

## SHARIA COMPLIANCE , HUMAN RESOURCE COMPETENCIES, QUALITY OF ACCOUNTING AND ACCOUNTABILITY INFORMATION ON MANAGEMENT OF ZAKAT FUNDS

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### Abstract

This study aims to test and analyze the effect of sharia compliance, human resource competencies, the quality of accounting information and accountability on the management of zakat funds in Makassar. Data collection uses judgment techniques. The sample was 56 people who managing zakat on zakat institutions in Makassar. Methods of data analysis using multiple regression analysis (multiple regression analysis). The results of the study showed that shariah compliance, HR competency, quality of accounting information and accountability had a positive and significant effect on the management of zakat funds in Makassar.

Keywords: Sharia Compliance, Human Resource Competences, Information Quality Accounting, Accountability, Management of Zakat Funds

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### 1.0 RESEARCH BACKGROUND

Zakat is a property that must be issued by a Muslim or business entity to be given to those entitled to receive it in accordance with Islamic law (Law No. 23 of 2011) . In Indonesia, there are many zakat management institutions help Muslims distribute their zakat. The management of zakat carried out by the Amil Zakat Institution (LAZ) which is able to manage zakat funds up to the welfare of the mustahiq, is inseparable from the management that has been applied by LAZ both in terms of human resources and services.

The results of Baznas research and the Faculty of Economics and Management of the Bogor Agricultural Institute (FEM IPB) in 2011 showed that the potential of national zakat reached 3.40% of GDP, or around Rp. 217 trillion. However, zakat funds that can be collected by BAZNAS and the Amil Zakat Institution (LAZ) are still very low, which is only 1% of the existing potential, or around Rp. 2.6 trillion (Zakat Magazine, May-June 2013 edition). From the results of the research it can be seen that there is still 99% of the potential of national zakat that has not been absorbed by zakat management institutions. BAZNAS and LAZ as zakat management institutions must continue to strive to increase national zakat receipts. must strive to maintain the muzakki who have paid zakat through the Amil Zakat Institution (LAZ).

The role of LAZ in overcoming the weaknesses of zakat management is concerning how LAZ services to the general public (especially muzakki) and public trust (muzakki) to LAZ, concerns the good or bad services and management of zakat in the Zakat Management Organization (OPZ). Every institution must comply with sharia compliance (sharia compliance) means that the operating activities of zakat management organizations must be in accordance with sharia provisions (Idat, 2003: 46).

Sharia compliance is the application of sharia principles that refer to Allah law in managing zakat funds. Sharia compliance is one of the important aspects in managing zakat funds because this aspect concerns the reputation and trust of the community in the institution. (Wardayati, 2011: 5). Where sharia compliance is listed in Law No. 23 of 2011 as the most important aspect in the management of zakat .

Competence human resource is very necessary in managing zakat funds. Human Resource competency is the ability of individuals, organizations or a system to carry out their functions or authorities to achieve goals effectively and efficiently (Karmila, 2013). Therefore, in the application of quality management OPZ must improve the quality of HR (Aflah, 2009: 35).

Regarding the management of zakat funds, the quality of an integrated accounting information system is needed to facilitate timely and targeted financial reporting so that the information produced is of high quality, which in turn increases the level of BAZNAS zakat funding in the city and district.

Another factor that arises related to the management of zakat funds is accountability. According to Nurhayati et al (2014), accountability is a form of accountability for organizational activities as outlined in financial reporting by parties who are given responsibility to the trustee. Accountability is an important aspect in the management of zakat stated in Law No. 23 of 2011 as one of the

principles of zakat management, and can be analogous to the mandate, as the word of Allah SWT in QS. An Nisa 'verse 58, "Verily Allah tells you to deliver the message to those who have the right to receive it".

Based on the results of research by Hanifa (2015), and Abdullah et al (2013), stated that sharia compliance affects BAZ financial management in Malaysia. But based on the research of Muhibbai (2017), it states that sharia compliance has an effect but not significantly on the financial performance of organizations in Malaysia. In addition, research by Hanafiah et al (2016), and Malik et al (2010), states that human resource capacity influences the management of zakat . While Komarasari research results (2016), states that the human resources capacity is not significantly affect the financial performance of Bantul.

The research results of Nurhayati, et al. (2014) found that the quality of accounting information had an effect on the receipt of zakat funds. Furthermore, Septiarini (2011) Research, Nurhayati et al (2014), Nikmatuniyah (2012), and Hamidi and Suwardi (2013), stated that accountability influences the level of zakat acceptance . While the results of the Emery Research (2014), that public accountability does not have a significant effect on organizational performance.

Based on differences results of previous studies, researchers are interested in examined the management of zakat funds by reviewing aspects of sharia compliance, human resource competencies, quality of accounting information and accountability..

## ■2.0 METHODS AND MATERIALS

### *Research Approach*

Observation is included in the realm of quantitative research because it will examine the relationship and influence between independent and dependent variables (Ghozali, 2009).

