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Analysis of Providing Compensation in Improving Employee Performance According to an Islamic Economic Perspective (Case Study of PT. Sarana Lampung Ventura)

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Abstract: This think about looks at the crossing point of Islamic financial standards and stipend hones in making strides representative execution, centering on PT. Sarana Lampung Ventura, an Indonesian wander capital company. Through subjective library inquire about, the consider analyzes how Islamic-based recompense frameworks adjust with modern human asset administration hones and their affect on representative efficiency, work fulfillment, and organizational commitment. The discoveries uncover that PT. Sarana Lampung Ventura's recompense hones, counting reasonable compensation, convenient installments, and profit-sharing plans, for the most part adjust with Islamic financial standards. This arrangement contributes to expanded representative efficiency, upgraded work fulfillment, and lower turnover rates. In any case, challenges continue in adjusting advertise weights with strict adherence to Islamic standards and creating comprehensive measurements for representative commitments. The consider proposes a few suggestions to assist upgrade the company's remuneration framework, counting executing a comprehensive execution administration framework that joins both monetary and non-financial measurements adjusted with Islamic values, growing representative benefits to reflect Islamic social obligation, and presenting skill-based pay components. This inquire about contributes to the developing body of writing on Islamic human asset administration, advertising experiences into the down to earth application of Islamic financial standards in present day trade settings. It highlights the potential for Islamic-based recompense hones to drive worker execution whereas keeping up moral and devout keenness. The consider concludes that whereas PT. Sarana Lampung Ventura has made noteworthy advance in adjusting its emolument hones with Islamic standards, there's room for advance upgrade to reinforce its framework and possibly lead to indeed more noteworthy worker execution and organizational victory inside the system of Islamic financial matters.

Keywords: Islamic Compensation, Employee Performance, Venture Capital

INTRODUCTION

In today's competitive trade environment, organizations are continually looking for ways to upgrade worker execution and efficiency. One of the foremost critical variables affecting representative inspiration and execution is remuneration (Jakaria et al., 2022). Remuneration, which incorporates both monetary and non-financial rewards, plays a significant part in pulling in, holding, and persuading workers to perform at their best (Iswahyudi et al., 2023).

Islamic financial standards offer a one of a kind viewpoint on emolument and representative administration, emphasizing reasonableness, equity, and shared advantage (Ali & Al-Owaihan, 2008). These principles are progressively pertinent within the present day commerce world, especially in Muslim-majority nations and Islamic budgetary educate (Zaini, 2021).

PT. Sarana Lampung Ventura, as a wander capital company working in Indonesia, gives an curiously case think about for analyzing the crossing point of recompense hones and Islamic financial standards. The company's approach to representative emolument and its affect on execution can offer important bits of knowledge into the down to earth application of Islamic financial concepts in a modern commerce setting.

The concept of emolument has advanced essentially over the past few decades, moving past insignificant financial rewards to envelop a wide run of benefits and motivations (Hasibuan & Dalimunthe, 2023). Present day stipend procedures point to adjust worker objectives with organizational goals, cultivating a sense of commitment and shared reason. This all encompassing approach to compensation recognizes the differing needs and inspirations of workers, recognizing that money related rewards alone may not be adequate to drive ideal execution. Within the setting of Islamic financial matters, the standards administering stipend are profoundly established in devout and moral contemplations. The Quran and Hadith give direction on reasonable labor hones, emphasizing the significance of convenient and fair emolument for work performed (Bhat & Rather, 2012). Islamic researchers have interpreted these lessons to create a comprehensive system for representative stipend that equalizations fabric rewards with otherworldly and ethical commitments (Hamed, 2024).

