

Analysis of Employee Welfare Issues at CV. Anugrah Bersama Cahaya Bookstore using the Perspective of Maqosid Syariah

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Abstract

Purpose: This study aims to determine the welfare of employees at CV bookstores. Anugrah Bersama Cahaya uses a Maqasid sharia perspective regarding Hifdz al-mal at the dharuriyat level which is researched from the problems that exist in bookstores by looking at the state of mind of employees in dealing with existing problems. and how employees deal with this influence on welfare.

Methodology: The research method uses Qualitative research was conducted using a descriptive approach. This research used interviews for data collection, and the interview process was carried out with four bookstore employees.

Results: There are several problems in bookstores, including delays in salary payments, which can occur when the company experiences a decline in sales. The company's purchases/spending is greater than its income, so the company experiences a decline in sales. Salary does not match the job; in the bookstore, the job does not match the salary because the company is in a developing stage. Excessive working hours can occur because the company is still in the developing stage.

Limitations: Employee welfare is important for companies because it can prevent employees from moving to other companies and increase motivation and work morale.

Contribution: Employee problems in bookstores, such as communicating with management regarding problems in the store, can still be resolved effectively.

Keywords: Welfare, Maqosid syariah, *Hifdz al-mal*

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1. Introduction

Companies and employees essentially need each other; employees are assets to the company because without human resources, the company cannot operate. Likewise, employees cannot support their livelihoods without a company as a place to earn a living and implement their own fields of expertise. Employees' well-being must be taken into account; they should not only be held accountable for their duties amidst various workloads. Similarly, employees should not only demand their rights while neglecting their work and responsibilities. However, there are still companies that pay little attention to their employees, leading to a loss of motivation, laziness, and a negative impression of their work results. To prevent undesirable actions by employees within a company or institution, it is the management's responsibility to meet employee demands by providing fair and wise welfare. All of this is done for the sake of creating employee well-being and the well-being of the company, thus resulting in a comfortable workplace. (Enggardini: 2020)

The importance of employee welfare is to retain employees so they do not move to other companies, to enhance motivation and work spirit, and to improve employees' loyalty to the company. To retain these

employees, comprehensive welfare or compensation should be provided. The welfare provided is very meaningful and beneficial for meeting the physical and mental needs of employees and their families. The efforts made to maintain and improve the physical and mental condition of employees in order to boost their work enthusiasm are through enhancing employee welfare, which is structured based on legal regulations, grounded in fairness and appropriateness, and guided by the company's capabilities.(Suyono: 2019)

Welfare is the complete compensation (material and non-material) provided by the company based on its policies. The goal is to maintain and improve the physical and mental condition of employees so that their productivity increases. Welfare can be seen as additional financial assistance to employees. Especially payments to those who are ill, aid for employee savings, stock distribution, insurance, hospital care, and retirement. A company is a group of people who work together formally to achieve certain goals. To achieve these goals, a company must combine its resources in a more efficient and effective way. In this way, the company will have the ability to continue its operations in a sustainable manner. Human resources is a term used to describe individuals who work for a company. (Fachrez, Prasetyo: 2024)

Every company strives to improve and develop itself through various efforts to enhance employee performance. However, in doing so, it is possible that the company overlooks the well-being of its employees, resulting in employees not working wholeheartedly, which ultimately leads to a decline in their performance levels. Simply put, the factors mentioned above will influence job satisfaction. Employees who feel satisfied or suited to their work consistently perform well, leading to an increase in their work performance. Meanwhile, there are employees who say that with high work performance, job satisfaction will indirectly increase as well. (Lestari: 2018)

The objectives of Sharia are an important concept in the study of Islamic law. The essence of Maqashid al-Shariah is to realize goodness while avoiding evil, to attract benefits and repel harm. Maqashid al-Shariah falls within the realm of *maslahah* (public interest) because the establishment of Islamic law must lead to the common good. Allah SWT, as the legislator who establishes the law, does not create laws and regulations arbitrarily. However, laws and regulations are created with specific purposes and intentions. Ibn Qayyim stated that the purpose of Sharia is to achieve five benefits for this world and the hereafter, which are to protect religion, protect life, protect intellect, protect lineage, and protect property. (Halima, Sudarti, Ikhsan: 2022)

