

Islamic persepective on Competence

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ISLAMIC PERSPECTIVE ON COMPETENCE TO INCREASING ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) WITH KNOWLEDGE SHARING BEHAVIOR AS A MODERATION VARIABLE OF SHARIA BANK EMPLOYEES IN THE BANGKA BELITUNG ISLANDS PROVINCE

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ABSTRACT

Islamic banking is available to meet the needs of people who need a secure and Islamic banking system, but unfortunately Islamic banks have not been able to compete with conventional banking. One of the causes of such incompetence is dependent on the quality factor of Human Resources. Sharia banking is expected to not only be able to perform the tasks and responsibilities that have been specified in its job description, but more than that, able to show extra roles that are not directly related to the level of compensation. Extra role is often called organizational Citizenship Behaviour (OCB). This study aims to know and analyse how the influence of Competence in the field of Sharia in increasing Organizational Citizenship Behaviour in Islamic perspective moderated by Knowledge Sharing Behaviour. The unit of analysis of this research is 7 sharia Banks in Bangka Belitung Islands Province while the observation unit is 280 employees of these banks. The results showed that there is a positive and significant influence of competence in the field of sharia to OCB and Knowledge Sharing Behaviour able to moderate the relationship between the Sharia Competence to OCB-Islamic perspective (OCB-IP).

Keywords: Sharia Competency, Knowledge Sharing Behavior-Islamic Perspective, OCB-Islamic Perspective.

INTRODUCTION

Based on the Global Islamic Financial Report (GIFR, 2014), the sharia banking industry in Indonesia is ranked seventh, while in 2011, Indonesia is in fourth down, meaning down three ranks after Iran, Malaysia and Saudi Arabia. If seen from several aspects in the calculation of index, such as the number of Sharia Banks, the amount of non-Islamic finance and the size of Islamic finance, it can be said that Islamic banking in Indonesia running on the spot has not even showed significant progress from 2 previous years.

The existence of sharia banking in Indonesia is a manifestation of the demand of the people who need an alternative banking system which in addition to providing healthy and safe banking/financial services, also fulfil the principles of sharia, but in general the development of

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