

Trust (Amanah) Competence

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ABSTRACT: This article aims to describe the relationship between the competence concept and the Islamic value of trust (amanah). Trust (amanah) competence is an ability of a person to incorporate a set of knowledge, skills, and trust based on the nature of integrity, sincerity, and responsibility, in order to obtain happiness and success. The new concept of competence requirement is expected to become the foundation for human resource development, so that competent professionals would avoid bad behavior and corruption. This study's contribution to the Resource-Based View Theory, particularly its emphasis on competence, is founded on knowledge and trustworthiness. This article demonstrates the significance of trust (amanah) as a prerequisite for competence, such that a person who is competent in any field would avoid engaging in unethical activity and corruption. Someone who is competent and trustworthy will conduct well and have high moral standards. This study contributes to the theory of Resource Based Theory, namely novelty and the development as well as the implementation of new ideas that are carried out within a certain period of time.

Keywords: competent, trust, trust competent

INTRODUCTION

Research by (Kasim et al., 2020) in Malaysia has led to a rise in cases of misbehavior, poor conduct, and corruption among civil servants, regardless of age, color, or religion. In contrast, government servants in Malaysia are qualified professionals. The study investigates and analyzes (from a qualitative standpoint) why such social and ethical issues (malpractices, poor behavior, and corruption) are so prevalent in Malaysia (Samsudin & Islam, 2015).

Similarly, corruption statistics in Indonesia indicate that qualified professionals are the most corrupt. In corruption cases processed by the Anti-Corruption Commission between 2004 and May 2020, the private sector was responsible for 297 corruption cases, followed by the The House of Representatives of the Republic of Indonesia with 257 corruption cases (Tempo.co.id, 2021). This information indicates that qualified professionals in the private sector in Indonesia and Malaysia commit corruption at the same rate. This raises issues and queries as to

why educated and qualified professionals exhibit poor behavior and corruption. Are HR's professional qualifications insufficient for employment in the organization?

Various studies have demonstrated that entrepreneurial competence has a major influence on a company's performance, as seen by greater flexibility and responsibility, higher employee morale, better quality, increased openness to new opportunities, and stronger customer loyalty (Cagney, 2015). The research, which was done in the United Arab Emirates and Dubai, indicates that competence might boost employee morale. To determine if entrepreneurial skill enhances employee morale, similar research must be conducted in other regions of the country. In addition, study conducted in Malaysia by (Atan & Mahmood, 2019) discovered that employee competency has contributed to organizational performance. The research conducted by (Atan & Mahmood, 2019) does not examine whether employee competency can improve employee behavior and morale. Therefore, it is vital to conduct study to determine whether the competency of human resources promotes morality and good behavior.

In Islamic teachings, in work a Muslim is not only required to have competence, but also must have the nature of trustworthiness. Trust is the main basis for carrying out activities both (special) worship and muamalah in serving Allah SWT by obeying His commands and prohibitions. With the nature of Trustworthiness, a Muslim will not only work professionally and use competence but also work honestly and responsibly. Someone who works with

full trust will work in earnest because he realizes that his responsibilities at work are not only in this world but also in the hereafter (Abdullah, 2014).

Several studies and theories on competence only explain competence in the form of knowledge, skills and attitudes related to the profession or work being handled, not yet covering and underlying religious values. Thus, this study aims to introduce and discuss competencies that are based on the value of Trust (Amanah).

Resource Based Theory

A company has a competitive advantage when it employs successful value generation strategies that competing companies do not employ (J. B. Barney, 1990). The organization has a sustained competitive advantage (SCA) if competitors are unable to figure out its strategy and replicate it (Miles, 2012).

Organizational SCA derives from valuable, precious, unique, and irreplaceable resources and skills that are under the organization's control (J. B. Barney, 1990). When resources help an organization execute initiatives that boost its efficiency and effectiveness, they are valuable. A business must be able to absorb and utilize its resources to achieve a lasting competitive advantage.

Company resources consist of all assets, capabilities, organizational processes, company qualities, information, and knowledge that can be managed by a company and enable it to comprehend and implement plans that improve its efficiency and effectiveness (J. Barney, 1991). In conventional strategic analysis, a company's resources are the strengths it can employ to

comprehend and implement its plan (J. B. Barney, 1990).

Moreover, according to (Grant, 1991), there are six primary categories of resources: financial, social, physical, human, technological, reputation, and organizational resources. A capability is the capacity of a resource team to perform some task or activity. While resources are a source of company capability, where capability is the main source of competitive advantage. However, the main element in the relationship between resources and capabilities (capabilities) is the ability of organizations to achieve cooperation and coordination within teams.

Company resources are classified into three categories: physical resources (tangible), human capital resources (human capital), and organizational capital resources. Physical capital resources include the physical technology used in the company, the company's plant and equipment, geographic location, and access to raw materials. Human capital resources (human capital) include training, experience, judgment, intelligence, relationships, and insights about individual managers and workers in a company. Organizational capital resources include the company's formal reporting structure, formal and informal planning, control, and coordination systems, as well as informal relationships between groups within the company and between the company and people in its environment (Ondeng et al., 2022).

Human capital resources (human capital) is the most important resource, because the relationship between resources and capabilities is very dependent on the extent to which the organization achieves cooperation and

forms a solid team. Cooperation and teams depend on the human capital of the organization, so the phrase "man behind the gun" is relevant.

Competency & Trustworthiness (Amanah Values)

According to (Spencer & Spencer, 1994) competence is the ability and skills acquired through training, and work and life experience. Meanwhile, according to (Cernuşca & Dima, 2007) competence is a criterion that underlies a person that leads to individual performance and career development. Furthermore, according to (Aiman et al., 2017), competency is a criterion that underlies a person that leads to individual performance and career development (Arifin, 2021)

Competency studies are contextual and vital for certain job positions. Different professions require different elements of competency to be included in a competency framework. Completely based on various expert opinions, Arifin describes the differences in Competent, Competence, Competency and Competencies depicted.

RESEARCH METHODOLOGY

The literature review is based on content analysis related to organizing, categorizing, and coding. The adopted literature analysis related to the research is shown in Table.

Aims	Identification of scientific publications with the themes: Resource Based Theory; Islamic Value
Scopes	Scopus; Google Scholar, PoP
Key word	"competent, trust, trust competent"
Inclusion criteria	Articles are taken from search and archive of articles related to the topic
Exclusion criteria	Articles published in English rather than other languages

RESULT AND DISCUSSION

The proposed trust (*amanah*) competence concept is an integration of the conventional concept of competence and Islamic values: Trust is expected that this new proposed idea becomes a solution for solving the problem phenomenon, namely the many competent professionals who behave poorly.

In the conventional concept of competence only discusses the three main components of competence, namely: Knowledge, Skills and Attitude. However, in the discussion of competence, attitudes have never been explained which originate from religious or religious values. Thus, a greater emphasis is placed on positive attitudes in general, such as discipline, teamwork, respect for friends, effective communication, etc. Attitude is not now influenced by religion or religious ideals. Therefore, professional competence does not include a belief in the reality of rewards, sins, the afterlife, or the Day of Judgment. So that they are more willing to engage in dishonesty and corruption..

A new idea called trust competence is proposed, conferring competency with fundamental values.

In order for the mandate to serve as the foundation for the knowledge and skill competence components. In the meantime, attitude is replaced by trust (honesty and responsibility in the hereafter), which includes good qualities such as discipline, cooperation, respect for friends, and communication, among others.

(Kasim et al., 2020) describe three components of trust, namely:

1. Individual Righteousness and Integrity. This component is substantially integrity.
2. Sincerity / Al Ikhlas in Performing Duties and Responsibilities. This component substantially means Sincerity and Responsibility.
3. Approaching Happiness and Success through Amanah Practice.

This component substantially means Happiness & Success. (Kasim et al., 2020). So the components of trust competence, namely:

1. Knowledge
2. Skill
3. Amanah :
 - a. Integrity
 - b. Sincerity
 - c. Responsibility

Trust Competence Concept Image is presented in Figure 3 as follows:

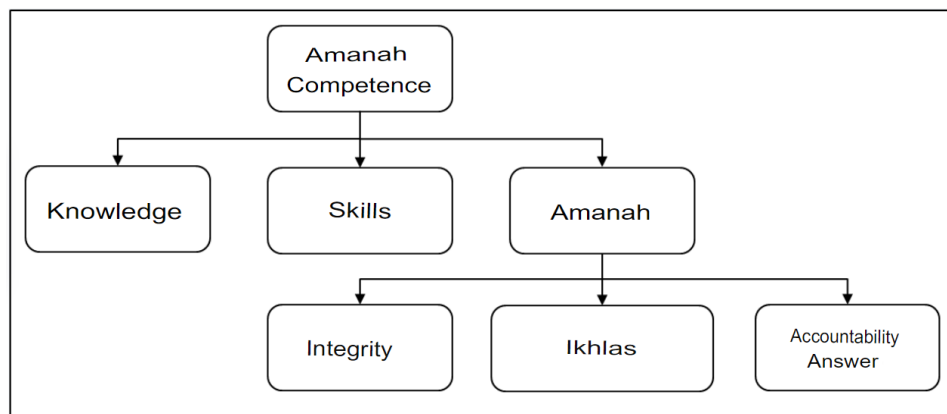


Figure 3. Trust (*amanah*) Competence Concept

Trust (*amanah*) Competence is a person's ability to accomplish happiness and success by utilizing a set of knowledge, skills, and trust based on the nature of integrity, sincerity, and responsibility.

Trust Competence

This article presents a new idea based on the integration of competence and *amanah* values. The concept of trust competence is the ability to accomplish happiness and success based on knowledge, expertise, and trustworthiness based on integrity, sincerity, and responsibility. This article demonstrates the significance of trust (*amanah*) as a prerequisite for competence, such that a person who is competent in any field would avoid engaging in unethical activity and corruption. Someone who is competent and trustworthy will conduct well and have high moral standards. This must be investigated using field study. The proposed concepts and models should contribute to the theory by bolstering the Resource-Based View Theory, which is influenced by Islamic values, most notably reliability.

CONCLUSION

This study contributes to the theory of Resource Based Theory, namely novelty and the development as well as the implementation of new ideas that are carried out within a certain period of time. The concept of trust competence values is to make overall changes to both existing components and systems. trust competence in an Islamic perspective is *Amanah*. This component substantially means Happiness & Success. (Kasim et al., 2020). So the components of trust competence, namely: Knowledge; Skill; Amanah (Integrity, Sincerity, Responsibility). There are some limitations such as empirical testing of the conceptual model and a review of the varied literature which may provide opportunities for future research.

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