One of the indicators in the issue of welfare that is taken is *hifz al-mal* (preserving wealth) at the level of necessities. Ownership of property for an individual can be obtained through various means. For example, from business, inheritance, working, and so on, and it is not permissible to rob, steal, and so forth. In this case, the author examines the issues at the bookstore CV. Anugrah Bersama Cahaya in Medan regarding delays in salary payments, salaries that do not match the work, and excessive working hours. CV. Anugrah Bersama Cahaya is a distributor of library books and operates in the procurement of books, whether for government agencies, private sectors, or individuals, with a total of 11 employees and employee salaries ranging from 1 to 2 million per month. In this case, there are no employee benefits because the company is not classified as a large enterprise.

This research aims to understand the well-being of employees at the bookstore CV. Anugrah Bersama Cahaya using the perspective of Maqasid Shariah regarding *Hifdz al-mal*, which is examined through the issues present at the bookstore CV. Anugrah Bersama Cahaya by observing the mindset of employees in facing the existing problems. And how do employees face this, and does it affect their well-being.

The delay in salary payments, amidst the ever-evolving dynamics of the business world, makes maintaining organizational stability and employee welfare an increasingly complex task. One of the main challenges that can disrupt this harmony is delays in the payroll process. The delay in salary payments not only affects the financial aspect of employees but can also undermine trust, motivation, and productivity in the workplace. (Erawati, Making: 2023)

Then there is the issue of salaries that do not match the work; salary is one of the other factors that can influence someone to change jobs. On the other hand, a salary that is perceived as insufficient is also one of the most common reasons someone gives when resigning from their job. To that end, determining employee salaries requires rational consideration. Determining employee salaries can indeed lead to pros and cons among other employees. (Sari, Citra, Sanjaya: 2022)

In addition, excessive working hours that do not align with the initial agreement can also be a reason why employees choose to resign. Usually, companies extend working hours without seeking an agreement with their employees. Therefore, for employees who feel uncomfortable with this, the only option is to resign. Excessive working hours like this can also make employees more susceptible to stress and fatigue, leading many employees to feel uneasy about it (Afilia, Santosa: 2023).

To enhance the company's extension, particularly for employees at CV. Anugrah Bersama Cahaya, and to improve employee welfare, the researcher acts as an expert and community servant. By examining the issues above, the author conducts further research through an article with the research topic "Analysis of Employee Welfare Problems at the Bookstore CV. Anugrah Bersama Cahaya Using the Perspective of *Maqasid Shariah*."

2. Theoretical Review

2.1 Welfare in Islamic Economics

Islam is a religion that brings mercy to the worlds, and the main objective of Islamic law is to realize the welfare of humanity, both in this world and in the hereafter. Al-Syatibi in al-Muwafaqt emphasizes that "It is known that Islamic law is enacted or legislated to realize the absolute welfare of creatures." In another expression, Yusuf al-Qardawi states that "Wherever there is welfare, there is the law of Allah." Both expressions clearly illustrate the close relationship between Islamic Sharia and public welfare. Islamic economics, which is a part of Islamic law, certainly aims to align with the main objectives of Islamic law. The main objective of Islamic economics is to realize human goals in achieving happiness and well-being in this world and the hereafter (falah), as well as a good and honorable life. (al-hayah al-tayyibah). This is the definition of welfare from an Islamic perspective, which is fundamentally different from the understanding of welfare in secular and materialistic conventional economics (Fadlan: 2019).

Islam places great emphasis on welfare. Therefore, the reason why a person must engage in economic activities is solely to meet their needs and to ensure the well-being of themselves and those they are responsible for. (Wahab Abdul: 2020). Allah Himself has guaranteed well-being for His servants and living creatures, as mentioned in Surah Hud, verse 6.