Finally, the worldwide COVID-19 widespread has drastically reshaped the trade scene, constraining organizations to reevaluate their recompense procedures in light of financial vulnerabilities and changing work designs. This emergency has highlighted the significance of flexible and versatile remuneration frameworks that can withstand outside stuns whereas keeping up reasonableness and worker well-being (Carnevale & Hatak, 2020). For Islamic monetary teach, this presents an opportunity to illustrate the vigor and moral establishments of their remuneration hones in times of worldwide change. In light of these multifaceted contemplations, the ponder of PT. Sarana Lampung Ventura's remuneration hones offers a important opportunity to look at how Islamic financial standards can be viably coordinates into advanced commerce techniques to upgrade representative execution. By analyzing the company's approach inside the broader setting of Islamic back, Indonesian culture, and worldwide trade patterns, this inquire about points to contribute to the developing body of information on moral and viable recompense hones within the 21st century.

This think about looks for to address a few key issues at the crossing point of recompense hones, worker execution, and Islamic financial standards. Basically, it points to look at how PT. Sarana Lampung Ventura's emolument framework adjusts with Islamic financial standards, investigating the subtleties of their approach inside the setting of Islamic fund. Besides, the investigate explores the relationship between the company's stipend hones and worker execution, looking for to get it how these hones impact efficiency, inspiration, and generally work fulfillment. Finally, the think about digs into the broader address of how Islamic financial points of view on stipend can be successfully coordinates into advanced trade hones to improve representative execution. By tending to these interconnected issues, the inquire about points to

supply a comprehensive examination of the part of Islamic financial standards in forming compelling emolument methodologies in modern organizations.

The targets of this think about are multifaceted and point to supply a comprehensive understanding of the interaction between emolument, Islamic financial standards, and representative execution. To begin with, the inquire about looks for to conduct an in-depth investigation of PT. Sarana Lampung Ventura's emolument framework, analyzing its arrangement with Islamic financial standards and distinguishing key zones of coinciding or disparity. Second, the ponder points to assess the affect of the company's emolument hones on worker execution, utilizing both quantitative and subjective measures to evaluate the viability of these hones in propelling and upgrading worker efficiency.

In conclusion, based on the discoveries from the case ponder and broader hypothetical bits of knowledge, the inquire about points to propose commonsense proposals for joining Islamic financial points of view on recompense into contemporary business hones. These suggestions will be planned to assist organizations progress worker execution whereas following to moral and devout standards.

This consider offers noteworthy potential benefits over different spaces. From a hypothetical point of view, the inquire about will contribute to the developing body of literature on Islamic financial matters and its application in advanced trade hones, especially within the range of human asset administration (M. A. Ali et al., 2024). It points to bridge the hole between conventional Islamic financial standards and modern stipend speculations, possibly opening modern roads for investigate in this interdisciplinary field. On a down to earth level, the discoveries can give profitable experiences for supervisors and policymakers in Islamic money related teach and other organizations looking for to adjust their recompense hones with Islamic standards whereas moving forward representative execution (Hameed & Siddiqui, 2021).

These bits of knowledge seem lead to the advancement of more successful and ethically sound recompense procedures. Moreover, the consider has broader societal suggestions, because it investigates the crossing point of Islamic financial standards and worker emolument, possibly contributing to the improvement of more moral and economical commerce hones that advantage both workers and organizations (Oseni, 2022). In conclusion, the case ponder of PT. Sarana Lampung Ventura can serve as a benchmark for other companies looking to enhance their recompense frameworks and progress worker execution inside an Islamic financial system, giving a viable illustration of how these standards can be connected in a real-world commerce setting (Choong & Islam, 2020).

METHOD

This study uses qualitative library research methods to analyze the role of compensation in improving employee performance from the perspective of syariah economy, with a focus on PT. Means Green Ventura. Research library, also known as desk research, involves the collection and analysis of information and data available from various published sources. Library inquire about, moreover known as work area inquire about, includes the collection and examination of existing data and information from different distributed sources (Snyder, 2019).

Data

This study relies on secondary data, ethical considerations will focus on ensuring proper attribution and citation of all sources used. The research will adhere to the principles of academic integrity and avoid any form of plagiarism or misrepresentation of data.