### *Description of Research Focus*

The description of the variables in this study are as follows:

**Table 1. Description of Research Focus**

Variable	Indicator	Scale
Management of Zakat Funds (Y)	<ol style="list-style-type: none"> <li>1. Media socialization and promotion.</li> <li>2. Quality of donor services.</li> <li>3. Advanced technology.</li> <li>4. Number of infaq boxes.</li> <li>5. Mustahiq service program.</li> <li>6. Collaborating with other institutions.</li> <li>7. Priority scale and level of adequacy of mustahik.</li> <li>8. Integrated information system.</li> </ol>	Ordinal
Sharia Compliance (X1)	<ol style="list-style-type: none"> <li>1. Principle of justice.</li> <li>2. The principle of trustworthiness, professionalism and responsibility.</li> <li>3. It is qirā'ah and ilāh (organizations that continue to learn and always doimprovements).</li> <li>4. Supervision.</li> </ol>	Ordinal
HR Competence (X2)	<ol style="list-style-type: none"> <li>1. Knowledge.</li> <li>2. Skills / expertise.</li> <li>3. Attitude.</li> </ol>	Ordinal
Quality of Accounting Information (X3)	<ol style="list-style-type: none"> <li>1. Accurate</li> <li>2. Relevant</li> <li>3. On time</li> <li>4. Complete</li> </ol>	Ordinal
Accountability (X4)	<ol style="list-style-type: none"> <li>1. Honesty.</li> <li>2. On time.</li> <li>3. In accordance with ethical standards and laws.</li> <li>4. Clear objectives.</li> <li>5. Information dissemination.</li> <li>6. Ease of access to information.</li> </ol>	Ordinal

### Population and samples

The population in this study were all zakat fund managers in the city of Makassar. In conducting this research samples taken from the population use judgment sampling , procedures and judgment sampling techniques namely as many as 56 people managing zakat funds in the city of Makassar .

### Method of collecting data

In this study data was collected by distributing questionnaires to zakat fund managers in Makassar. Thereafter, the answer to every instrument that was compiled through tabulation process using Likert scale .

### Data analysis method

Data analysis is done by using quantitative analysis methods with a statistical approach, namely by collecting, processing and interpreting the data obtained so as to provide an actual picture of sharia compliance , human resources competency, quality of accounting information and accountability towards the management of zakat funds using multiple linear regression methods (multiple regression linear) with the help of SPSS for windows software , after all the data in this study are collected, then the next data analysis consists of Descriptive Statistics, Validity Test and Reliability Test, Classical Assumption Test and Test Hypothesis.

## 3.0 FINDINGS

### Data Analysis Results

In this research to test the normality, it is used to use the normal P-Plot graph The results of the normality test conducted indicate that the points spread around the diagonal line and follow the diagonal direction, this indicates that the research model has met the normality assumption requirements and can be used in further testing.

### Multicollinearity Test Results

If there is a high correlation between the independent variables, then the relationship between the independent variables to the dependent variable becomes disturbed. To test multicollinearity can be seen from the tolerance value and the value of VIF (Variance Inflation Factor). If the VIF value is not more than 10 and the tolerance value is not less than 0.1 then the model can be said to be free from multiclinearity. Multicollinearity test results can be seen in table 2 :

**Table 2 . Multicollinearity Test Results**

Coefficients <sup>a</sup>		Unstandardized Coefficients			
		Collinearity Statistics			
Model		B	Std. Error	Tolerance	VIF
1	(Constant)	-1,252	,261		
	X1	,143	,060	,467	2,142
	X2	,246	,059	,716	1,396
	X3	,518	,092	,276	3,624
	X4	,412	,105	,314	3,189

a. Dependent Variable: Y

Source: SPSS processed data, 2019

The multicollinearity test results in table 2 show that the sharia compliance , human resource competency, accounting quality and accountability variables have tolerance values above 0.1 and VIF less than 10 and show that in the regression equation model there are no symptoms of multicollinearity so that data can be used in this study.

### Determination Coefficient Test Results

The Determination Test results in this study are shown in the following table 3:

**Table 3. Results of the Determination Coefficient**

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	,953 <sup>a</sup>	,909	,902		,16973

a. Predictors: (Constant), X4, X2, X1, X3

b. Dependent Variable: Y

Source: SPSS processed data, 2019

Based on the table above, it is known that the value of  $R^2$  (*adjusted R square*) shows the number 0.909 or 90.90%. This means that 9.10% of the dependent variable (management of zakat funds) is influenced by other variables outside of this study.

### Simultaneous Test Results (Test F)

The simultaneous test results in this study are shown in the following table 4:

**Table 4. Simultaneous Test Results (Test F)**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14,694	4	3,674	127,514	,000 <sup>b</sup>
	Residual	1,469	51	,029		
	Total	16,163	55			

a. Dependent Variable: Y

b. Predictors: (Constant), X4, X2, X1, X3

Source: SPSS processed data, 2019

Based on table 4 above, it is known that the probability values in the Sig column show a value of .000 or a probability of 0,000. This value is smaller than 0.05 so it can be concluded that the independent variables used can jointly influence the management of zakat funds.

