

Governance Competence in the Implementation of Independent Mosques in Medan Selayang District

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Received 28 March 2025 | Revised 25 April 2025 | Accepted 08 May 2025

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Abstract

The importance of competence in mosque management with management units carrying out management in terms of aspects of idarah, imarah and riayah, this is able to maintain optimal performance, to create an independent mosque. The aim of this research is to determine the influence of the competency dimensions of knowledge, skills and attitudes of mosque managers on the implementation of Independent Mosques in Medan Selayang District, both partially and simultaneously. The research method used is quantitative descriptive and verification carried out through data collection in the field. The analytical method used in this research is a quantitative method. Questionnaire data collection techniques, observation and documentation. The data analysis technique was carried out using multiple linear regression analysis with the hypothesis test, t test, f test and determination test. Research result Simultaneous and partial testing found an influence on knowledge, skills and attitudes towards the implementation of the Mandiri mosque in Medan Selayang District.

Keywords: Knowledge; Competency, Skills, Attitude, Independent Mosque

INTRODUCTION

The history of Islamic civilization in general, mosques are not only used as a place of means to carry out da'wah, but also as an institution for the development of Muslim economic resources. Mosque comes from the Arabic word "mosque" in the form of isim makan (description of the place) from the verb "sajada" (to have prostrated). Thus, etymologically "mosque" means "place of prostration", that is, a place of prostration to Allah swt. Islam strongly encourages Muslims to perform congregational prayers in mosques, such as fardlu prayers five times a day and night, 'Id prayers, and dead prayers. The mosque is a place where the call to prayer, iqamah, tasbih, tahmid, Qur'anic recitation, prayer recitation and so on are often recited (Suradi, 2021)

In the past, in the time of the Prophet PBUH, the mosque was the place for everything for the journey of da'wah. The mosque has a multifunction that concerns all of this for the benefit of the people. Both political, economic, social, cultural, and defense security issues are formed and developed from the Mosque. The Prophet PBUH created the Mosque as a place of learning, a place to develop war strategies, economic development, including receiving state guests. Every congregation in building a mosque is oriented to carry out da'wah and at the same time empower the economy of the congregation and the community around the mosque. This means that there is a great ideal about revitalizing the function of the Mosque as a forum for doing da'wah and empowering the people. (Dalmeri, 2014) (Ridhwan et al., 2019)

This great hope and ideals is something very histoist and in accordance with the context because in Islam the idea is the mosque is the main and most important pillar for the formation of an Islamic society. Therefore, the Muslim community will not be formed firmly and neatly unless there is a commitment to the Islamic belief system and order. This will not be found except in the Mosque. Building a mosque became the center of civilization. The center of economic change, the center of the welfare of the ummah is the obligatory law. The mosque is not only a center for worship activities for its worshippers, but the mosque is expected to become a center of social and economic activities for its worshippers. The concept of empowerment is important because it can provide a positive perspective

on the use of human resources through the empowerment of mosques for the welfare of the people. (Suradi, 2021)

The construction of a mosque is also a manifestation of faith and only believers are able to prosper the mosque. So, a mosque that is not prosperous and quiet reflects the faith of the people in its environment. Mosques are not only a place of worship and religious rituals, but also in religious guidance and empowerment of the people. In the history of Islamic civilization, mosques are also a means to carry out da'wah and the development of economic resources of Muslims. This concept is very urgent to be instilled in the community, especially the ta'mir/mosque administrators, so that this understanding does not dwell only on the physical improvements of the mosque, but also economic empowerment. (Mutalib, 2023)

Building mosques to become the center of civilization, the center of economic change, the center of the welfare of the ummah is mandatory by law, but the problem now is that most mosques are built as clean as possible, but there are many poor people around. This is said to be the function of mosques today, generally only positioning mosques as a means of worship and da'wah, such as a means of prayer and a place of recitation or religious lectures. This function is seen as not optimal because it has not functioned the mosque as a means of developing Muslim civilization. On the other hand, rural communities or sub-districts consist of various religions. The village/sub-district population is not only Muslims, but also consists of Christians or Hindus and Buddhists. This plurality is a problem to function the mosque as a center of social activities. The mosque only functions as a means of worship and study. Community activities are generally carried out outside the mosque. (Ag, 2016)