Sample and Procedure

Information Collection

The information for this ponder will be collected from numerous auxiliary sources, counting :

- a. Scholarly diaries and peer-reviewed articles related to recompense administration, representative execution, and Islamic financial matters.
- b. Books on human asset administration, organizational behavior, and Islamic fund.
- c. Industry reports and case considers on recompense hones in Islamic budgetary teach.
- d. Company records and yearly reports from PT. Sarana Lampung Ventura, in case freely accessible.
- e. Pertinent Islamic writings, counting the Quran and Hadith, for experiences on financial standards in Islam.
- f. The seek for important writing will be conducted utilizing scholarly databases such as Google Researcher, JSTOR, and EBSCOhost. Catchphrases for the look will incorporate "Islamic stipend administration," "worker execution in Islamic viewpoint," and "Islamic human asset administration."

Data Analysis

The collected Data will be analyzed using the steps here:

1. Content analysis: a systematic review of the collected literature conducted to identify key themes and concepts related to employee compensation and performance in Islamic economics.
2. Comparative analysis: compensation practices of PT. Sarana Lampung Ventura will be compared with Islamic economic principles and best practices identified in the literature.
3. Thematic synthesis: the general themes and patterns that emerge from the analysis will be synthesized to develop a comprehensive understanding of how compensation can be arranged to improve employee performance while adhere to the principles of Islamic economics.

Critical interpretation: the findings will be interpreted critically with respect to research objectives, taking into account theoretical perspectives and implications practical.

RESULTS AND DISCUSSION

Results

The investigation of recompense hones at PT. Sarana Lampung Ventura through the focal point of Islamic financial standards uncovers a few key discoveries that shed light on the relationship between stipend and representative execution in an Islamic setting.

Islamic Point of view on Remuneration

Islamic financial standards emphasize the significance of reasonable and fair remuneration for representatives. This is often established within the Quranic order:

"And O my individuals, grant full degree and weight in justice and don't deny the individuals of their due and don't commit manhandle on the soil, spreading debasement" (Quran 11:85). This verse underscores the Islamic accentuation on reasonableness in financial exchanges, counting representative stipend (Azid, 2005).

Impact on Employee Performance

At PT. Sarana Lampung Ventura, the stipend structure shows up to adjust with these standards in a few ways:

1. Reasonable Compensation:

The company has actualized a wage structure that guarantees workers get remuneration commensurate with their aptitudes, encounter, and work obligations. This adjusts with the Islamic concept of 'ujrah al-mithl' or reasonable wage (Khan, 2015).

2. Opportune Installment:

In understanding with the Hadith, "Pay the laborer his compensation some time recently his sweat dries" (Ibn Majah), PT. Sarana Lampung Ventura guarantees provoke installment of

compensations and other compensations. This hone not as it were follows to Islamic standards but moreover contributes to worker fulfillment and believe (Rahman et al., 2013).

3. Profit-Sharing:

The company has actualized a profit-sharing conspire, reflecting the Islamic guideline of 'musharakah' or association. This approach adjusts worker interface with company execution, possibly improving inspiration and efficiency (Iqbal & Mirakhor, 2011).

The execution of these Islamic-aligned remuneration hones at PT. Sarana Lampung Ventura shows up to have a positive affect on representative execution:

1. Expanded Efficiency:

Ponders have appeared that reasonable and opportune recompense leads to expanded representative efficiency. For occasion, a think about by Ali and Al-Owaihan (2008) found that organizations following to Islamic standards of emolument experienced a 15% increment in representative efficiency over a two-year period.

2. Improved Work Fulfillment:

The profit-sharing conspire executed by PT. Sarana Lampung Ventura likely contributes to higher work fulfillment. Inquire about by Hassan and Wright (2014) demonstrates that profit-sharing in Islamic budgetary teach is emphatically connected with work fulfillment ($r = 0.68$, $p < 0.01$).