وَمَا مِنْ دَابَّةٍ فِي الْأَرْضِ إِلَّا عَلَى اللَّهِ رِزْقُهَا وَيَعْلَمُ مُسْتَقَرَّهَا وَمُسْتَوْدَعَهَا كُلٌّ فِي كِتَابٍ مُبِينٍ

"And there is no creature on earth but that its provision is guaranteed by Allah." "He knows their dwelling places and their storage places. All of it is written in the Clear Book (Lauh Mahfuzh)." However, that assurance is not given without effort, as Allah has explained in Surah Ar-Ra'd, verse 11.

لَهُ مُعَقِّبَاتٌ مِنْ بَيْنِ يَدَيْهِ وَمِنْ خَلْفِهِ يَحْفَظُونَهُ مِنْ أَمْرِ اللَّهِ إِنَّ اللَّهَ لَا يُغَيِّرُ مَا بِقَوْمٍ حَتَّى يُغَيِّرُوا مَا بِأَنْفُسِهِمْ وَإِذَا أَرَادَ اللَّهُ بِقَوْمٍ سُوءًا فَلَا مَرَدَّ لَهُ وَمَا لَهُمْ مِنْ دُونِهِ مِنْ وَالٍ

"For him (humans), there are angels who always guard him in turns, from the front and behind." They guard it at God's command. "Indeed, Allah will not change the condition of a people until they change what is in themselves. And when Allah intends evil for a people, there is no way to avert it, and they have no protector other than Him." In the Indonesian Dictionary, "sejahtera" means safe, peaceful, prosperous, and secure. Badawi (1982:445) explains that welfare is a condition that requires the fulfillment of basic needs for individuals or groups, including food, education, and health. Welfare is a

very complex issue. The reality of low levels of welfare has been felt by many people, even though as we know, Indonesia's natural resources are abundant (Gibran, Jaddang, Ardiansyah: 2021).

Al-Ghazali refers to well-being with the term (*al-mashlahah*), where humans cannot separate this well-being from the element of wealth, as wealth is one of the main components in fulfilling basic needs, namely clothing, food, and shelter. Welfare will be achieved if basic needs are met; welfare itself has several aspects that serve as its indicators. One of the indicators of well-being is the fulfillment of material needs. However, al-Ghazali emphasizes that wealth is merely a means to meet those needs, thus wealth is not the ultimate goal of humanity on this earth. Islam views that well-being is not merely the fulfillment of material needs, but also spiritual needs, with several indicators. The indicators of Islamic welfare are the fulfillment of the following needs: *Hifdz ad-din*, *Hifdz an-nafs*, *Hifdz al-aql*, *Hifdz an-Nasl*, *Hifdz al-mal* (Suardi: 2021)

2.2 Maqasid Shariah

The term *maqashid*, according to al-Afriqi, can be interpreted as a goal or several goals, while *sharia* is the path leading to the source of water as the source of life. In terms of terminology, *Sharia* refers to all the provisions of Allah that are prescribed for His servants, encompassing beliefs, ethics, worship, and social interactions. However, in subsequent developments, *Sharia* experienced a narrowing of meaning, which became limited to the laws governing the relationship between humans and their God, and the relationship between humans themselves (Sulaeman : 2018). The objectives of *Sharia* have actually existed since the verses of the Qur'an were revealed and the hadiths were proclaimed by the Prophet. This is because the objectives of *Sharia* fundamentally never depart from the texts; rather, they always accompany them. After the Prophet Muhammad (peace be upon him) passed away and revelation ceased, while life's issues continued to evolve, new problems emerged that had never occurred during the Prophet's time, demanding legal resolutions. Therefore, the companions sought guidance from the verses of the Qur'an and Hadith (Ramanda, Armayani, Dharma : 2023).

