



Sharia Compliance Supervision Management at KSPPS BMT Alhikmah Semesta

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ABSTRACT

The importance of Sharia Compliance in the Sharia financial industry, with a focus on BMT Al Hikmah Semesta. Sharia Compliance supervision management at BMT is considered crucial to ensure compliance with sharia principles, where the Sharia Supervisory Board (DPS) plays an important role in overseeing this compliance. The strategy implemented by BMT Al Hikmah Semesta includes implementing a digital attendance system and establishing a Sharia Compliance Division. Although this article provides a valuable contribution to the understanding of Sharia compliance monitoring activities in the field of Sharia finance, there are several limitations in the research that need to be taken into account, such as weaknesses in the corporate governance of Islamic financial institutions that may affect the performance of these institutions. In this context, the Sharia Supervisory Board (DPS) at BMT Al Hikmah Semesta has an important role in enforcing sharia compliance, by providing fatwas, and recommendations regarding new products and services, as well as carrying out routine monitoring of operational activities. Management needs to increase support for DPS performance and provide education to employees to strengthen the culture of sharia compliance at BMT, so that it can increase effectiveness, maintain quality and increase members' trust in the sharia financial industry.

Pentingnya Kepatuhan Syariah dalam industri keuangan syariah, dengan fokus pada BMT Al Hikmah Semesta. Manajemen pengawasan Kepatuhan Syariah di BMT dinilai krusial untuk memastikan kepatuhan terhadap prinsip-prinsip syariah, di mana Dewan Pengawas Syariah (DPS) berperan penting dalam mengawasi kepatuhan tersebut. Strategi yang dilakukan oleh BMT Al Hikmah Semesta antara lain dengan menerapkan sistem absensi digital dan membentuk Divisi Kepatuhan Syariah. Meskipun artikel ini memberikan kontribusi yang berharga bagi pemahaman tentang kegiatan pengawasan kepatuhan syariah di bidang keuangan syariah, namun terdapat beberapa keterbatasan dalam penelitian yang perlu diperhatikan, seperti adanya kelemahan dalam tata kelola lembaga keuangan syariah yang dapat mempengaruhi kinerja lembaga tersebut. Dalam konteks ini, Dewan

Pengawas Syariah (DPS) di BMT Al Hikmah Semesta memiliki peran penting dalam menegakkan kepatuhan syariah, dengan memberikan fatwa, rekomendasi terkait produk dan layanan baru, serta melakukan pengawasan rutin terhadap kegiatan operasional. Manajemen perlu meningkatkan dukungan terhadap kinerja DPS dan memberikan edukasi kepada karyawan untuk memperkuat budaya kepatuhan syariah di BMT, sehingga dapat meningkatkan efektivitas, menjaga kualitas dan meningkatkan kepercayaan anggota terhadap industri keuangan syariah.

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Introduction

The emergence of weaknesses in the corporate governance of sharia financial institutions has attracted the attention of sharia economics and finance experts by revealing two important issues related to weaknesses in the governance of sharia financial institutions, including the issue of respect for sharia or sharia law. Because the level of sharia compliance of financial institutions and good corporate governance can influence the performance of sharia financial institutions. This is due to increasing awareness of sharia rules among the Muslim community. Therefore, apart from using conventional methods, the operations of sharia financial institutions must also be carried out by sharia objectives. The low level of compliance with sharia principles and good governance in sharia financial institutions is reflected in the large number of frauds that occur in the operations of the institutions themselves (Sry Lestari, 2020).

According to (Setiaji & Maula, 2024) DPS plays a key role in achieving Sharia compliance in Sharia financial institutions. Research shows that DPS functions as a body that monitors and supervises sharia compliance, as well as providing conceptual assistance and stimulants to improve sharia conformity in BMT activities. Meanwhile, according to (Rizkiyani et al., 2023) DPS is also involved in the development of BMT Al-Hikmah Semesta, especially in organizational aspects. BMT, which was initially only an informal social organization, then chose cooperatives as a legal entity to improve its legal form and organizational status. According to (Desta et al., 2022) said that the transformation of digital financial services in savings and loan cooperatives and found that the implementation of digital technology could increase operational efficiency, expand financial accessibility, and increase member satisfaction.

