


## Islamic Law Analysis About Eligibility Honorary Teacher Salaries in Perspective School of thought Syafi'i (Case Study of Dharma Bakti Education Foundation, Subdistrict Finished Regency Langkat)

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Article Info	ABSTRACT
<b>Keywords:</b> Salary, Honorary Teachers, Islamic Law, Syafi'i School of Law	Salary, wages are a form of appreciation given by employers to workers for the work that has been done. In increasing the participation of Tasu Teacher Professionalism as a worker, nowadays they also participate in family welfare, one of which is becoming a teacher. Provisions on wages and forms of protection of special rights are given to workers. This study aims to answer the questions that are the formulation of the problem, namely to find out about the Analysis of Islamic Law on the Eligibility of Honorary Teacher Salaries in the Perspective of the Syafi'I School of Law Case study of the Dharma Bakti Foundation, Selamat District, Langkat Regency. This study uses qualitative research, data collected by interviews, observation, then with descriptive analysis methods. The results of the study that researchers can get by adjusting and the views of the Syafi'i School of Law, the provision of salaries or wages at the Dharma Bakti Foundation is not appropriate because there is no certainty of the salary of the Honorary Teacher.
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### INTRODUCTION

Man is creation of God Almighty as caliph on earth with equipped reason thought For work in advance Earth. Human own difference Good in a way biological and spiritual needs is desire man will something goods and services that are desired the Can give satisfaction in form spiritual as well as physical purpose give adequacy For need his life. If it is related with need human, if majority need man Already fulfilled, then man the Can categorized prosperous human being.

Ambition all nation is become a developed country, including Indonesia, which is one of them. ideals his want to become a developed country. One of factor progress a country is nation from that country Alone quality from A nation is from education in the country. Developed countries others are very concerned education, then from That education is such a foundation important and is very much needed For produce intelligent nation as well as can reach the ideals that our country has always had want. So from that, the government mandates that its residents completed twelve educational programs year. Educator have role

important in facilitate achievement results education. Involvement directly the teacher is very decisive in the learning process (Maliki, 2023).

Teach is noble work. Islam highly values people who have knowledge and practice it as well as teach him to others. With teach, then a educator will get valuable experience at a time become charity good that can picked the results later day. Likewise, participants educate will get benefit from learning received. Tasks educator No only teach knowledge knowledge only, but also instill faith in soul participant educate, guide him to obey practicing religion and morals noble character (Amiruddin, 2020).

A Islamic religious educators must also own soul educator, master Islamic religious knowledge. In addition, religious teachers must nature friendly, patient, sincere, firm, fair in act, and so on. Requirements the nothing else for aims to ensure that educators in give learning No harm participant educate and not detrimental to religion. In No direct matter the show educators have a very big one to participant educate in realize objective Islamic religious learning. Man created by Allah SWT for always try in fulfil need his life, one of them is with Work.

The teacher has diverse tasks that are implemented in form devotion. Duties the covering field profession, field humanity and fields community. The teacher's duties as profession covering educate, teach and train. Educate means continue and develop values life and living. Teach means continue and develop knowledge knowledge and technology. While practice means develop skills in students.

The teacher's duties in field humanity is positioning himself as parents second. Where is he? must interesting sympathy and become an idol for his students. As for what is given or delivered by the teacher should can motivating his life especially in Study. When a teacher applies not enough interesting, then failure beginning will embedded in self students. In the relationship work, one party there are those as provider service benefit or the power that is called worker or laborer. The other side provides it the job is called employer For carry out One activity production with provision party worker or laborer get compensation wages.

Wages are right worker or workers who are accepted and declared in form of money as reward from employer or giver Work to worker or assigned workers or paid according to something agreement work. In Islam wages or reward known with term *ujrah*. Wages are also one of them means used by workers For increase his welfare (Abu, 2020).

Wages in literature jurisprudence called with *ajr* whose conditions has set such appearance so that wages become fair and unfair harm one parties, both employer and worker or workers, so that created welfare and not There is social inequality. The consequences that arise from existence provision This Because system wages worker or laborer must in accordance with provisions and norms that have been established. In reality often happen deviations - deviations from these provisions and norms so that appear the problem that started from injustice for workers or laborer to the wages he received (Abuddin, 2021).