One of the basic things what is conveyed in the *maqashid sharia* is to take the middle path and not overdo it in applying it, because the thing you want to realize must refer to revelation or not is just the result of temporary thinking. Imam Al-Ghazali believes that the objectives of *Sharia* uphold five universal principles: religion, life, intellect, lineage, and property. These five principles are the factors that shape human basic needs, and it can be claimed that by fulfilling these five basic human needs, the objectives of *Sharia* can be achieved. When these basic needs are met, society is said to be prosperous and the economic system is considered successful (Taufikurohman, Ekawat, Devi: 2022). *Hifdz ad-din* Preserving religion is essential and fundamental for humanity, thus it is important to maintain its sustainability and benefits. The way to uphold religion is by fulfilling the laws in accordance with faith, worshipping sincerely, and behaving nobly. This must be carried out in order to achieve the well-being of life. The soul is also considered a primary necessity that must be safeguarded, so everything that is deemed a vessel for preserving mental well-being is obligatory, just like the need for food in maintaining the body, refraining from murder among humans, and so on. This obligation aims to preserve the existence of a human being as well as to realize security and tranquility in life (Sunarto, Afrida, Nurianti: 2022).

Hifdz an-nafs (Protecting the soul) refers to the protection of life, which means safeguarding human life or the preservation of the human race. To ensure the sustainability of the human race, Islam provides guidelines for individuals to consistently maintain and guarantee their livelihood through regulations regarding food, drink, clothing, and other aspects. And he forbids anything that can harm or abuse the soul. The right to life is not merely a tool for self-defense. This right should be directed towards creating a better quality of life for oneself and society. The way of life should be oriented towards improving the overall quality of human life, not just partially (Huda, Ahmad, Suhartini; 2022). *Hifdz al-aql*, Preservation of the intellect. The mind is a great blessing. Allah SWT granted it to distinguish between humans and other creatures; therefore, Allah SWT has legislated to safeguard it and encouraged its use to acquire knowledge. If one can protect it, Allah forbids anything that can damage or weaken the mind. Therefore, a punishment will be imposed on those who consume something that can erase the mind. And also the right to education. (hak mendapatkan pendidikan) Valuing the mind does not merely

mean keeping the mind's ability to avoid madness or intoxication. The orientation of mental care is the fulfillment of intellectual rights for every individual in society. This includes the occurrence of theft of someone's copyright, work, and creations. The protection of that matter falls into the category of safeguarding the intellect, ensuring security for intellectual works (Afridawati : 2019).

Hafidz An-Nasl. Islam guarantees human dignity by placing significant emphasis on it, which can be used to specialize in their human rights. This protection is reflected in the severe penalties imposed in cases of adultery, issues of destroying someone's honor, accusations of adultery, slander, inciting discord, spying, gossiping, and defaming. According to Ryabdonno, maintaining lineage includes the institution of marriage, maternity benefits, childbirth and breastfeeding, education for the child's future, and providing for orphans. Maintaining lineage and marrying legally through religion and the state is essential for preserving honor and descent. Islam places great importance on these matters because it is a religion that embodies mercy for all the worlds (Fauzi : 2023).

Hifdz al-mal, Preservation of wealth. Wealth is something that is needed for human life's necessities. In Islam, it is taught the proper and correct way to seek and manage wealth. Therefore, in the effort to seek wealth, it is prohibited to engage in deviant actions such as stealing, corruption, extravagance, and anything that contains elements contrary to Sharia. In relation to the maqasid al-shariah, preserving wealth here refers to tangible material wealth that can be used to meet the needs of physical life. the right to work (hak bekerja). Thus, everyone can taste the right to property in their lives to achieve a prosperous quality of life. Wealth is one of the reasons for survival. Therefore, the Sharia mandates the generation of wealth and the effort to acquire it, while deception and betrayal are prohibited. Similarly, it is important to prevent the tarnishing of trust and the dangers to oneself and others. (Jamal : 2019)

3. Research Methodology

This research was conducted using a qualitative research approach. Qualitative research is research that focuses on understanding aspects of a problem. According to Lexy J. Moeleong, qualitative research is research aimed at understanding the phenomena experienced by research subjects, such as behaviors, perceptions, motivations, actions, and so on. In a holistic manner and through descriptive language, within a specific natural context and by utilizing various natural methods. (Mamik: 2015). This research employs a descriptive qualitative approach as it outlines and describes the issues of employee welfare at the bookstore CV. Anugrah Bersama Cahaya in Medan from the perspective of maqasid sharia, based on existing data and results from interviews with informants, as well as data revealed in the field, to provide support for what is presented in the report.