The purpose of this research is to analyze the management of sharia compliance supervision carried out by the Sharia Supervisory Board (DPS) in monitoring BMT Al-Hikmah Semesta's operational compliance with sharia provisions (Harahap Adrie Fachrezi, 2023). There are three indicators of sharia compliance: the first relates to bank operational performance that complies with Islamic sharia, the second relates to banking products and services that comply with Islamic sharia, and the last is the good implementation of the principle of profit sharing. From the above background, the research questions that arise include, what efforts are being made by BMT Al-

Hikmah Semesta to increase the efficiency of Sharia Compliance management, what are the mechanisms and procedures for monitoring Sharia compliance implemented by BMT Al-Hikmah Semesta (Hasanah et al., 2022)

The effectiveness of sharia compliance monitoring at BMT Al-Hikmah Semesta is thought to be influenced by three main factors. First, the availability of adequate resources for the Sharia Supervisory Board (DPS), such as budget allocation, facilities, access to information, and support from sharia expert resources. The more the DPS's needs for these resources are met, the more effective Sharia compliance monitoring can be carried out (Aroof & , Iwan Fakhrudin , Ani Kusbandiyah, 2023). Second, an effective reporting and coordination system between DPS and BMT management. The more structured and effective the reporting mechanism and collaboration between them, the faster and more precise the follow-up to DPS recommendations and directions regarding sharia compliance issues. Third, strengthening the culture of sharia compliance throughout the organization. The stronger the understanding and commitment of BMT employees towards the role of DPS, the higher their support and participation in the sharia supervision efforts carried out. These three hypotheses need to be verified through further research to identify the key factors that influence the effectiveness of sharia compliance monitoring management at BMT Al-Hikmah Semesta.

Literature Review

1. Supervision Management

According to (Angelliza Chantica et al., 2022) Management is the art of decision making, the art of human resource management, the art of marketing, and the art of financial management. This art is ancient and has been practiced and studied for thousands of years. According to (Harahap Adrie Fachrezi, 2023) Management is the art and science of managing the process of using people and other resources effectively to achieve certain goals. Meanwhile, according to (Maharani & Sungkono, 2023) Management, is the process of planning, organizing, directing supervising or controlling the work of an organization to achieve the goals that have been determined by the organization.

According to (Hasyim Sofyan Lahilote, Irwansyah, 2021), Supervision is the process of determining what work must be done, assessing the results, and making improvements if deviations occur. According to (Ekasari & Hartomo, 2019), Monitoring is defined as how an organization achieves effective and efficient operational performance, while supporting the organization's vision and mission. According to (Pikahulan, 2020) Monitoring means observing and controlling in various ways, such as direct observation of operational activities in the field, reading reports and other methods to detect whether there are problems in the implementation process, whether intentional or unintentional, with plans and programs that have been determined.

2. Sharia Compliance

According to (Iskandar et al., 2020) , Sharia Compliance is a form of financial institution compliance with sharia law. Sharia compliance includes implementing forms of risk management and creating risk management compliance in sharia banking. According to (Desta et al., 2022) sharia compliance, is compliance in fulfilling sharia values which is a differentiating aspect between conventional systems and sharia systems. Sharia Compliance in all capital handling activities of members of sharia financial institutions is very important in the business of sharia financial institutions. According to (Rizkiyani et al., 2023) Sharia compliance is the compliance of sharia financial institutions with sharia principles. Sharia compliance is compliance with the fatwa of the National Sharia Council (DSN) because DSN fatwa is the implementation of sharia rules and principles that must be obeyed in the field of sharia financial institutions.