### Partial Test Results (t Test)

The results of the partial test in this study are shown in the following table 5:

**Table 5. Partial Test Results (t test)**

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics		
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	-1.251	.261		-4.791	.000		
	X1	.143	.060	.147	2.378	.021	.467	2.142
	X2	.246	.059	.206	4.135	.000	.717	1.396
	X3	.518	.092	.453	5.639	.000	.276	3.623
	X4	.412	.105	.297	3.938	.000	.314	3.190

a. Dependent Variable: Y

Source: SPSS processed data, 2019

Based on the table above, it can be known:

$Y = -1,252 + 0,143 X_1 + 0,246 X_2 + 0,518 X_3 + 0,412 X_4$  which can be explained below:

## ■4.0 DISCUSSIONS

### 1. *Against Shariah Compliance influence Zakat Fund Management*

The results show that sharia compliance has positive and significant impact on the management of zakat funds received. Related to zakat management activities, sharia compliance factors can be seen from the application of Islamic principles such as the principles of justice, trustworthiness, responsibility, professionalism and fairness. The results of this study indicate that if sharia compliance 1% increase, it will increase the quality of zakat fund management 14.30%. From the results of these studies, it can be concluded that the management of zakat in Makassar City is influenced by sharia Compliance of 14.30%. It means that the management of zakat in Makassar has been carried out based on sharia principles.

The results of this study are relevant to the results of the Hanifa (2015) and Abdullah et al. (2013), that sharia compliance affects the management of zakat, infaq, and shodaqoh funds. Therefore, zakat management organizations in Makassar needs to maintain and improve the quality of the management of zakat, infaq, and shodaqoh funds. One way that can be done for example in the distribution of zakat is carried out with the principle of justice and trust. The principle of justice means putting something in its place. It supported by an understanding of the good and correct sharia provisions that have been owned by zakat managers in Makassar so as to provide guidance for managers to be able to manage amil zakat institutions, this is also to avoid acts of misappropriation of zakat funds.

### 2. *Against the influence of HR Competency Management Zakat Fund*

The ZIS fund has more optimal benefits if managed by amil institutions rather than being channeled by muzakki themselves. Although the distribution of ZIS may be done alone, the scholars suggested that it be channeled through the amil institution. Therefore the amil institution must be competent. The results of this study indicate that if the human resources competency experiences 1% increase, it will increase the quality of zakat fund management by 24.60%. It means that the competence of amil zakat in Makassar already have the skills, knowledge and abilities to carry out its work.

The results of this study are relevant to the results of research by Hanafiah et al. (2016), and Malik et al. (2010), stating that human resources capacity influences the management of zakat. Therefore, organizations should improve the quality of amil by routinely conducting training for amil zakat. The better amil competency, the better management of zakat will be.

### 3. *Effect of Accounting Information Quality Management of Zakat Fund*

The quality of accounting information has a positive and significant effect on the management of zakat funds. It means zakat management activities, accounting information is needed to see how funds are managed. The results of this study indicate that if the quality of accounting information has increased by 1%, it will increase the quality of management of zakat funds by 51.80%. From the results of these studies, it can be concluded that the management of zakat in Makassar is influenced by the quality of accounting information by 51.80%. It means that the management of zakat in Makassar has been carried out based on sharia principles.

The results of this study are relevant to the results of Nurhayati's research, et al (2014), which states that the quality of accounting information influences the management of zakat funds. Therefore, zakat management organizations in Makassar City need to maintain and improve the quality of the management of zakat, infaq, and shodaqoh funds.

### 4. *Against accountability influence Zakat Fund Management*

Accountability factors are seen from the responsibility of amil zakat in Makassar in managing zakat funds for stakeholders, namely the government, the community, management, and other interested parties. In this study, accountability has a positive and significant influence on the management of zakat funds. So if accountability experiences by 1% increase, it will increase the quality of zakat fund management by 57.3%.

The results of this study are relevant to the results of research by Nurhayati et al (2014), Septiarini (2011), Nikmatuniayah (2012), and Hamidi and Suwardi (2013), which state that accountability and transparency of financial reporting affect the level of zakat acceptance. The higher the accountability of an organization, the better the management of zakat. Therefore, organizations must increase accountability. This can be done by reporting the results of zakat management periodically and on time.

## ■5.0 CONCLUSION

This study found that sharia compliance, human resources competences, quality of accounting information and accountability have a significant effect on the management of zakat funds. This research suggests for next researcher to add the number of new variables used in this study in order to know what factors can influence the management of zakat funds, and need to expand the object of research, not just one region so that it can be used as a reference for the interests of generalizing problems.

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