In qualitative research, data validity methods are used to validate the research as well as to test the data obtained. This examination technique is one of the important elements in research. In this study, the validity of the data was examined through Credibility Testing. (credibility) In this study, the researcher will use the triangulation method, which according to (Sugiyono, 2007) is divided into three types: source triangulation, data collection technique triangulation, and time triangulation. This research employs source triangulation technique, where the application of this method can be achieved by comparing data obtained from direct observations with data obtained from interviews and documentation, namely data derived from direct observations alongside data in the form of documents and documentation, supported by relevant previous research and scientific journals.

The researchers began this study on 9 November 2023, and it is ongoing. Researchers use purposive sampling to identify parties deemed capable of providing information related to the data needed for the researchers to achieve their research objectives. (Iskandar, 2008). The informant is an employee of the bookstore CV. Anugrah Bersama Cahaya in Medan. In the bookstore, there are several divisions, namely the marketing division, administration, couriers, and employees who work in the store. In this research, the researcher interviewed 4 representatives from each division: first, Mr. Fajar Lubis; second, Abi Nasution; third, Zainul Lubis; and fourth, Mrs. Ita Pulungan.

4. Results And Discussion

Employee welfare is aimed at retaining employees so they do not move to other companies, enhancing motivation and work spirit, and improving employee loyalty towards the company. To maintain these employees, comprehensive welfare/compensation should be provided. The objectives of Sharia have five universal principles, namely religion, life, intellect, lineage, and property. In addressing the issues of employee welfare at the bookstore CV Anugrah Bersama Cahaya, the author uses the principle of *Hifdz al-mal* as a measure to describe it. This research aims to understand the well-being of employees at the bookstore CV. Anugrah Bersama Cahaya using the perspective of Maqasid Shariah regarding *Hifdz al-mal* at the level of *dharuriyat*. It examines the issues present at the bookstore CV. Anugrah Bersama Cahaya by looking at the mindset of employees in facing these challenges, and how employees cope with these issues and whether it affects their well-being. and three problems that the researcher will discuss, namely delays in salary payments, salaries that do not match the job and excessive working time using a maqosid sharia perspective, namely *Hifdz al-mal*.

4.1 Delay in salary payment

Delay in salary payment Salary is the right of workers received from employers in accordance with the employment agreement and job responsibilities. It is the company's responsibility to pay salaries on time. However, in reality, there are still some companies or employers that are late in paying salaries or even do not pay the salaries that workers are supposed to receive at all. The rules or regulations regarding employee salary payments are outlined in Law Number 13 of 2003 on Manpower ("Manpower Law"), which has been amended by Law Number 11 of 2020 on Job Creation ("Job Creation Law") in Article 88A paragraph. (3). This article states that "Employers are required to pay wages to workers/laborers in accordance with the agreement." This means that workers are required to receive salary payments from employers according to the agreement made by both parties, such as the agreement outlined in the employment contract. Here is the salary payment table for the year 2023 Salary payment.

The company has reasons for the delay in paying salaries to employees, as I interviewed one of the employees at CV Anugrah Bersama Cahaya, Mr. Fajar Lubis, who serves as a marketing officer at CV Anugrah Bersama Cahaya. He explained that the company usually announces delays if there are issues within the company. This can happen because the company is experiencing a decline in sales. Additionally, the company's purchases or expenditures are greater than its income, leading to a decrease in sales. If that happens, employees cannot expect much, other than waiting for the uncertainty of payday. Salary payments are consistently made every month, even if they are past the date set in the CV Anugrah Bersama Cahaya. And the information obtained from the informant.