Determination wages for workers or laborer must reflect justice. Considering aspect life so that in Islamic views on right worker or laborer in accept wages can come true with good, because wages is something obligation right for worker For get it and become obligation for those who employ power Work For pay it. Competent and skilled educators height is very important in create power competent and appropriate work with need a standardized country quality high. But hope That can hampered if Still there is various problems in the field education.

Efforts to obtain salary / wages from party another, one of them is a teacher who at that time This Lots is of interest to many people. Islam highly values teachers because teachers always related with science. One of the quality that must be owned a teacher is characteristic asceticism that is No prioritize material in his duties, but rather For expect the pleasure of Allah SWT alone.

A teacher is a person who gives knowledge knowledge to child educate. Teachers in view public is the person who carries it out education in places certain, no must be in an institution formal education. However matter That No means a teacher must living in poverty, because teachers have the right For get salary / wages from his services in teach.

One of the problems in the world of education is is gap between honorary teachers, this matter This seen from style life of honorary teachers whose lives Still said not enough adequate. How is the teacher a humanizing person? man given far pay more low than engineer. A more detailed comparison equivalent is among honorary teachers with civil servant teachers who have obligation as well as the same task but the nominal salary is very visible far away. Even though honorary teachers have role important in schools. Most honorary teachers in Indonesia still paid under regional minimum wage (UMR). Wages received by honorary teachers often No Enough For sufficient need life so that welfare owned become minimal. Injustice This resulting in honorary teachers trapped in circle poverty. In terms of This a teacher for sufficient daily life many are looking for work side job like open stall, open counter, etc.

Rights worker that is covering right For treated in a way Good or sufficient in environment work, rights on teacher welfare towards decent wages. Problems This arise and not let go from businessman or giver Work or party the school that exists treat victory, concerning determination wages work, Islamic law does not give detailed provisions in a way textual, good in provisions of the Qur'an and sunnah of the apostle. Islam also does not limit will somebody for search and obtain treasure in principle generally applicable namely halal and good.

Uncertainty low employment and income, limitations access to benefits and protection social problems are also experienced by honorary teachers especially at the Dharma Bakti Education Foundation, District finished Regency Langkat. no own equal rights with those of civil servant teachers, for example like guarantee pension, benefits health remember sometimes a number of from honorary teachers is someone whose age Already No Again

young, and guaranteed accident work. Injustice this is also what places risk finances and lack of protection moment face situation urgent and emergency (Salsabila, 2023).

## RESEARCH METHODS

Types of research This is study field ( *Field Research* ), namely study direct jump spaciousness For get information from data (Lexi, 2020)source. How Islamic Legal Views and Perspectives School of thought Syafii towards Honorary Teachers at the Dharma Bakti Education Foundation, Subdistrict Finished Regency Langkat.

Research location This conducted at the Dharma Bakti Foundation, District Finished Regency Langkat, because location This close together with with location writer so that easy obtaining research data (Yusuf, 2024). At the Dharma Bakti Foundation, the majority religious Islam both teachers and students at the Dharma Bakti Masik Foundation many honorary teachers who have not Get certainty or guarantee wages.

Researchers do study during not enough more more three month which is carried out in the month February to a i by April 2025 at the Dharma Bakti Foundation, District Finished Regency Langkat. One of the data source researchers do interview direct with Honorary Teachers For get all the data needed, and also carry out research within the Dharma Bakti Foundation environment for get data about Certainty and guarantees for honorary teachers at the Dharma Bakti Foundation.

## RESULTS AND DISCUSSION

Regency Langkat Sumatra north is provinces that have honorary teachers so Lots especially at the Dharma Bakti Education Foundation which has many honorary teachers have not own guarantee sufficient salary For fulfil need daily.

At the Dharma Bakti Foundation there are many have honorary teachers is power educators who are much needed For enlightening child nation, but what is really regrettable are the Honorary Teachers moment This Not yet get guarantee wages Especially Honorary Teachers at the Dharma Bakti Foundation, District Finished Regency Langkat.

### **The Concept of Wages in Islamic Law**

Wages also called wages. Salary is compensation in form of money paid in a way periodic, such as per month or per year Because somebody carry out not quite enough answer job. Salary often heard used by companies private or country to employee still them and paid in period time certain. Wages often heard used by companies to worker based on productivity they. Differences salary and wages only lies in its strength bond work and term time his acceptance (Eka, 2020).

Salary and wages interpreted the same, so that term payroll Already considered also includes wages. Determination wages for power Work must reflect justice, and consideration various aspect life, so that Islamic perspective about right power Work in accept wages more come true (Sa'diyah).

Wages given to somebody must comparable with activities that have been issued, it should also be enough beneficial for fulfillment need a reasonable life. Giving wages should based on contract agreement work. Because it will cause connection cooperation between worker.

original law of ljarah is permissible or may, namely if done in accordance with provisions set by Islam.

God bless you **قَالَتْ إِحْدَاهُمَا يَا أَبَتِ اسْتَأْجِرْهُ إِنَّ خَيْرَ**

Meaning : "One of them from second woman That said : "Yes, my father take it He as a person who works (for us ), because Truly the best person you are take For working (for us ) is a strong person Again can trustworthy ". (Surah Al- Qashash verse 26 ).

### **Eligibility Salary in the Perspective of Islamic Law**

Wages in Islam are compensation received a worker on benefit work that has been done with good and right, in form reward material and in form reward merit based the principles of al- 'adl and morals as well as paying attention to the humanity aspect. The determination through mechanism deliberation, market mechanisms and determined by the state, given in form something of value price (mal), good in the form of material and services, even in form clothes and food during valid based on habit society, as well as must paid as soon as possible possible and impossible postponed (Armansyah, 2013).

If agreed given according to a certain time period ( day / week / month ) then must handed over in accordance with the agreement that has been made. Because it is based on principle justice and morals so the limits is wages real that is between minimum and maximum wages with still notice need worker as well as ability company. Therefore That excess Islamic wages are related close with principle morality, as well as given based on principle justice and fairness that require capable fulfil need basic, education, and assurance the health of workers and their families in a way good and honorable in accordance prevailing customs, so wages No only limited to material ( dimensions worldly ) but breaking through the limits of life, namely dimensionless afterlife.

Islam strives For increase welfare society, so that business No just just chasing profit but For welfare citizens who are driven by passion togetherness and humanity. Entrepreneur ordered to treat worker like family one must do it alone filled all over his needs, because it is very emphasized is attitude ta'awun as well as No not harmed either harm other parties. This is driven understanding that need main underprivileged citizens or No capable become obligation all over society, including entrepreneurs.

### **The Position of Teachers in Islam**

According to perspective of Islamic Education, the teacher is someone who is capable become queen role model with internalize his knowledge in operate his obligations with good and true. Hadari Nawawi explained that the teacher is someone whose profession as teachers at institutions education certain For form maturity from every participant educate. Teachers are someone who carries very noble mandate from Allah SWT, for direct, educate and guide man. A teacher also becomes instruction for life humans, because can form man become more

good that always pious to Allah SWT, then from that, to be a guru will own position as well as higher degree tall specifically in perspective of Islamic Education. In addition, it becomes being a teacher is one of the acts of worship prescribed by Allah SWT (Iwan, 2020).

Teachers also as heir prophet (warathat al-anbiya) who has mission rahmat li al-'alamin (bringing grace for all over nature). A teacher must based on the concept amar Ma'ruf Nahi evil and the concept of inner monotheism spread mission faith, Islam, and ihsan, so that get happiness life, both the world and the afterlife. The teaching profession in Islam carries two missions at one time. time in a way simultaneously, the mission that is religious missions and missions knowledge knowledge.

A educator in operate religious missions must transfer Islamic or spiritual values to participant educate, so that Can carry out his life in accordance with Islamic law. Teachers in operate mission knowledge knowledge must transfer his knowledge in accordance with demands of the times, so that Can finish various current issues faced.

## CONCLUSION

Based on the research data above, researchers can conclude that teachers are very important figures for a country, teachers are language heroes and teachers are also figures of The intelligence of a nation without the figure of a teacher is meaningless. Ulama Syafii also believes that teachers are role models for a religion and a country. However, it is very unfortunate that currently, honorary teachers do not have a guaranteed monthly salary that is sufficient to meet family needs, even for teaching needs, it is not enough, especially teachers at the Dhrama Bakti Foundation in the District of Akhir Langkat Regency, who have not received a guaranteed salary, especially honorary teachers. Based on the above research researchers hope existence balance wages for honorary teachers, and suggestions from researchers government must follow take fair in matter This.

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