Sharia Compliance Function in the Islamic Finance Industry

1. Measuring Performance: Sharia Compliance is used to measure the extent to which desired results are achieved.
2. Preventing Deviations: Sharia compliance allows Islamic financial institutions to predict unusual signs that may arise so that preventive measures can be taken.
3. Increasing Effectiveness: Sharia compliance is defined as how an organization achieves effective performance.
4. Reducing Failures: Sharia compliance is used to minimize errors, for example by ensuring that manufacturing operations are carried out according to operating plans and standards.
5. Maintaining Quality Sharia Compliance ensures that the products and services offered by sharia financial institutions meet sharia standards and do not contain elements of usury, gharar and maysir.
6. Increasing Member Trust: Sharia Compliance increases members' trust in Sharia financial institutions, because it ensures that Sharia financial institutions operate by Sharia law.
7. Integrating Sharia Values: Sharia Compliance integrates sharia values into sharia banking operations, thereby ensuring sharia financial institutions operate by sharia principles.

Method

This research method uses a qualitative approach with a case study model. This research aims to provide an in-depth understanding of , a qualitative approach selected certain phenomena or problems from the participant's perspective. Participants This research involves people who are directly involved with the phenomenon under study. The sampling technique is target sampling, or selection.

namely the selection of participants based on certain standards that are considered to provide rich information and are related to the research objectives.

Data collection was carried out through semi-structured interviews with informants. The resource person in this research is the chairman of the BMT Sharia Supervisory Board (DPS) Al Hikmah H. Sukahar, Lc., M.Pd.i who has carried out the mandate as Sharia Supervisor since 2015 together with 2 other DPS members who have expertise in banking and science. fiqh and DPS certified by MUI. Apart from that, an interview was conducted with the Human Resources Development (HRD) Department, Mr. Ah. Oge Iwang Sutyono, Ssi who monitors the implementation of discipline and sharia compliance by all employees at BMT Al Hikmah. Interviews were conducted to explore the source's understanding, viewpoints and experiences in depth regarding the problem being studied. Apart from that, data collection was also carried out through observation and review of relevant documentation. Data collection is also carried out through library surveys. Research is conducted solely on a written basis, including published and unpublished research.

The data analysis method uses descriptive analysis. Descriptive research is research that aims to collect information about existing symptoms, namely the condition of the symptoms at the time the research is carried out. Analysis, on the other hand, is an effort to search for and organize research data systematically and examine it to determine its significance in reviewing existing regulatory concepts for industry. non-bank sharia finance (IKNBS) in its current form is presented. After the data is collected, it is continued with analysis to solve the main problem.

Results And Discussion

The results of research regarding sharia supervision at KSPPS BMT Alhikmah Semesta show that the Sharia Supervisory Board (DPS) plays a key role in ensuring that all BMT operations and financial products comply with sharia principles. Based on supervisory or controlling management theory, effective supervision requires a clear structure, standardized procedures, and continuous evaluation. At KSPPS BMT Alhikmah Semesta, DPS has a solid structure with members who are competent in sharia law and banking. They are responsible for daily operational oversight, new product inspections, and internal audits. This supervision involves strict and systematic procedures, which include routine audits, monitoring and preparation of periodic reports.

Supervisory management theory suggests that effective supervision should include four main elements: setting standards, measuring performance, comparing performance to standards, and taking corrective action when necessary. At KSPPS BMT Alhikmah Semesta, DPS sets clear sharia standards for all products and services. Sharia audits are carried out regularly to measure operational performance against these standards. Audit results are compared with established sharia standards, and if violations or nonconformities are found, corrective action is taken immediately. This process ensures that all BMT activities remain by sharia principles.

Supervision carried out by DPS is also by controlling theory which emphasizes the importance of internal and external supervision. Internal supervision at KSPPS BMT Alhikmah Semesta involves internal audits carried out by DPS to ensure compliance with sharia principles in all operational aspects. In addition, external supervision is carried out in collaboration with other sharia supervisory institutions and following regulations set by sharia authorities. This combination of internal and external supervision increases accountability and transparency in BMT operations.