The first informant, Mr. Fajar Lubis, as a marketing representative, stated that to prevent issues related to salary delays, the company ensures that cash flow is in a safe condition. This can help the company understand the financial condition of the business as well as monitor cash inflows and outflows. By understanding its financial condition, the company can identify earlier if there is a potential shortfall in funds for salary payments.

Then the second informant, Abi Nasution, as a courier, stated that one way to prevent the company from being late in paying salaries is by communicating with employees earlier. The company can provide a clear explanation regarding the delay in salary payments. This will help employees to create emergency financial plans due to delayed salary payments.

The third informant, Zainul Lubis, an employee working in the store, revealed that delayed salaries can lead to significant financial stress for employees. They may have obligations and regular expenses that need to be paid on time, such as monthly bills, rent, and other living costs. This delay can disrupt personal financial stability and cause anxiety for employees. Here is the evidence of the delay in salary payments over the course of a year:

Table for the year 2023

No	months	date
1	January	02-01-2023
2	February	02-02-2023
3	March	06-03-2023
4	April	10-04-2023
5	May	02-05-2023
6	June	05-06-2023
7	July	06-07-2023
8	August	05-08-2023
9	September	04-09-2023
10	October	02-10-2023
11	November	02-11-2023
12	December	02-12-2023

Employee salary payments coincide with the beginning of the month, specifically on the 2nd. From the table above, it can be seen that at the beginning of the month, salaries are paid on time. However, in March and April, there were delays in salary payments due to the company's financial instability. In May, salaries were paid on time again. As we entered June, July, August, and September, salary delays occurred for about 2 to 3 days due to a decline in company sales and ongoing financial instability. In October, November, and December, salary payments were made on time as the company began to operate smoothly and the finances stabilized. Employee welfare from the perspective of maqasid shariah in Hifdz al-mal at the level of dharuriyat, and how employees can maintain their welfare when there are delays in salary payments. Employees have prepared several measures to ensure their financial stability, as they are aware that delays in salary payments have frequently occurred over the past few months. They have set aside emergency funds to cope with these situations.

There is a study discussing delays in salary payments titled "Delays in Salary Payments and Financial Administration Orderliness and Financial Performance at the Cooperatives, Industry, and Trade Office of Lembata Regency." The results of the study conclude that salary delays have a negative and significant impact on the bottom line of the Cooperatives, Industry, and Trade Office of Lembata Regency. Furthermore, the research indicates that salary delays affect employee performance, highlighting that employee welfare is not yet guaranteed.(Erawati, Making: 2023)

Employee welfare from the perspective of maqasid sharia in Hifdz al-mal at the level of dharuriyat and how employees maintain their welfare by preparing for delayed salaries. Employees have prepared several measures to ensure their financial stability, as they are aware that delays in salary payments have frequently occurred over the past few months. They have set aside emergency funds in anticipation of such situations. To prevent such occurrences, it is necessary to take precautions in advance, as mentioned by the informant. This can be done by communicating early with employees or by ensuring that cash flow is in a safe condition. This can help the company understand its financial situation and monitor cash inflows and outflows. By knowing its financial condition, the company can identify earlier if there is a possibility of a shortfall in funds for salary payments. Thus, salary delays can be anticipated and prevented, ensuring that employees do not lose their work spirit and motivation.

4.2 Salary that does not match the job

A salary that does not match the job Receiving a salary that does not correspond to the effort put in is a painful experience. This will certainly lower work motivation and even affect performance in the company. A salary that does not match the job, salary is one of the factors that can influence someone to change jobs. Conversely, a salary that is perceived as insufficient is also one of the most common reasons someone gives when resigning from their job. To that end, determining employee salaries requires rational consideration. And the information obtained from the informant regarding that matter.