Therefore, it is hoped that the competence of governance skills in realizing an independent mosque can function as a center for worship and da'wah activities as well as a center for community development and a center of civilization, especially for Muslims. Mosque Independence is a development program in the city of Medan, namely the Independent Mosque. The Independent Mosque program encourages the community to realize the Mosque not only as a place of worship, but as a place of civilization for the people such as educational, social and economic development. This is important to restore the function of the Mosque as it was in the time of the Prophet PBUH. The management of mosques in the early days of Islam was carried out by the Prophet PBUH. Beliau became the manager of the Quba mosque and the Prophet's mosque.

Nowadays the management of the mosque is led by a Mosque Nazir, while the management of the mosque is called "Idaroh Mosque" Broadly speaking, the Idaroh mosque consists of two parts, namely: Idaroh Maddy or (Physical Management) is the management of the field of physical administration, namely the financial sector, building construction, mosque facilities and infrastructure, order, cleanliness, and the beauty of the mosque environment. Idaroh Ruhiy or (Functional Management) is related to the management of mosques in their function as a center for the development of the ummah. This section concerns the management of the implementation of worship, education and da'wah, ukhuwah Islamiyah, management of community development such as fostering socio-economic and cultural aspects of the community. In terms of organizational structure, mosque management can be divided into three parts, namely: Idaroh (Managerial), Imaroh (Development and Development), Ri'ayah (Maintenance) The organizational structure of mosque administrators consists of Protectors, Advisors and daily administrators. (Ag, 2016) (Alwi, 2015)

Management in the Grand Mosque with the existence of management units that carry out management in terms of aspects of blood, imarah, and leiyah, this is able to maintain optimal implementation, in other words in the form of the implementation of mosque management is maintained and can develop along with the new management. This is also a research concern in the management of mosques that have the competence to realize independent mosques. The concept of an Independent Mosque requires a mosque to be able to meet all the needs of daily, monthly, and annual routine operational maintenance from business funds owned and managed by the mosque. These needs can include the expansion of the mosque area, infrastructure and operational costs to run the mosque program, such as the salary of mosque employees, electricity costs, cleanliness, and so on. That way, all infaq, zakat, and sodaqoh funds collected from the community can be fully used for service, empowerment, and implementation of da'wah activities. Indicators of mosques are said to be independent in the economic field, including, the existence of innovations and initiatives from mosque management, Problem solving internal and external problems, Optimization of human resources, natural resources, and buildings. (Amen et al., 2022)

Based on the importance of professional mosque management, there must be a study that studies it comprehensively, because currently there are still many mosques that are managed with poor management, so the author aims to write this journal article in order to find out the influence of the competency dimension of knowledge, skills and attitudes of mosque managers on the implementation of Independent Mosque in Medan Selayang District both partially and simultaneously. It is hoped that this article can be useful as an addition to insight and knowledge and can be a reference material for mosque management in managing its mosque professionally and can become an independent mosque.

METHOD

A method for a research is a tool in achieving a goal to solve a problem. Research methods are scientific ways to obtain data with specific purposes and uses. The research methods used are quantitative, descriptive, and verifiable which are carried out through data collection in the field. Population and Population Sample are the overall subjects of the study. In this study, the population is 56 mosques in Medan Selayang District. A sample of 30 mosques was taken as respondents for each mosque representing the fields of blood, imarah, and leiyah, so the sample was 90 respondents. Data collection can be done in a variety of settings, multiple sources and in a variety of ways. The data collection technique is primary data carried out by means of interviews, observations and documentation. Secondary data was carried out with books, journals and literature studies. The analysis method used in this study is a quantitative method using the SPSS program as a tool to test the data. And multiple regression analysis was used to analyze This study used multiple linear regression analysis, because this study was conducted to determine the influence of knowledge (X1), skills (X2) and attitude of mosque managers (X3) on the implementation of Independent Mosque (Y). Hypothesis tests are carried out by means of Partial tests, Simultaneous Tests, and Coefficient of Determination. (Sugiyono , 2013)

RESULTS and DISCUSSION

Result

Competency is a skill required by a person that is demonstrated by his attitude to consistently provide an adequate or high level of execution in a specific job function. Competency is the underlying characteristic of a person related to the effectiveness of the individual's performance in the job or the basic characteristics of the individual who has a causal or causal relationship with the criteria proposed, effective or excellent or superior performance in the workplace or in certain situations. The characteristics of the respondents in the research on Governance Competence in the Implementation of Independent Mosque in Medan Selayang District are based on the name of the mosque, education, and the management of the mosque. (Dessler & Gary, 2017)(Srivastava & Veuthzal , 2015)

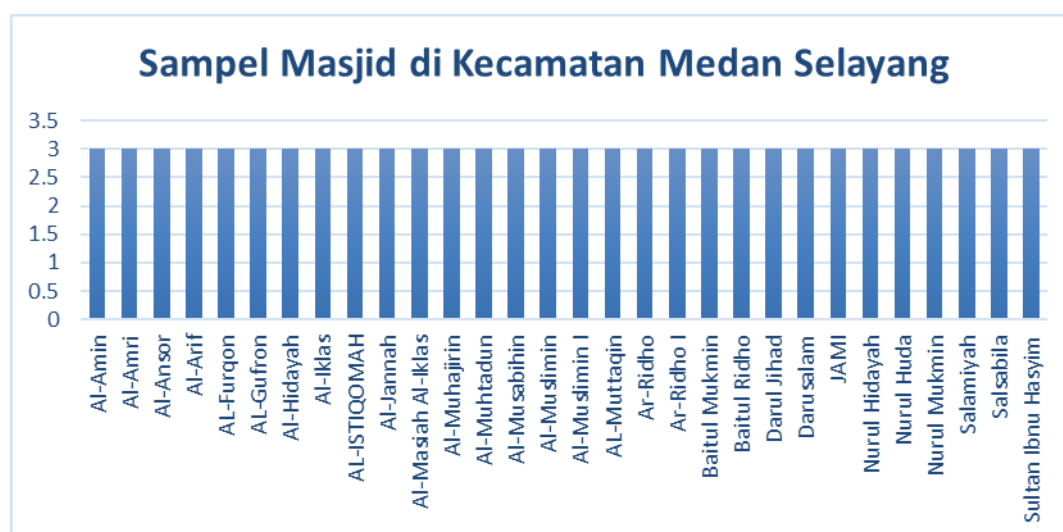


Figure 1. Sample Graph of Mosques in Research in Medan Selayang District

Based on the graph above, a research sample is presented taken from 30 mosques out of 58 mosques in Medan Selayang District. Of the 30 mosques sampled by research, 90 respondents were determined, which were taken from 3 mosque managers, namely the Idaroh (Managerial), Imaroh (Development and Development) Field, and Ri'ayah (Maintenance) Field.

The age of the respondents who manage the mosque in Medan Selayang District, the Idaroh (Managerial), the Imaroh (Development and Development), and the Ri'ayah (Maintenance) Field, are presented in the diagram below:

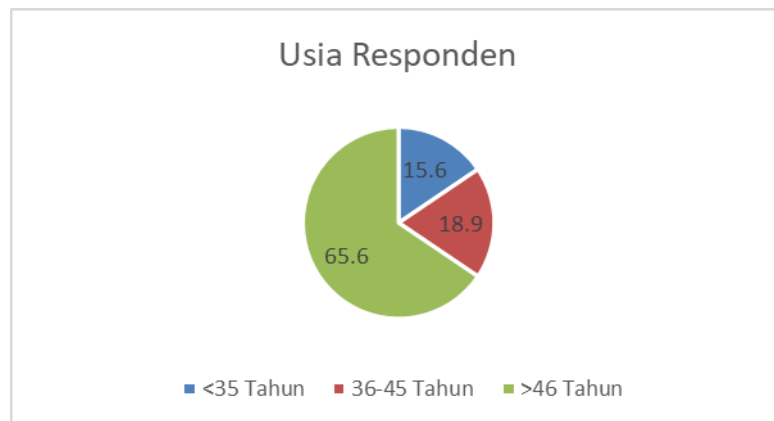


Figure 2. Respondent Characteristics Diagram Based on Respondent's Age

Based on the age of the respondents who manage mosques in Medan Selayang District, they have the age of 90 respondents, 65.6% of respondents are over 45 years old, 18.9% are 36-45 years old, and 15.6% are under 35 years old. It can be concluded that the majority of respondents are over 45 years old, according to the data of the findings of the respondent in the dominas after 50 years.

The characteristics of respondents based on education can be seen in the diagram below:

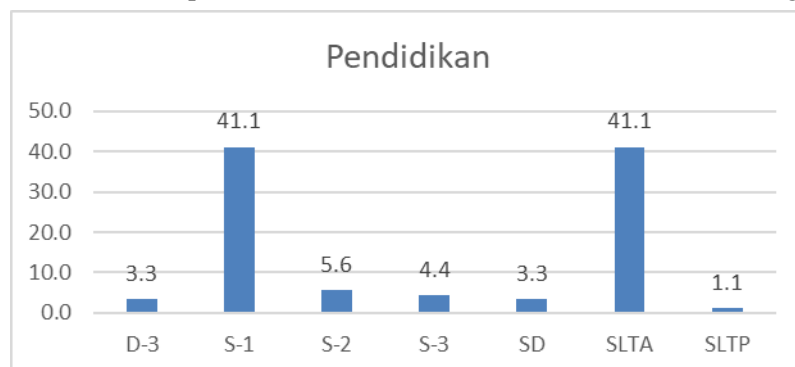


Figure 3. Graph of Respondent Characteristics Based on Age

Based on the graph above, the characteristics of respondents are based on the level of education where out of 90 respondents, 4 respondents (4.4%) have the highest level of education, namely S-3, 5 respondents (5.6%) with the level of education of S-2. 37 respondents (41.1%) with S-1 education, 3 respondents (3.3%) with Diploma education, 37 respondents (41.1%) with high school education, 1 respondent (1.1%) with junior high school education, and 3 respondents (3.3%) with elementary education. It can be concluded that the majority of respondents are educated, namely S-1 and high school equivalent.

Results of the Description of Research Variables

This study analyzes and determines Governance Competencies in the Implementation of Independent Mosques in Medan Selayang District, which has 4 variables, namely competence as seen from Knowledge (X1), Competence (X2), and Attitude (X3) which are dependent variables in this study, the independent variable, namely the Implementation of the Independent Mosque (Y). The results of the frequency distribution can be presented in the Graph below.

Knowledge (X1)

The respondents' knowledge related to independent mosques is seen from 10 questions that inform the level of knowledge of the respondents in mosque management which are presented in the table below:

Table 1. Variable Frequency Distribution of Knowledge

	Knowledge	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Good	27	30.0	30.0	30.0
	Pretty Good	38	42.2	42.2	72.2
	Bad	25	27.8	27.8	100.0
	Total	90	100.0	100.0	

Source: Results of Processed Data Researcher

Based on table 1 of the frequency distribution of knowledge variables, where out of 90 respondents, 27 respondents (30.0%) had good knowledge, 38 respondents (42.2%) had good knowledge, and 25 respondents (27.8%) had poor knowledge. It can be concluded that the majority of respondents have quite good knowledge and understanding related to the mosque of bathing, this can be seen from the level of education that the respondents have, and the lack of information obtained by the respondents of the independent mosque trekaiat.

Skills

Respondents' skills related to independent mosques, seen from the 10 questions that reported the skills of respondents in mosque management presented in the table below:

Table 2. Skill Variable Frequency Distribution

	Skills	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Good	29	32.2	32.2	32.2
	Pretty Good	50	55.6	55.6	87.8
	Bad	11	12.2	12.2	100.0
	Total	90	100.0	100.0	

Source : Results of Processed Data Researcher

Based on table 2 of the variable frequency distribution of the skills of managing mosques, where out of 90 respondents, 29 respondents (32.2%) had good skills, 50 respondents (55.6%) had good skills, and 11 respondents (12.2%) had poor skills. It can be concluded that the majority of respondents have skills related to mosques that are quite good, this can be seen from the knowledge that respondents have related to independent mosques which affects the respondents' skills in managing mosques to become independent mosques.

Attitude

The attitude of the respondents related to the independent mosque, seen from the 10 questions that reported the attitude of the respondents in the mosque management presented in the table below:

Table 3. Frequency Distribution of Attitude Variables

	Attitude	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Good	33	36.7	36.7	36.7
	Pretty Good	51	56.7	56.7	93.3
	Bad	6	6.7	6.7	100.0
	Total	90	100.0	100.0	

Source : Results of Processed Data Researcher

Based on table 3 above, the frequency is distributed based on attitude, where out of 90 respondents, 33 respondents (36.7%) found the mosque to be an independent mosque good, 51 respondents (56.7%) had a fairly good attitude, and 6 respondents (6.7%) had a bad attitude. It can be concluded that the majority of respondents have a pretty good attitude related to the mosque bathing, this can be seen from the knowledge and skills that the respondents have related to the independent mosque which affects the respondents' skills in managing the mosque to become an independent mosque.

Implementation of Independent Mosque

The implementation of the mosque, seen from the 10 questions that inform the level of implementation of the manidri mosque presented in the table below:

Table 4. Distribution of Frequency of Implementation of Independent Mosque

Implementation of Independent Mosque		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Good	33	36.7	36.7	36.7
	Pretty Good	41	45.6	45.6	82.2
	Bad	16	17.8	17.8	100.0
	Total	90	100.0	100.0	

Source : Results of Processed Data Researcher

Based on table 4 above related to the implementation of independent mosques in Medan Selayang District, Medan City, out of 30 mosques consisting of 90 respondents, 33 respondents (36.7%) stated that the implementation of the Independent Mosque was good, 41 respondents (45.6%) the implementation of the independent mosque was quite good, and 16 respondents (17.8%) the implementation of the independent mosque was not good. It can be concluded that the majority of the implementation of independent mosques in Medan Selayang District has been carried out quite well based on religious activities and the lack of economic empowerment programs in mosques in Medan Selayang District.

Multiple linear regression analysis was used to find out how much influence Knowledge (X1) and Skills (X2), and Attitude (X3) had on the Implementation of Independent Mosque (Y).

Discussion

Table 5. Multiple Linear Regression Analysis Coefficients^a

Type	Unstandardized Coefficients		Standardized Coefficients		T	Sig.
	B	Std. Error	Beta			
1 (Constant)	-1.304	1.316			-.991	.325
Knowledge (X1)	.527	.164	.493		3.212	.002
Skills (X2)	.174	.115	.168		2.508	.003
Attitude (X3)	.347	.117	.292		2.957	.004

a. Dependent Variable: Implementation of Independent Mosque (Y)

Based on table 4, the multiple linear regression equation is obtained as follows:

$$Y = -1.304 + 0.527X1 + 0.174X2 + 0.347X3$$

So the equation can be deduced:

1. Constant value = -1.304, this indicates the level of constant, where if the variables Knowledge (X1), Skills (X2), and Attitude (X3) are 0, then the value of the Independent Mosque Implementation variable (Y) will remain -1.304.
2. Knowledge variable (β_1) = 0.527 > 0. This shows that the Knowledge variable (X1) has a positive effect on the implementation of Independent Mosque in Medan Selayang District. If the Knowledge variable increases by one unit, then the implementation of the Independent Mosque increases by 0.527.
3. Skill Variable (β_2) = 0.174 > 0. This shows that the Skill variable (X2) has a positive effect on the implementation of the Independent Mosque. If the skill variable (X2) increases by one unit, then the implementation of the Independent Mosque in Medan Selayang District will also increase by 0.174.
4. Attitude variable (X3) (β_3) = 0.347 > 0. This shows that the Attitude variable (X3) has a positive effect on the implementation of the Independent Mosque. If the Attitude variable (X3) increases by one unit, then the implementation of Independent Mosque in Medan Selayang District will also increase by 0.347.

This test is performed to see if all the independent variables included in the model have a cohesive effect on the bound variables. This study has a sample number (n) of 90 and the number of parameters (k) of 4, so that $df_1 = k-1 = 4-1 = 3$; $df_2 = n-k = 90-4 = 86$ then at $\alpha = 0.05$ the Ftable of 3.093 is obtained.

Table 6. Simultaneous Significant Test (F-Test)

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Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	391.396	4	130.465	114.321	.000b
	Residual	85.591	86	1.141		
	Total	476.987	90			

a. Dependent Variable: Implementation of Independent Mosque (Y)

b. Predictors: (Constant), Attitude X3, Skill (X2), Knowledge (X1)

Based on Table 6,, it is known that the value of F is calculated as 114.321 and the value of Sig. is 0.000. It is known that the F value is calculated as $114,321 > F$ table is 3.093 and the Sig value is $0.000 < 0.05$. This shows that knowledge, skills, and abilities together or simultaneously have a significant effect on the implementation of the Independent Mosque.

Partial Significance Test (t-test)

**Table 7. Partial Significance Test (t-test)
Coefficients^a**

Type		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	-1.304	1.316			-.991	.325
	Knowledge (X1)	.527	.164	.493		3.212	.002
	Skills (X2)	.174	.115	.168		2.508	.003
	X3 Attitude	.347	.117	.292		2.957	.004

a. Dependent Variable: Implementation of Independent Mosque (Y)

This study has the number of samples (n) = 90, the number of parameters (k) = 4, $df = (n-k) = 90-4 = 86$, then at the error rate $\alpha = 0.05$, $t_{table} = 1.98$ is obtained. Based on table 4.15 it can be concluded that:

1. The Limiting Variable (X1) has a coefficient (β_1) = $0.527 > 0$ with a calculation of $(3.212) > t_{table}$ (1.98) and significant $(0.002) < 0.05$. Thus, the knowledge variable has a positive and significant effect on the implementation of the Independent Mosque. If the number of people increases, the implementation of the Independent Mosque will also increase significantly, and vice versa.
2. The skill variable (X2) has a coefficient (β_2) = $0.174 > 0$ with the Sig value of the skill variable being $0.136 < 0.05$ and t calculated $2.508 > t$ table 1.98. Thus, the skill variable has a positive and significant effect on the implementation of the Independent Mosque.
3. The Attitude variable (X3) has a coefficient (β_1) = $0.347 > 0$ with a calculation of $(2.957) > t_{table}$ (1.98) and significant $(0.004) < 0.05$. Thus, the Attitude variable has a positive and significant effect on the Implementation of Independent Mosques. If the attitude increases, the implementation of the Independent Mosque will also increase significantly, and vice versa.

CONCLUSION

Based on the results of the research that has been described, the conclusions in this study are as follows:

1. The results of multiple linear regression testing and partial testing had a positive and significant influence of knowledge on the implementation of Independent Mosque in Medan Selayang District.
2. The results of multiple linear regression testing and partial testing had a positive and significant influence of skills on the implementation of Independent Mosque in Medan Selayang District.
3. The results of multiple linear regression testing and partial testing had an influence on attitudes on the implementation of Independent Mosque in Medan Selayang District.
4. The results of the simultaneous test were calculated with an F value of 114.321 and a Sig. value of 0.000. It is known that the F value is calculated as $114,321 > F$ table is 3.093 and the Sig value is $0.000 < 0.05$. This shows that knowledge, skills, and sikap together or simultaneously have a significant effect on the implementation of the Mandir Mosque. The calculation value of the determination coefficient (R^2) results has an Adjusted R Square value of 0.821 which means 82.1 percent. This value can be interpreted as the variables of knowledge, skills, and attitudes to the implementation of the Independent Mosque in Medan Selayang District by 82.1%, while the remaining 16.9% is explained by variables or other factors.

Appreciation

This journal article would not have been completed without the help and support of the parties involved in the authorship of this journal. For this reason, we would like to thank the campus for contributing funds and ideas to this research, then we also thank the informants who we have been willing to interview for data sampling, and our greatest appreciation also to ourselves the writing team of this journal, namely, Muhammad Facran Haikal, Rhohis Kurniawan, and Aidil Zihad, who have tried their best to write this journal article. Hopefully this article can be useful in adding insight and knowledge to many people and be a reward for writers and readers.

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