Results of interviews with the Head of DPS and BMT HRD management Alhikmah Semesta revealed that effective supervision requires a deep understanding of sharia principles and the ability to apply supervisory management theory in a sharia context. DPS at KSPPS BMT Alhikmah Semesta demonstrates this capability by providing continuous training to employees, adopting information technology to support the audit process, and adapting to changes in sharia regulations. Challenges faced in supervision, such as the complexity of sharia financial products and regulatory dynamics, can be overcome through a proactive and adaptive approach taken by DPS. This is in line with DSN's mission, namely monitoring sharia financial services so that they are in line with sharia regulations. Therefore, DSN establishes regulations in the form of guidelines by analyzing, formulating and exploring values sharia values and principles in the form of fatwas to serve as guidelines for trading activities and analysis of services and products at financial institutions sharia (Rachman et al., 2023).

Based on sharia compliance theory, compliance with sharia principles includes aspects such as usury-free transactions, fair distribution of profits, and transparency in business. Field observations show that KSPPS BMT Alhikmah Semesta has implemented these principles consistently. Financing products use sharia contracts such as murabahah, mudharabah and musyarakah. The results of the sharia audit conducted by DPS showed that no significant violations of sharia principles were found, indicating a high level of compliance. In addition, profit sharing is carried out based on a fair and transparent agreement between the parties to the transaction.

Table 1. Evidence of Sharia Compliance at BMT Al Hikmah Semesta

No	Sharia Compliance Aspects	Proof of Compliance	Information
1	Organizational structure	There is a DPS with members who are competent in sharia law and banking	DPS is responsible for operational supervision and financial products.
2	Products and Services	All financial products use sharia contracts (murabahah,	Every new product is evaluated and

		mudharabah, musyarakah).	approved by DPS before launch.
3	Routine Sharia Audit	Sharia audits are carried out on a scheduled, planned and periodic basis	The audit report showed no significant violations of sharia principles.
4	Operational Monitoring	Daily monitoring of operations is carried out to ensure sharia compliance.	Use of sharia compliance checklists in the monitoring process
5	Sharia Training	Regular training regarding sharia principles for employees, especially for new employees.	The training program is carried out every semester with an effectiveness evaluation.
6	Transparency and Accountability	Financial reports and sharia audit reports are published to members.	Reports are printed and distributed to members at each RAT
7	Profit Ratio Distribution	The profit sharing system is based on a fair agreement between the transacting parties.	Documentation of profit sharing agreements that are transparent and by sharia principles.
8	Management of Waqf, Zakat, Infaq and Alms	Zakat, infaq and alms funds are managed in accordance with sharia provisions and are registered as zakat amil institutions with Baznas	Periodic fund use reports are published and audited by DPS and LAZ Management
9	Legal Regulations and Compliance	Comply with regulations set by sharia authorities and supervisory	Always follow regulatory changes and update internal

		institutions.	policies according to the latest provisions.
10	Response to External audits	Follow up external audit findings with appropriate corrective actions.	Corrective action reports are presented to members at the annual meeting.

Source: Data obtained by researchers, 2024

From the sharia compliance table above, an analysis can be made that at KSPPS BMT Alhikmah Semesta shows that the sharia supervision structure at BMT is very strong, with a Sharia Supervisory Board (DPS) consisting of members who are competent in sharia law and banking. All financial products use sharia contracts such as murabahah, mudharabah, and musyarakah, and every new product is evaluated by DPS before being launched, ensuring compliance with sharia principles. Sharia audits are carried out with good management planning and supervision so that they have a clear plan and time. With results showing minimal violations, it reflects the effectiveness of internal supervision. Daily operational monitoring with a sharia compliance checklist ensures that all processes remain up to standard. Regular training for employees increases understanding and application of sharia principles in daily operations. Financial reports and sharia audits that are published and shared transparently increase accountability and member trust. The profit sharing system is implemented fairly and in accordance with sharia agreements, ensuring that all transactions are free from usury, gharar and maysir (Monika Ayu Lestari, Siti Nur Azizah, 2023). Management of zakat, infaq and alms funds is carried out in accordance with sharia provisions and audited by DPS, ensuring their use is appropriate and transparent.

Based on an interview with DPS BMT Al Hikmah, it was explained that DPS carries out direct monitoring of BMT activities such as attending management meetings and conducting inspections every 1 or 2 months at branch offices to ensure sharia compliance. The mechanism for monitoring and supervising sharia compliance is carried out by DPS by monitoring the products and contracts at BMT Al-Hikmah Semesta such as savings and financing products to ensure their conformity with sharia principles. Apart from that, DPS also provides provision and training to all employees including tellers, customer service, and even leaders from BMT Al Hikmah regarding the implementation of products and contracts in accordance with sharia principles. The technical reporting carried out is that all product transactions and contracts are reported periodically every 2 months by BMT management and BMT Al Hikmah HRD to DPS. Apart from that, technical matters and recording of all transactions have been carried out online through the cooperative management information system (SIMKO Al Hikmah Mobile) owned by BMT Al Hikmah. This

system covers all transactions starting from the type of transaction, the contract used, to the information on BMT Al Hikmah members.

This statement from DPS Al Hikmah was further strengthened by the presentation of an interview with HRD BMT Al Hikmah Semesta, Mr. Ah. Oge Iwang Sutiyono, Ssi, who stated that BMT Al Hikmah has a Sharia Supervisory Board (DPS) which is tasked with supervising and ensuring BMT operational compliance with sharia principles and has been certified by the MUI DPS. DPS is actively involved in the process of formulating BMT products, contracts and policies to ensure their conformity with Islamic law. DPS members also have a deep understanding of sharia economics and act as sharia advisors for BMT management. DPS carries out direct monitoring of BMT activities, such as attending management meetings and conducting inspections every 1 or 2 months at branch offices to ensure sharia compliance. DPS monitors the products at BMT Al Hikmah universe such as savings products, whether the financing is in accordance with sharia principles or not, DPS also does not hesitate to entrust it to the Auditor to record contracts for example, then it will be evaluated by the Sharia Supervisory Board. The Sharia Supervisory Board also provides provision and training to all employees at BMT Al Hikmah, including tellers, customer service and even management. The results of the interview are in line with the results of previous research conducted by (Azizah Surury & Hamdan Ainulyaqin, 2022).

BMT Al Hikmah We have also used a digital application service (SIMKO AL Hikmah Mobile) for all employees to carry out online attendance so that employees are always obedient and disciplined with the governance and regulations at BMT. BMT Al Hikmah applies sanctions to employees who do not comply with the established rules. Due to the habits of employees who are less Islamic or do not comply with sharia compliance, BMT Al Hikmah universe forces these employees to continue to comply with sharia compliance even though according to HRD BMT Al Hikmah universe sometimes there are employees who still find it difficult to comply with these rules. However, as a form of commitment before becoming an employee, Mr. Iwang as HRD did not hesitate to ask "do you really want to become an employee of BMT Al Hikmah or is it just a stepping stone," he said. Apart from that, BMT Al Hikmah Semesta also applies strict sanctions for employees who are proven to have violated established sharia rules and principles. Sanctions can take the form of a verbal warning, warning letter, salary deduction, or termination of employment, depending on the type and level of violation committed. This policy aims to build a strong culture of compliance at BMT Al Hikmah Semesta.

BMT Al Hikmah's efforts to enforce sharia compliance have produced positive results. BMT members show a high level of trust in the institution, because they feel confident that their funds and transactions are in accordance with Islamic principles. This is also in line with the results of research conducted by (Adi Astiti and Tarantang 2020). This member trust is reflected in loyalty and the increase in the number of members joining BMT Al Hikmah from year to year. According to Mr. Iwang's explanation as HRD of BMT Al Hikmah Semsta, all products at BMT are 100% compliant with sharia principles. In calculating profits, it is also calculated using the

agreed ratio and the calculation of this ratio is carried out directly by the Sharia Supervisory Board. In developing products and services, BMT Al Hikmah applies a strict process to ensure compliance with sharia principles (Nurul Fitriani et al., 2022). Every new product development plan will first go through review and approval from the Sharia Supervisory Board (DPS). DPS will conduct an in-depth study regarding the contract structure, transaction mechanisms, and legal aspects of the product. The following is the ratio table at BMT Al Hikmah Semesta.

Table 2. Evidence of Sharia Compliance at BMT Al Hikmah Semesta

No	Product	Ratio	Contract
1.	SiRela	11:89	Mudharabah
2.	Sirela Jemput Bola	11:89	Mudharabah
3.	SiSuqur	40:60	Mudharabah
4.	SiMasjid	13:87	Mudharabah
5.	SiUmma	45:55	Mudharabah
6.	Sitera	45:55	Mudharabah
7.	Siswa	75:25	Mudharabah
8.	Sisuka 6 Bulan	58:42	Mudharabah
9.	Sisuka 12 Bulan	80:20	Mudharabah

Source : Savings Product Profit KSPPS BMT Al Hikmah Semesta

Apart from pursuing profits, Islamic financial institutions are also required to apply sharia principles to their products and operations. Sharia principles in sharia financial institutions refer to the standards of "adl" (impartiality), "amanah" (trustworthiness), and "ihsan" (priority and primacy). Additionally, Islamic financial institutions are required to disclose all business activities in accordance with Sharia law. Sharia compliance in sharia banking services plays an important role because it is closely related to demand for sharia banking products and member satisfaction (Sarkasi Hadi Sugandi, Riduan Mas'ud, Sanurdi, 2023). Throughout the history of Islamic banking, compliance with sharia principles (Shariah compliance) has become an important factor for members. The existence of sharia banks is believed to have originated from the sensitivity of the Muslim community to carry out its financial activities based on the Al-Quran and Hadith. Therefore, it is necessary to ensure that all business activities of sharia financial institutions are carried out to eliminate doubts regarding sharia compliance.

Compliance with sharia law is also one of the fundamental aspects that differentiates traditional banks from sharia financial institutions. According to Regulation Number 13/2/PBI/2011 concerning the Implementation of Compliance in Commercial Banks, sharia compliance aims to ensure that policies and regulations are prudent and

comply with bank rules and regulations set out as a series of Bank Indonesia actions or steps Valid invitation rules and provisions (Iskandar et al., 2020). Implementation of sharia means that sharia financial institutions comply with and operate in accordance with sharia principles. This means that Islamic financial institutions comply with sharia regulations in their operations. Compliance with sharia by financial institutions embodies all sharia principles in all business activities. Compliance with Islamic law is part of the implementation of the risk management framework and reflects the compliance culture of Islamic banks in risk management.

According to Mr. Ah's explanation. Oge Iwang Sutyono, Ssi, One of BMT Al-Hikmah Semesta's efforts is to implement a digital employee attendance system. All employees are required to do attendance attendance via a special application that has been provided. This system not only makes the recording and monitoring process easier, but also builds employee awareness of the importance of discipline and compliance with applicable regulations. This system makes it easier for management to monitor employee attendance in real-time. Digitized attendance data allows leaders to access employee attendance information anytime and anywhere, thereby helping the decision-making process to be more effective. This system helps build employee awareness of the importance of discipline and compliance with applicable rules. Employees are aware that any tardiness or absence will be recorded in the system, thereby encouraging them to comply with the established work schedule. This is in line with sharia principles which emphasize individual responsibility and integrity. Digital attendance data can also be used to evaluate employee performance more objectively. Management can analyze attendance patterns, punctuality, and employee absenteeism levels in a certain period. This information can then be used as a basis for providing awards, promotions, or even sanctions for employees, in accordance with the applicable provisions at BMT Al-Hikmah Semesta.

As a sharia microfinance institution (LKMS), BMT Al-Hikmah Semesta has an obligation to ensure that all its business activities comply with the principles and rules of Islamic sharia. This is known as Sharia compliance, which is the main foundation for LKMS to carry out its operations in a reliable and sustainable manner. To realize this commitment, BMT Al-Hikmah Semesta has implemented comprehensive Sharia compliance monitoring mechanisms and procedures. BMT Al-Hikmah Semesta has formed a Sharia Supervisory Board (DPS) consisting of ulama and experts in the field of Islamic law. DPS is tasked with supervising and ensuring that all BMT products, services and business practices comply with sharia principles (Octasari et al., 2023). DPS also provides fatwas and recommendations regarding sharia compliance on a regular basis. BMT Al-Hikmah Semesta also formed a special work unit responsible for monitoring and evaluating the level of sharia compliance in all operational lines. This unit is known as the Sharia Compliance Division, which works independently to ensure that every activity, transaction and policy of BMT refers to applicable sharia provisions.

The analysis results show that the Sharia Supervisory Board (DPS) plays a very crucial role in ensuring sharia compliance at BMT Al-Hikmah Semesta. DPS is actively involved in the review and approval process for every new product or service that will be offered by BMT. This process is carried out to ensure that the products and services are truly in line with applicable sharia principles. Apart from that, DPS also carries out routine monitoring of BMT's daily operational activities. Through this monitoring, DPS can comprehensively verify that all BMT business activities have been carried out in accordance with sharia provisions. If DPS finds potential irregularities or issues related to sharia compliance, they will immediately provide a fatwa and recommendations to BMT management to take necessary corrective action. The responsive role of DPS in providing fatwas and recommendations to BMT management regarding identified sharia issues is an important part of BMT's internal supervision and control mechanism (Pikahulan 2020). Through this role, DPS can ensure that any problems or dilemmas related to sharia compliance aspects can be immediately evaluated and resolved appropriately. Thus, the active involvement of DPS in the process of reviewing products/services, monitoring operations, and providing fatwas and recommendations is the main pillar in ensuring that BMT Al-Hikmah Semesta always operates in accordance with applicable sharia principles. This proactive role of DPS is the key to maintaining the integrity and credibility of BMT as a trusted sharia financial institution.

Conclusion

This article highlights the importance of supervisory management of sharia compliance (Sharia Compliance) in the sharia financial industry, especially at BMT Al Hikmah Semesta. Sharia Compliance supervisory management at BMT Al Hikmah Semesta is considered crucial to ensure compliance with sharia principles, with the Sharia Supervisory Board (DPS) playing an important role in overseeing such compliance. From research regarding sharia supervision at KSPPS BMT Alhikmah Semesta, it shows that the Sharia Supervisory Board (DPS) has succeeded in carrying out its functions effectively in ensuring compliance with sharia principles. A strong organizational structure, the use of sharia contracts in all financial products, and routine sharia audits that show minimal violations are clear evidence of the success of this supervision. Daily monitoring and ongoing training for employees increases understanding and application of sharia principles in daily operations. Transparency in financial reports and sharia audits published to members confirms BMT's commitment to accountability and trust. A fair profit-sharing system and management of zakat, infaq and alms funds in accordance with sharia provisions ensures that all transactions are free from usury, gharar and maysir. Overall, the supervision carried out by implementing comprehensive and systematic supervisory management not only increases member trust but also supports positive financial performance and operational efficiency of BMT. This article also highlights the strategies implemented by BMT Al Hikmah Semesta, such as implementing a digital

attendance system and establishing discipline and Sharia Compliance, to ensure that all business activities comply with Islamic sharia principles.

This research still has several limitations, namely that this research focuses on one sharia financial institution, namely BMT Al Hikmah Semesta, so the generalization of the findings to other sharia financial institutions may be limited.

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