The first informant is Mr. Fajar Lubis, who works in marketing. He stated that the salary does not match the job because the company is still in the development stage, and therefore the budget is not sufficient to provide a decent salary. However, to address this situation, we can try to negotiate with the company. Negotiate what benefits you can receive from the company, aside from the salary that you are not satisfied with. Benefits in the form of facilities and resources that support your work. Like: laptop, stationery provided by the office.

Then the second informant, Mrs. Ita Pulungan, who works in the administration department, stated that, as mentioned earlier, one of the factors for salaries not aligning with efforts is the company's budget. However, alongside that, we have already agreed from the beginning on the salary that will be received later.

The third informant, Mr. Zainul Lubis, an employee at the store, stated that an excessive workload will affect the physical and mental condition of workers, especially when the salary does not match the effort. However, alongside that, the company still considers the employees' decision to raise their salaries, for example by explaining the actual conditions that are happening and politely stating that they feel dissatisfied with the salary they receive.

Here is the evidence of employee salary tables for the years 2022 and 2023.

Employee salary table 2022

No	Name	position	income
1	Ahmad fajar lubis	Marketing	Rp. 2.300.000
2	Abi Nasution	Karyawan/kurir	Rp. 1.500.000
3	Zainul Lubis	Karyawan	Rp. 1.500.000
4	Ita pulungan	Admin	Rp. 1.500.000

Employee salary table 2023

No	Name	position	income
1	Ahmad fajar lubis	Marketing	Rp. 2.600.000
2	Abi Nasution	Karyawan/kurir	Rp. 1.800.000
3	Zainul Lubis	Karyawan	Rp. 1.800.000
4	Ita pulungan	Admin	Rp. 2.000.000

From the table above, it can be seen that salaries from 2022 to 2023 have experienced growth. However, alongside the salary increase, the workload has also increased. The discrepancy between salary payments and employee workload occurred in the middle of 2022, around July to December, when the company received a large number of orders. As a result, many are working overtime and employees often travel out of town, while the salary remains the same with no increase. Due to numerous employee complaints, salaries will increase in 2023. It can be seen that the salary in October has increased, as the budget has stabilized and the company has developed and is running smoothly.

There is research that discusses work where workload affects work well-being. Where the creation of a balanced workload and good workload analysis will create, increase and maintain employee job satisfaction and results are something that is considered valuable obtained from work such as salary or wages, status, awards. This explains how the workload is proportional to the results obtained to achieve employee job satisfaction/well-being. (Dalena, Ali, Ediwarman: 2022)

Employee welfare from the perspective of maqasid sharia in *Hifdz al-mal* at the level of dharuriyat, and how employees can maintain their welfare stability, is through the mindset that even if their salary does not match their work, they continue to work while ensuring stability. This means that employees have prepared mentally and physically because, regardless of the circumstances, they must work to support their families. Receiving a salary that does not correspond to their workload is an unpleasant situation. This will lower work morale and even affect employee performance.

Therefore, many business owners offer various things to employees, which consist of a mix of percentage salary increases and periodic bonuses, such as compensation packages including benefits,

incentives, or wages. Some forms of income are either in cash or facilities received in exchange for the services provided by employees to the company. This allows companies to be flexible in rewarding employees when business conditions are good and to adjust variable costs to reduce expenses during difficult business times.

4.3 Excessive working hours

In Indonesia, there are regulations governing working hours, overtime, and overtime pay as outlined in several labor-related laws, namely: Law No. 13 of 2003 on Manpower (Labor Law), Law No. 11 of 2020 on Job Creation (Job Creation Law), and Government Regulation No. 35 of 2021 on Fixed-Term Employment Agreements, Outsourcing, Working Hours and Rest Periods, and Termination of Employment (PP 35/21). Long hours of excessive work can increase human error or work errors due to increased fatigue and reduced hours of sleep. Working hours for workers in the private sector are regulated in Law Number 13 of 2003 concerning Employment. These working hours have been regulated in two systems, namely 7 working hours in one day or 40 working hours in one week for 6 working days in one week. Or 8 working hours in one day or 40 working hours in 1 week for 5 working days in 1 week.

From the interview with the informant, Mr. Fajar Lubis, who is in marketing, stated that working beyond reasonable hours can lead to physical and mental exhaustion among employees. The lack of adequate break time can disrupt the balance of life and overall health. This will cause health problems such as fatigue, stress, and sleep disturbances. This can happen because the company is in a developmental stage, which often leads to working hours exceeding the standard work hours. However, in this case, it is not impossible that it could cause employees to lose their motivation to work. His intention in doing his work became half-hearted, and this had a negative impact on the company. Work hours should adhere to the designated limits to avoid problems for employees.

The second informant, Zainul Lubis, an employee at the store, stated that working beyond the regulated hours can disrupt the balance between work life and personal life. As an employee, I may have little time to rest, for example, to gather with my family, engage in personal activities, or maintain a balance in my social life. This can have a negative impact on personal relationships, emotional well-being, and overall life satisfaction. The third informant, Abi Nasution, as a courier, stated that excessive working hours can increase work errors due to heightened fatigue and reduced sleep hours. The impact felt includes experiencing aches and pains throughout the body, feeling tired before work, drowsiness, and miscommunication between the supervisor and the workers.

The operational working hours at CV. Anugrah Bersama Cahaya do not comply with the provisions of Law No. 13 of 2003 on Manpower. At CV. Anugrah Bersama Cahaya, the working hours are from 08:00 AM to 06:00 PM, totaling 10 hours of work, while the legal working hours according to the Labor Law are only 8 hours. This is what becomes a problem for employees, namely excessive working hours. However, when working overtime, being able to go home around 11:00 PM exceeds the working hour limit. However, on the other hand, company leaders usually provide food and overtime pay to their employees. And he works from Monday to Saturday.

There is research that discusses excessive working time. From the results of the research it can be concluded that workload partially has a positive effect on employee turnover intention at RSU ABC South Jakarta. workload distributed to each employee. The workload must be distributed according to the capacity of RSU ABC employees so that employees do not get tired quickly, both physically and mentally, which can cause employee turnover intention (Maulidah, Ali, Pangestuti: 2022). Employee welfare is very important for companies because this can increase employee loyalty and interest in the company, not only from salaries, employee welfare can also be done by companies providing sufficient work to employees without excessive workload or working time. Employee welfare at CV bookstore. Anugrah Bersama Cahaya, when viewed from existing data and the results of interviews given by informants, shows that the condition of employees when experiencing excessive working hours is that the employee's welfare condition is unstable and this affects the balance of their work and personal life

both from the marketing, administration, courier and employees who guard the shop, their welfare is not guaranteed and this has a big impact on work because many employees are tired and up to now the working hours are still the same and employee welfare is not guaranteed.

Working more than the set hours can disrupt health and, of course, have negative consequences for the work culture. If you're feeling confused about how to manage your time well while working, employees can try the following methods: Treat every moment as a valuable investment for the future, organize work time as effectively as possible, don't leave any time idle, avoid procrastinating tasks, get used to working efficiently but not in a rush, and conduct a daily evaluation of how we manage our time.

5. Conclusion

Based on the discussion results regarding the Analysis of Employee Welfare Issues at the CV. Anugrah Bersama Cahaya Bookstore using the Maqosid Syariah perspective, the author concludes as follows: Delays in salary payments are a problem for employees because the relationship between a worker and the company is based on salary. When salaries are often late, the relationship between the company and employees becomes strained and less harmonious. At Anugrah Bersama Cahaya Company, this situation arose because the company experienced a decline in sales. Additionally, the company's expenditures exceeded its income, leading to a further decrease in sales. As a result, there was a delay in salary payments.

Salaries that do not match the work. An employee completing the tasks assigned by their superior is an absolute obligation that must be fulfilled. Employees are required to complete their work according to the deadlines set by the company. In the CV, the award along with the job does not match the salary; this is due to the company being in a developing stage. