by preparing creative thinking, intelligent emotions, character, behavior, knowledge, and skills to support all the needs of the company.

Excellent Human Resources can be improved to realize the vision and mission of all organizations including Islamic Banking companies. Superior Human Resources is one of the competitive advantages that is very difficult to imitate that is only obtained from employees who are productive, innovative, creative, always passionate and loyal. Employees who fulfill such criteria will only be possessed through appropriate and effective Human Resource management concepts and techniques.

BRI Syariah is one form of Islamic Commercial Bank that is developing and always improves the quality and quality of services that will be provided to its customers. The excellence provided by BRI Syariah is not only seen from the sharing of products and gifts offered to customers, but also includes the quality and quality of its employees as the person in charge of serving every customer who comes to BRI Syariah with professional and trustworthy.

BRI Syariah Purwokerto Branch Office conducts various trainings and development for its employees, with the aim to bring out and improve the quality of Human Resources of Sharia Banks that are competitive, professional, have a good Islamic mentality and are able to bring innovations

that are beneficial to the people and society.³ With the presence of employees who are able to provide quality and good service to each customer, it is expected to further increase the trust and interest of the community to use the products and services offered by BRI Syariah.

BRI Syariah Purwokerto Branch Office is one bank that applied the training of Human Resources in developing every year so that employees in the bank always progress in dealing with the customer as the quality of the work ethic in excellence. And always evaluate each service as customer service satisfaction.

Based on the description above, the authors are interested in conducting a thesis research with the title "**THE INFLUENCE OF TRAINING AND DEVELOPMENT HUMAN RESOURCES ON IMPROVING THE WORK ETHIC OF BRI SYARIAH EMPLOYEES PURWOKERTO BRANCH OFFICE**".

B. Formulation of The Problem

Based on the description of the background of the problem, a problem can be formulated which will be discussed in this study as follows:

1. Has Training and Development Human Resources is a simultaneously effect on the work ethic of BRI Syariah employees Purwokerto Branch Office?
2. Has Training and Development Human Resources is a partially on the work ethic of BRI Syariah employees Purwokerto Branch Office?

The author formulates the problem in influencing the training and competency development and enhancing the employee work ethic which is the work ethic of Human Resources Management planning at BRI Syariah Purwokerto Branch Office.

³ "Annual Report BSB 2009" accessed on date 20 September 2018 from the site <http://www.brisyariah.co.id/>

C. Objectives and Scope of Research

The objectives and scope of the research that the writer wants to achieve by doing this research are as follows:

1. Research Objectives
 - a. To find out how the Training and Development Human Resources has a Simultaneous affects the work ethic of BRI Syariah Purwokerto Branch Office.
 - b. To find out how the Training has a Partial effect on the work ethic of BRI Syariah Purwokerto Branch Office.
 - c. To find out how the Development has a Partial effect on the work ethic of BRI Syariah Purwokerto Branch Office.
2. Scope of Research
 - a. Improving the understanding of the author in applying knowledge based on the reality that exists in the field.
 - b. For consideration and input in assessing the role of training and development in improving the work ethic of employees. The results obtained from this study can also be used as guidelines for the company in taking the policy of developing BRI Syariah employees Purwokerto Branch Office in the future.
 - c. Sources of information for the public about banking operations activities in general.

D. Study of Literature

1. The book of quantitative Research Methodology

Here is a book that is the subject of consideration and reference in the preparation thesis:

- a. Research Methodology Quantitative, Qualitative Approach to Education and R&D (Sugiyono. 2015). In this book the design of research must be made in a systematic and logical so it can be used as a guideline that really easy to follow. The design of the research is often referred to with the least research proposal contains four main

components, namely the problems of the theory and the Foundation, the filing of a hypothesis, research methods, organization and research Schedule.⁴

- b. Quantitative Research Methodology. (Priyono, 2016). In making the Proposal, begin by making some guidelines for the preparation of research proposals. The most important is to distinguish between proposals with research of the research plan. Although both can complement each other between their needs, which is aimed at a different readership.⁵
- c. Research Methodology Model Quantitative and Qualitative Research Practical. (Suryana, 2010). Quantitative methods also called positivist because the method based on the philosophy of positivism. Also known as the scientific method, because it has meet the scientific norms, namely concrete, objective, measurable, rational and systematic.⁶