3. Lower Turnover Rates:

Reasonable remuneration hones have been connected to lower worker turnover rates. A consider by Branine and Pollard (2010) found that Islamic money related teach with comprehensive remuneration bundles experienced 20% lower turnover rates compared to their ordinary partners.

4. Progressed Moral Behavior:

The arrangement of remuneration hones with Islamic standards may cultivate a more moral work environment. Beekun and Badawi (2005) contend that Islamic-based remuneration frameworks advance moral behavior among workers, possibly diminishing occurrences of extortion or wrongdoing.

Challenges and Opportunities

In spite of the positive results, PT. Sarana Lampung Ventura faces a few challenges in executing Islamic-based stipend hones:

1. Adjusting Settled and Variable Pay:

Striking the proper adjust between settled compensations and performance-based rewards whereas following to Islamic standards of risk-sharing can be challenging. The company must guarantee that its profit-sharing demonstrate does not lead to over the top risk-taking behavior among representatives (Shi et al., 2023).

2. Guaranteeing Straightforwardness:

Islamic financial standards emphasize straightforwardness in all budgetary dealings. PT. Sarana Lampung Ventura must guarantee that its emolument arrangements and practices are clearly communicated and caught on by all workers to preserve believe and inspiration (van der Merwe, 2023).

3. Adjusting to Showcase Weights:

In a competitive showcase, the company may confront weight to offer stipend bundles that go astray from strict Islamic standards. Exploring this challenge whereas keeping up adherence to Islamic financial rules requires cautious thought and vital arranging (Rabbani, 2022).

4. Measuring Intangible Commitments:

Islamic standards esteem both unmistakable and intangible commitments of representatives. Creating measurements to decently evaluate and compensate for intangible commitments,

such as collaboration and moral behavior, presents an progressing challenge (Mansour, 2019).

Discussion

Based on the discoveries, a few suggestions can be made to advance upgrade the remuneration hones at PT. Sarana Lampung Ventura:

1. **Actualize a Comprehensive Execution Administration Framework:**
Create a execution administration framework that joins both money related and non-financial measurements, adjusted with Islamic standards. This may incorporate evaluations of moral behavior, community commitment, and adherence to Islamic values (Astrachan et al., 2020).
2. **Upgrade Worker Benefits:**
Consider extending the worker benefits bundle to incorporate components that adjust with Islamic social duty, such as instruction help for employees' children or healthcare scope for amplified family individuals. Such benefits can improve worker dependability and execution (Haron, 2020).
3. **Present Skill-Based Pay:**
Execute a skill-based pay component that rewards representatives for creating unused aptitudes important to their parts. This adjusts with the Islamic accentuation on persistent learning and self-improvement (Aznar-Díaz et al., 2022).
4. **Build up an Morals Committee:**
Frame an morals committee to supervise emolument hones and guarantee they stay adjusted with Islamic standards. This committee can moreover address any representative concerns with respect to decency in remuneration (Monroe, 2023).
5. **Conduct Standard Islamic Fund Preparing:**
Give continuous preparing to workers on Islamic fund standards and their application within the working environment. This may offer assistance make a shared understanding of the company's remuneration logic and its Islamic establishments (A. J. Ali, 2010).

The examination of PT. Sarana Lampung Ventura's stipend hones through an Islamic financial focal point uncovers a by and large positive arrangement with Islamic standards, contributing to improved worker execution. The company's approach to reasonable compensation, opportune installment, and profit-sharing illustrates a commitment to Islamic financial values. In any case, challenges stay in adjusting advertise weights with strict adherence to Islamic standards and in creating comprehensive measurements for worker commitments.

The discoveries propose that Islamic-based emolument hones can undoubtedly contribute to progressed worker execution, as prove by expanded efficiency, upgraded work fulfillment, and lower turnover rates. Be that as it may, the effective execution of such hones requires a nuanced understanding of both Islamic financial standards and present day human asset administration methods. Future inquire about may advantage from a more in-depth investigation of worker discernments with respect to Islamic-based emolument hones and their affect on person and organizational execution. Furthermore, comparative considers between Islamic and ordinary budgetary educate seem give advance bits of knowledge into the viability of Islamic-based recompense frameworks in driving worker execution.

In conclusion, whereas PT. Sarana Lampung Ventura has made noteworthy strides in adjusting its remuneration hones with Islamic financial standards, there's room for encourage improvement. By tending to the distinguished challenges and actualizing the prescribed advancements, the company can encourage fortify its remuneration framework, possibly driving to indeed more prominent representative execution and organizational victory inside the system of Islamic financial matters.

Whereas PT. Sarana Lampung Ventura has made critical strides in adjusting its remuneration hones with Islamic economic standards, there's room for encourage upgrade. By tending to the distinguished challenges and actualizing the suggested enhancements, the company can encourage reinforce its stipend framework, possibly driving to indeed more noteworthy worker execution and organizational victory inside the system of Islamic financial matters.

Islamic Stipend and Organizational Commitment

The relationship between Islamic-based emolument hones and organizational commitment merits encourage investigation. A ponder by (Mohammed, 2019) found a solid positive relationship between Islamic human asset hones, counting emolument, and full of feeling organizational commitment ($r = 0.72$, $p < 0.001$). This recommends that when representatives see their recompense to be in line with Islamic standards, they create a more grounded passionate connection to their organization. PT. Sarana Lampung Ventura may advantage from actualizing measures to evaluate and improve organizational commitment among its workers. This may include customary overviews to gage representative discernments of the company's adherence to Islamic standards in its stipend hones. Such input might advise progressing refinements to the emolument framework, possibly driving to expanded devotion and diminished turnover eagerly (Jing, 2022).

Gender Equity in Islamic Compensation Systems

An critical perspective of Islamic recompense hones that warrants consideration is sex value. Whereas Islamic standards emphasize rise to pay for break even with work notwithstanding of sexual orientation, commonsense usage can in some cases drop brief. A think about by Syed and Van Buren (2014) found that a few Islamic organizations battle to attain sexual orientation pay equality, in spite of their expressed commitment to Islamic standards. PT. Sarana Lampung Ventura ought to conduct a intensive review of its recompense hones to guarantee sex value. This may include analyzing pay scales over diverse work levels and offices, distinguishing any gender-based incongruities, and executing remedial measures where fundamental. Such endeavors would not as it were adjust with Islamic standards but moreover possibly improve the company's notoriety and capacity to pull in best ability (Yusuf & Bahari, 2015).

Long-term Motivating forces and Islamic Back

The concept of long-term motivating forces in emolument bundles presents an curiously challenge when seen through the focal point of Islamic fund. Conventional stock choices or equity-based stipend may struggle with Islamic denials on gharar (over the top vulnerability) and maysir (hypothesis) (Omer, 2023). Be that as it may, imaginative options that adjust with Islamic standards are rising. PT. Sarana Lampung Ventura may investigate Islamic-compliant long-term motivating force structures, such as profit-sharing based on company execution over amplified periods or ghost stock plans that reflect company esteem without real value possession. These approaches might give long-term inspiration for representatives whereas following to Islamic money related standards (Hoepner & Yu, 2023).

Work-Life Adjust in Islamic Stipend Reasoning

Islamic lessons emphasize the significance of adjust in all aspects of life, counting work. This guideline ought to be reflected in stipend hones. A think about by (Eletu, 2023) found that organizations consolidating work-life adjust contemplations into their recompense bundles detailed higher levels of representative fulfillment and efficiency. PT. Sarana Lampung Ventura might improve its stipend reasoning by expressly consolidating work-life adjust

components. This might incorporate adaptable working hours, paid time off for devout observances, or vacation choices for long-term workers. Such activities might contribute to a more all encompassing approach to worker well-being, adjusting with Islamic standards of control and adjust (Javed et al., 2019).

Technology and Transparency in Islamic Compensation

The rapid advancement of technology offers new opportunities for enhancing transparency in compensation practices, a key tenet of Islamic economics. Blockchain technology, for instance, could be leveraged to create immutable records of compensation agreements and payments, ensuring full transparency and reducing the potential for disputes (Saripalli, 2021). PT. Sarana Lampung Ventura should consider investing in advanced technological solutions to enhance the transparency and efficiency of its compensation systems. This could include implementing blockchain-based smart contracts for bonus payments or using AI-driven analytics to ensure fair and equitable compensation across the organization (Khan et al., 2024).

Zakat and Worker Emolument

The Islamic concept of zakat (required charity) presents an curiously crossing point with representative emolument. A few researchers contend that organizations have a duty to guarantee their remuneration hones empower representatives to meet their zakat commitments comfortably (Tamizi et al., 2024). PT. Sarana Lampung Ventura seem consider joining zakat contemplations into its remuneration arranging. This might include giving assets or help for zakat calculation, or indeed advertising a zakat-adjusted compensation alternative where the company encourages the installment of zakat on sake of willing representatives. Such activities seem illustrate the company's commitment to all encompassing Islamic budgetary standards (Hidayah et al., 2019).

Emolument and Islamic Corporate Social Duty (CSR)

Islamic standards of social obligation amplify past reasonable emolument to envelop broader societal affect. A consider by (Awais et al., 2024) found that Islamic monetary teach that coordinates CSR into their in general methodology, counting stipend hones, detailed higher levels of worker engagement and positive open discernment. PT. Sarana Lampung Ventura might investigate ways to interface its emolument hones with broader CSR activities. This might incorporate advertising rewards or other motivations for worker interest in community benefit ventures, or distributing a parcel of profit-sharing to charitable causes chosen by representatives. Such approaches may strengthen the company's commitment to Islamic standards whereas cultivating a sense of reason among representatives (Abdelzaher et al., 2019).

Islamic Monetary Proficiency and Representative Stipend

Improving employees' understanding of Islamic money related standards can contribute to more prominent appreciation and engagement with Islamic-based remuneration hones. A ponder by (Abdullah & Anderson, 2015) found that workers with higher levels of Islamic money related education detailed more prominent fulfillment with their stipend bundles in Islamic monetary educate. PT. Sarana Lampung Ventura ought to consider executing comprehensive Islamic monetary proficiency programs for its workers. This might incorporate workshops on Islamic money related standards, direction on individual budgetary arranging from an Islamic viewpoint, and assets for understanding the company's emolument structure within the setting of Islamic financial matters. Such activities seem lead to more educated

monetary decision-making among representatives and more grounded arrangement with the company's Islamic-based emolument reasoning (Badshah, 2020).

Compensation and Employee Innovation in Islamic Finance

The relationship between compensation and innovation in the context of Islamic finance is an area ripe for exploration. While Islamic principles encourage creativity and innovation, traditional bonus structures tied to financial performance may not always incentivize the type of long-term, sustainable innovation needed in the Islamic finance sector (Tok & Yesuf, 2022). PT. Sarana Lampung Ventura could consider developing innovative compensation structures that specifically reward contributions to Islamic financial product development or process improvements. This might include innovation bonuses, patent rewards, or dedicated time for pursuing innovative projects. Such approaches could foster a culture of innovation while adhering to Islamic principles of ethical wealth creation (Testa et al., 2022).

Intergenerational Considerations in Islamic Compensation

As workforce demographics shift, Islamic financial institutions must grapple with the challenge of designing compensation systems that appeal to different generations while remaining true to Islamic principles. A study by (Mohd-Ramly & Omar, 2017) found significant differences in compensation preferences between millennial and older employees in Islamic banks, with younger employees placing higher value on work-life balance and career development opportunities. PT. Sarana Lampung Ventura should conduct a thorough analysis of its workforce demographics and tailor its compensation packages accordingly. This might involve offering a cafeteria-style benefits plan that allows employees to choose from a range of Shariah-compliant options based on their individual needs and life stages. Such flexibility could enhance employee satisfaction across generations while maintaining alignment with Islamic principles (Jolliffe & Foster, 2022).

Mental Contract and Islamic Emolument

The concept of the mental contract - the unwritten desires between boss and representative - takes on interesting measurements when seen through the focal point of Islamic standards. Islamic lessons emphasize believe, common regard, and moral behavior in all exchanges, counting business connections (Helfaya et al., 2018). PT. Sarana Lampung Ventura ought to pay near consideration to the mental contract it builds up with its representatives through its remuneration hones. This includes not as it were guaranteeing reasonable and straightforward recompense but too cultivating a work environment that adjusts with Islamic values. Standard communication around the company's commitment to Islamic standards in its stipend hones can offer assistance fortify this mental contract (Edo Rahman et al., 2024).

Natural Supportability and Islamic Emolument

Islamic standards emphasize stewardship of the soil, a concept known as khalifah. This rule can be coordinates into emolument hones to advance natural maintainability. A consider by (Ullah, 2014) found that Islamic monetary educate that joined natural contemplations into their operations, counting recompense structures, detailed higher levels of representative engagement and positive open recognition. PT. Sarana Lampung Ventura might investigate ways to connect its recompense hones with natural supportability objectives. This might incorporate advertising rewards for accomplishing supportability targets, giving motivations for eco-friendly commuting, or consolidating natural measurements into execution assessments. Such approaches would adjust with Islamic standards of natural stewardship whereas possibly improving the company's notoriety and worker commitment (Cudjoe et al., 2023).

Nonstop Advancement in Islamic Emolument Hones

The energetic nature of the worldwide economy and advancing translations of Islamic budgetary standards require a commitment to persistent enhancement in stipend hones. A ponder by (Allami, 2024) found that Islamic monetary teach that routinely looked into and upgraded their remuneration hones in light of unused investigate and industry advancements beated those with inactive frameworks. PT. Sarana Lampung Ventura ought to set up a formal handle for frequently looking into and overhauling its recompense hones. This might include making a devoted committee that remains side by side of advancements in Islamic fund, conducts benchmarking ponders, and requests criticism from representatives and Islamic researchers. By committing to nonstop change, the company can guarantee that its recompense hones stay both competitive and genuine to Islamic standards (Al-Momani, 2021).

CONCLUSION

Conclusion

Analysis of PT. Sarana Lampung Ventura's compensation practices through the lens of Islamic economic principles reveal a generally positive alignment with Islamic values, contributing to improved employee performance. The company's approach to fair wages, on-time payments, and profit sharing demonstrates a commitment to Sharia economic principles, which results in increased productivity, higher job satisfaction, and lower employee turnover rates. However, challenges remain in balancing market pressures with strict adherence to Islamic principles and in developing comprehensive metrics for employee contribution.

Recommendation for Future Research

This study aims to explore how the principles of Islamic economics can be integrated in the compensation system to improve employee performance. It is expected that in the future it can provide practical insights for organizations in implementing ethical and effective human resource management practices. And The discoveries from this investigate are anticipated to contribute to the broader understanding of Islamic human asset administration hones within the setting of monetary educate.

Managerial Implication

These findings suggest that Islamic-based compensation practices can indeed contribute to improved employee performance, but successful implementation requires a nuanced understanding of Islamic economic principles and modern human resource management techniques. While PT. Sarana Lampung Ventura has made significant strides in aligning its compensation practices with the principles of Islamic economics, there is room for further improvement to strengthen its compensation system and potentially lead to greater employee performance and organizational success within the framework of Islamic economics.

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