2. Journal of Research

These are journals that became consideration and reference in the preparation a thesis:

- a. Evaluation of The Development of Human Resources: a Review. (Point Nurbiyanti, the journal of Business Studies, vol. 23, no. 1 January 2015). Evaluation of human resources provides information that is used to determine the effectiveness of the development. Study of the development can be done by evaluating training costs using the cost-benefit or cost-effectiveness analysis or by transferring the productivity of Human Resources trained into monetary through the analysis utilities. The design is based on a careful analysis of how to minimize the threats to internal and external validity as well as the

⁴ Sugiyono, *Metodologi Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif dan R&D*, (Bandung: ALFABETA, 2015), page. 383.

⁵ Priyono, *Metodologi Penelitian Kuantitatif*, (Surabaya: ZIFATMA PUBLISHING, 2016), page. 164.

⁶ Suryana, *Metodologi Penelitian Model Praktis Penelitian Kuantitatif dan Kualitatif*, (Jakarta: Erlangga, 2015), page. 40.

goals, expertise, and other companies and development characteristics.⁷

- b. The Influence of The Quality of Service, The Human Resources Customer Satisfaction Against Islamic Banks: study on the BPRS Blessing of Ramadan. (Mathew Etikonomi Journal, vol. 12, no. 1 April 2013). The variables of quality human resources services Islamic banks turned out to be only a guarantee that individual against the influence of customer satisfaction on the BPRS Blessing of Ramadan. This shows that needs to be done to improve the quality of human resources services to customer satisfaction upgrade.⁸
- c. The Influence of Training and Development of Human Resources to Increased Islamic Work Ethic of Employees of Bank Syariah Bukopin Surabaya Darmo Branch. (Fujia Rahayu and Hendry Cahyoo, Islamic Economic Journal Volume 1 number 2, year 2018). The research on the influence of training and human resources development against the escalation of Islamic work ethic of employees of bank syariah bukopin include: human resources training programs effect increased significantly to ethos Islamic syariah bank employees work bukopin surabaya darmo branch. This can be expressed if the training program carried out with good work ethic then Islamic syariah bukopin bank employees will also increase.⁹
- d. Brand Preference, Segmentation and The Implication On The Customer of Islamic Banks in Rural Areas. (Chandra Warsito and Wiwiek Rabiatal Adawiyah, University Jenderal Soedirman Indonesia, Journal of Economics and Sustainability, 2019. Volume 1, Issue 1).

⁷ Titik Nurbiyanti, *Evaluasi Pengembangan SDM: Sebuah Review*, (Jurnal Kajian Bisnis Vol. 23 No. 1 January 2015), page. 62.

⁸ Hermanto, *Pengaruh Kualitas Pelayanan SDM Bank Syariah Terhadap Kepuasan Nasabah: Studi Pada BPRS Berkah Ramadhan*, (Journal of Etikonomi Vol. 12 No. 1 April 2013), page. 90.

⁹ Fujia Rahayu dan Hendry Cahyono, *Pengaruh Pelatihan dan Pengembangan SDM Terhadap Peningkatan Etos Kerja Islami Karyawan Bank Syariah Bukopin Cabang Darmo Surabaya*, (Surabaya: Journal of Ekonomi Islam Volume 1 Nomor 2, Tahun 2018), page. 44.

The purpose of this study was twofold: firstly, it determined the influence of environmental, cultural, personal and psychological factors on choosing Sharia-financing products; secondly, it assessed the role of demographic factors in influencing the choice of Sharia-financing products. The population of the study was Moslem consumers of Islamic banks operating in Banyumas Central Java Indonesia. The method used to test the hypothesised relationships was logistic regression analysis. The result of the study revealed that culture, socio-environmental conditions, personality, and psychological factors influenced Moslem consumers in choosing Sharia-financing products. No demographic differences were found in choosing Sharia-financing products. The result of the study guides Islamic financial institutions in determining the strategy for their future growth. Specifically, Islamic banks need to pay attention to various aspects of the culture.¹⁰

- e. The Image Of Financial Institutions As Islamic Bank In Mediation Service Quality And Customer Satisfaction On Customer Loyalty In Purwokerto. (Chandra Warsito, Al-Iqtishad: Vol. VII No. 2, Juli 2015). From this research, customer satisfaction can be improved with everything possible to improve service quality include increasing physical form (tangible), empathy, reliability of service, responsiveness and customer assurance provision for all transactions carried out in Islamic rural bank. Increased loyalty can also be enhanced by improving the satisfaction and fulfillment guarantees satisfaction with the services rendered. The company is expected to meet the wishes of customers, providing overall satisfaction in line with expectations. And to instill a positive image to the customer, the company can do to improve the quality of service for customer satisfaction. Although the image of financial institution PT. BPRS

¹⁰ Chandra Warsito and Wiwek Rabiatal Adawiyah, *Brand Preference, Segmentation and The Implication On The Customer of Islamic Banks in Rural Area*, (Journal of Economics and Sustainability (JES), 2019. Volume 1, Issue 1), page 19.

BAS can't be a variable liaison, but it can serve as a liaison customer satisfaction on customer loyalty. This shows that customer satisfaction has a stronger effect in enhancing the image and loyalty compared to quality of service.¹¹

3. The Earlier Thesis Research

Here are some previous studies into consideration and reference in the preparation of the thesis:

- a. The Influence of Employee Performance Improvement Against Training at PT BNI Tbk. Branch Office of Bukittinggi. (Rita Monica, STIE Haji Agus Salim Bukittinggi, 2008). In this thesis it was concluded that Training that had held less effective and do not have a Influence significantly to performance improvement clerk at BNI Bukittinggi. Concluded so that it can increase the performance of the employees affected by other factors.¹²
- b. Correlation of Training and Development of Work Human Resources Quality Syariah Bank. (Puri Haryadi Nugroho, UIN Syarif Hidayatullah Jakarta 2010). In this thesis it was concluded that Bank DKI continues to develop the system of human resource management based on competence.¹³
- c. The Application of Human Resource Management Based on Islamic Values BNI Syariah Branch Office Semarang. (Fadillah B Rahmatika, University of Diponegoro 2014). In this thesis is concluded BNI Syariah branches. The sample in this research is the employees at Bank BNI Syariah Semarang branch office which has served for more than 1 year and is remain employees. The result States that generally keep

¹¹ Chandra Warsito, *The Image Of Financial Institutions As Islamic Bank In Mediation Service Quality And Customer Satisfaction On Customer Loyalty In Purwokerto*, (Al-Iqtishad: Vol. VII No. 2, Juli 2015), page 227.

¹² Rita Monica, *Pengaruh Pelatihan Terhadap Kinerja Pegawai di PT. BNI Tbk. Cabang Bukittinggi*. (Bukittinggi: Thesis S1 of Economics STIE Haji Agus Salim, 2008), page. 53.

¹³ Puri Hariyadi Nugroho, *Korelasi Pelatihan dan Pengembangan dengan Kualitas kerja SDM Bank Syariah*, (Jakarta: Thesis S1 Faculty of Sharia and Law Degree UIN Syarif Hidayatullah, 2010), page. 97.

Islamic values observed and applied in practice in the BNI Syariah Human Resources Management.¹⁴

- d. Improving The Quality of Human Resources Towards Mastery of The Islamic Economic System Study on The BMT As-Salam Padamara Purbalingga. (Faozan Mutaqin, STAIN Purwokerto 2014). In this Thesis it was concluded that "improving the quality of human resources towards mastery of the Islamic economic system on the BMT As-Salam Padamara Purbalingga, through human resource management that is divided into two steps, applying the operational functions and management training economic system Shariah."¹⁵
- e. Human Resources Development Strategy Based on Sharia Financing PT. Bank Syariah Bangun Drajat Warga (BPRS BDW) Yogyakarta. (Yuniarti UIN Sunan Kalijaga Yogyakarta 2016). In this Thesis it was concluded that HR Sharia should have morals as the Prophet. *Shidiq, Amanah, Talbligh, and Fathanah*. In addition BPRS BDW is a team work and shortage in the framework of construction employees. Strategy of Human Resources development in the BDW BPRS-based Sharia do with orientation, Career Development, and Training.¹⁶

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¹⁴ Fadillah B Rahmatika, *Penerapan Manajemen SDM Berbasis Nilai-nilai Islami pada BNI Syariah KC. Semarang*, (Semarang: Thesis S1 Faculty of Economics and business of the University of Diponegoro, 2014), page. 75.

¹⁵ Faozan Mutaqin, *Peningkatan Kualitas Sumber Daya Manusia Terhadap Penguasaan Sistem Ekonomi Syariah Study Di BMT As-Salam Padamara Purbalingga*, (Purwokerto: Thesis S1 Faculty of Sharia STAIN Purwokerto, 2014), page. 67.

¹⁶ Yuniarti, *Strategi Pengembangan SDM Berbasis Syariah di PT. Bank Pembiayaan Rakyat Syariah Bangun Drajat Warga (BPRS BDW) Yogyakarta*. (Yogyakarta: Thesis S1 Faculty of Preaching and communication UIN Sunan Kalijaga Yogyakarta, 2016), page. 88.

E. Hypothesis

Hypothesis is a well-defined statement about population characteristics.¹⁷ The formulation of the hypothesis in this study is as follows:

1. H₁ : Training and Development Human Resources has a Simultaneously affects the Work Ethic of BRI Syariah Purwokerto Branch Office.
2. H₂: Training has a Partially effect on the Work Ethic of BRI Syariah Purwokerto Branch Office.
3. H₃: Development has a Partially effect on the Work Ethic of BRI Syariah Purwokerto Branch Office.

F. Research Methods

1. Research location

This research will be carried out in BRI Syariah Purwokerto Branch Office. Glempang, Bancarkembar. North Purwokerto. Banyumas Regency. Central Java. Zip code 53115. Telephone number (0281) 622777. <https://www.brisyariah.co.id/> starting from March - June 2019.

2. Data Collection Techniques

The study uses survey research, namely research on large-scale observations and carried out by a group of people. The data collected in the survey is data that exists and is found in a life that runs fairly.¹⁸ For the purposes of this research data collection is done by:

a. Interview Technique

An interview is a dialogue carried out by the interviewer to get information from the resource person to get the data that is needed interactively.¹⁹

¹⁷ Ety Rochaaety, dkk. *Metodologi Penelitian Bisnis dengan Aplikasi SPSS*, (Jakarta: Mitra Wacana Media, 2007), page. 108.

¹⁸ Irwan Soehartono, *Metode Penelitian Sosial*, (Bandung PT. Remaja Rosdakarya, 2004), page. 16

¹⁹ Moh. Nazir, *Metodologi Penelitian*, (Jakarta: Ghalia Indonesia, 2005), page. 234.

b. Literature Review

The collection of theories related to the discussion of this research was carried out by studying and quoting several theories from the books contained in the library, as well as the literature of previous research which has a close connection with this writing.

c. Questionnaire Distribution Technique

Provide a list of questions to the employees of BRI Syariah Purwokerto Branch Office to find out the responses to several questions related to this research objectively. This study uses a Likert scale with the following scores:

- 1). Strongly Agree (SA) is rated 5
- 2). Agree (A) is rated 4
- 3). Uncertain (UC) is given a value of 3
- 4). Disagree (DA) is given a value of 2
- 5). Strongly Disagree (SDA) is given a value of 1

3. Type of Data

In the preparation of this study, the author uses two types of data sources, namely:

a. Primary Data

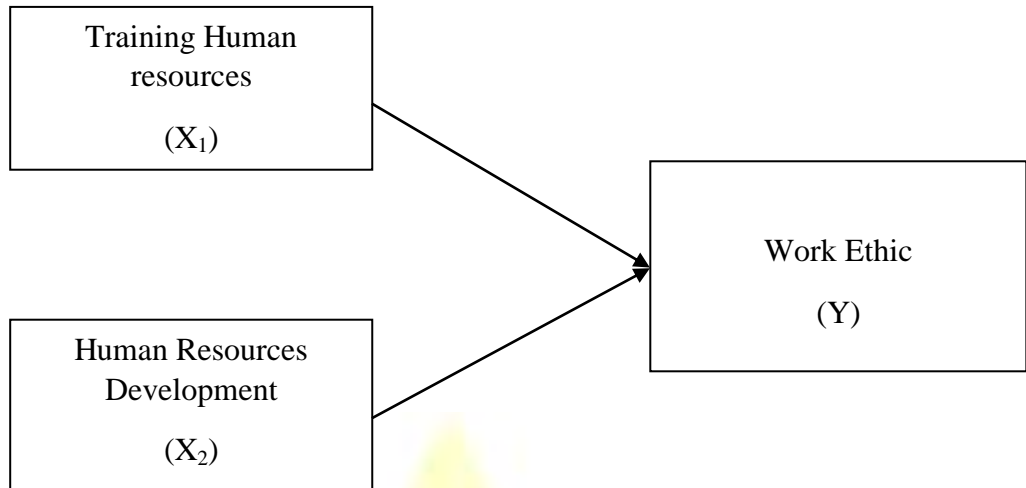
Represents data obtained directly from bank employees, as research respondents using questionnaires.

b. Secondary Data

It is data obtained from literature literature such as books and other sources that relate to the method of writing this proposal and documentation analysis from Islamic Banks such as company overview, company vision and others.

4 Identification of Variables

In this study there are three variables used, namely:



For more details and the focus of this research is variable then the variable research as follows:

X_1 = Training Human Resources, the implementation of a training program on every job

X_2 = Human Resources Development, application of the programme development on every job.

Y = The Work Ethic, that work ethic after conducting training and development Human Resources.

5 Population and Sample

a. Population

The Population is a generalized region of an object/subject that has specific characteristics and has equal opportunity to be selected as sample members. The population of this study is all employees within the structure of the organization of BRI Syariah Purwoketo Branch office is 68 people.²⁰

²⁰ Yustika Rini Tahsin, Sekretaris PT. Bank BRI Syariah KC Pekanbaru, Wawancara, Pekanbaru, 10 April 2014

b. Sample

The Procedure for drawing samples using the census method is that all the respondents will be selected in the population and a questionnaire is not required by the sampling techniques code,²¹ so the sample in this study is 68 people.

6 Technical Data Analysis

The qualitative method is a descriptive discussion through the collection and classification of data so that it can provide a clear picture of the problems faced.

The quantitative method is an analysis of the discussion in the form of statistical calculations, using the formula as follows:

a. Test Validity and Reliability

1) Validity

It is a measure that indicates the level of validity or validity of an instrument. Valid or valid instruments have high validity otherwise instruments that are less valid means that they have low validity. Instrument is said to be valid if it is able to measure what is desired, revealing data from variables that are examined appropriately, the high and low validity of an instrument shows the extent to which collated data does not deviate from the description of the intended validity.²²

The technique used to test validity is the product moment correlation technique from Pearson. Testing using the SPSS version 16 program is done by correlating each question in the total score.

Masri Singarimbun and Sofyan Efendi said that to find out whether as a question item in each variable is considered valid or

²¹ Husein Umar, *Desain Penelitian MSDM dan Perilaku Karyawan*, (Jakarta: PT. Rajawali Pers, 2010), Ed. 1-3, Cet. III, h. 64.

²² Suharsimi Arikunto, *prosedur penelitian suatu pendekatan praktik*, (Jakarta: Rineka Cipta, 2002), page. 145.

not done by comparing the r count with r table between the score scores tested and the number of scores studied.²³

On the measurement of training and development of work ethics with the number of samples (n) = 68, with the formula $df = n - 2$, then $df = 68 - 2$ with $\alpha = 0.05$, the value of $r = 0.374$.

Decision making is if r count is positive or r count is greater than r table then the item is valid. Conversely r if the count is negative or r count is smaller than r the table is invalid.

2) Reliability

Reliability of showing on an instrument is quite reliable to be used as a data collection tool because the instrument is good. This reliability test is only done on valid items, where valid items are obtained through validity tests. The technique used for reliability testing is the Alpha-Cornbach technique. Reliability test instruments using testing with a significance level of 50% if $r \alpha > 0.5$, the instrument is said to be reable. Calculation using SPSS version 16 software.

SPSS provides facilities to measure reliability with the Cornbach alpha statistical test. The reliability of one variable is said to be quite reable. If you have a greater Cornbach alpha value of 0.7 - 0.89, this reliability standardization is based on Guilford's reliability rule.

b. Classical Assumption Test

1) Normality Test

The normality test aims to test whether the regression model of the related and free variables is normally distributed or not. A good regression model is to have normal or near normal data distribution.

²³ Masri Singarimbun dan Sofyan Efendi, *Metode Penelitian Survey*, (Jakarta: Lp3ES, 1995), page. 139

To find out whether the data is normal or not, it can be detected by looking at the normality probability plot. If the data (point) spreads around the diagonal line and follows the direction of the diagonal line, the regression model meets the assumption of normality. But if the data (point) spreads far from the diagonal line and does not follow the direction of the diagonal line, the regression model does not meet the assumption of normality.²⁴

2) Multicollinearity Test

Multicollinearity test to determine whether or not there is a classic deviation of multicollinearity assumptions, namely there is a linear relationship between independent variables and regression models. The preconditions that must be fulfilled in multiple regression models is the absence of multicollinearity. There are several testing methods that can be used, including: first, looking at the inflation factor (VIF) value in the regression model. Second, comparing the value of the coefficient of residual determination with the determination value simultaneously (R^2). Third, see the eigenvalue and condition index value. On This discussion will be tested by multicollinearity by looking at the inflation factor (VIF) value in the regression model.

a) With a look at the tolerance score:

- When its own tolerance rate goes up $> 0,10$ it is not possible to calculate the rate of Multicollinearity
- As for the tolerance rate goes up $< 0,10$ then the consensus is that there is a Multicollinearity

b) With a look at the VIF score:

- And if that's a VIF > 10 , then what data we test has is Multicollinearity

²⁴ Singgih Santoso, *Buku Latihan SPSS Statistik Premetik*, (Jakarta: PT. Elex Media Komputindo, 2000), page. 214.

- Whereas if the value of a VIF < 10 , then we can deduce that data we tested had Multicollinearity

3) Heterocedasticity Test

Heterocedasticity test aims to test whether in a regression model there is an inequality of variance from one observation to another, but this is called heterocedasticity. A good regression model does not occur heterocedasticity.

To find out whether there is heterocedasticity in a regression model, it can be seen in the scatterplot of the model. With the following conditions:

- a) Points (data) spread above and around the number 0
- b) Dots (data) do not gather just below
- c) Spread the points (data) should not form a wavy pattern widened and then narrowed and widened again
- d) Spread points (data) should not be patterned

c. Analysis of Multiple Linear Regression

Multiple regression aims to calculate the influence of two independent variables (training and development of human resources) on the related variable and predict the related variable by using two independent variables. The formula used is as follows:

$$Y = a + b_1 \cdot X_1 + b_2 \cdot X_2 + \dots + b_n \cdot X_n$$

Information:

X = Independent Variable

Y = Dependent Variable is the Work Ethic score

a = Constants (Y value if X1, X2, Xn = 0)

b = Regression Coefficient

d. Analysis of the coefficient of determination (R^2)

Analysis to find out how much the contribution or contribution of independent variables (training and development of human resources) to the dependent variable (work ethic). The coefficient of determination (R^2) is obtained from squaring the correlation coefficient (r). The determination coefficient can be represented by (R^2). With the formula:

$$R^2 = r^2 \times 100\%$$

Information:

R^2 = Determination Coefficient

r = correlation coefficient

e. Test the Hypothesis

1) t Test

Testing t statistics is a test of each independent variable (training and development of human resources). The t test (coefficient) will be able to show the effect of each independent variable (training and development of human resources) partially on the dependent variable (work ethic).

The hypothesis is used:

a) If $H_0 : b_i \leq 0$ = Training and Development Human Resources hasn't a Simultaneously affects the Work Ethic of BRI Syariah Purwokerto Branch Office.

If $H_1 : b_i > 0$ = Training and Development Human Resources has a Simultaneously affects the Work Ethic of BRI Syariah Purwokerto Branch Office.

b) If $H_0 : b_i \leq 0$ = Training hasn't a Partially effect on the Work Ethic of BRI Syariah Purwokerto Branch Office.

If $H_2 : b_i > 0$ = Training has a Partially effect on the Work Ethic of BRI Syariah Purwokerto Branch Office.

c) If $H_0 : b_i \leq 0$ = Development hasn't a Partially effect on the Work Ethic of BRI Syariah Purwokerto Branch Office.

If $H_3 : b_i > 0$ = Development has a Partially effect on the Work Ethic of BRI Syariah Purwokerto Branch Office.

If $t_{table} > t_{count}$ then H_0 is accepted, meaning that the independent variables individually do not have a significant effect on the dependent variable.

If $t_{table} < t_{counts}$, then H_0 is rejected, meaning that the independent variable (training and development of human resources) individually have a significant effect on the dependent variable (work ethic).

In managing the statistical t test it aims to see how much influence each independent variable (Training and Development of human resources) has on the dependent variable (Work Ethic).

2) F Test

F statistic testing is a joint test of all the independent variables on the dependent variable. The statistical calculation F of ANOVA is done by comparing the critical value obtained from the F distribution table at a certain significant level.

The hypothesis used is:

$H_0 : b_1 = b_2 = 0$, means Training and Development Human Resources hasn't a Simultaneously affects the Work Ethic of BRI Syariah Purwokerto Branch Office.

$H_1 : b_1 \neq b_2 \neq 0$, means Training and Development Human Resources has a Simultaneously affects the Work Ethic of BRI Syariah Purwokerto Branch Office.

If the $F_{\text{table}} > F_{\text{count}}$ means that H_0 is accepted or the independent variable together does not significantly influence the dependent variable.

If the $F_{\text{table}} < F_{\text{count}}$ means that H_0 is rejected or the independent variable together has a significant effect on the independent variable.

If the ANOVA significant value is < 0.05 then this model is feasible or fit. If the null hypothesis is rejected, it means that together the independent variables (training and development of human resources) have an influence on the dependent variable (Work Ethic).

G. Systematic Report

To generate a regular and directional writing, then the author outlines in writing 5 sub chapters:

CHAPTER I INTRODUCTION

This chapter contains a description of the background of the issue in which the author describes the problems that will be to see is concerning training and development employee work ethic on BRI Syariah Purwokerto Branch Office.

CHAPTER II STUDY OF LITERATURE

This chapter describes the thesis made a comparison of earlier guidelines for improved by authors and developed by the author so that the specified destination is reached.

CHAPTER III RESEARCH METHODS

This chapter describes how to research to examine what to see and experiment with sampling and others. So what can be reported at responsibility.

CHAPTER IV ANALYSIS AND DISCUSSION

This chapter describes the reviews discussed the author carefully what to see as evidence of the performed research and analysis that has been legally valid and can be full responsibility.

CHAPTER V CONCLUSIONS AND SUGGESTIONS

This chapter contains conclusions and suggestions of the author having done training and development employee work ethic BRI Syariah Purwokerto Branch Office.



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CHAPTER V

CLOSING

A. Conclusion

The conclusion of research the Influence of Training and Development Human Resources on Improving the Work Ethic of BRI Syariah Employees Purwokerto Branch Office is as follows:

1. Program of Training and Development Human Resources have significant effect on the Work Ethic of employees. BRI Syariah Purwokerto Branch Office give the program of Training and Development for employees to support employees on the work ethic and to fulfill its corporate goals. The first hypothesis that it proposes is having a simultaneously effect on the Training (X_1) and Development (X_2) of the Work Ethic (Y) is evident in BRI Syariah Purwokerto Branch Office.
2. Partially efforts by BRI Syariah Purwokerto Branch Office to his response to him provide facilities programs for Training can affect to the Work Ethic. A second hypothesis that suggested a partially significant effect of Training (X_1) of the Work Ethic (Y) is evident in BRI Syariah Purwokerto Branch Office.
3. Partially efforts by BRI Syariah Purwokerto Branch Office to his response to him provide facilities programs for Development Human Resources can affect to the Work Ethic. A third hypothesis that suggested a partially significant effect of Development (X_2) of the Work Ethic (Y) is evident in BRI Syariah Purwokerto Branch Office.

B. Suggestions

Based on the above conclusions, the authors try to provide some suggestions that might be useful for the BRI Syariah Purwokerto Branch Office, including:

1. BRI Syariah Purwokerto Branch Office must always improve the work ethic of its human resources, by maintaining or improving ongoing or

continuous training and development programs, and always working with Educational Institutions in improving the work ethic of its human resources.

2. BRI Syariah Purwokerto Branch Office must continue to improve the quality of good human resources and be supported by a high work ethic, then it will bring the company to the gate of success, because the ability of human resources owned by Sanagt determines the performance and good image for a company.

C. Closing

Alhamdulillah thanks to Allah SWT that only by His power, the author was given opportunity and health in completing this undergraduate thesis. Hopefully what I'm working a part of worship were blessed by Him. Sincerest thanks to all of parties who has helped and supported this undergraduate thesis. The author always hopes that this paper can be useful and benefit for everyone.

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IAIN PURWOKERTO

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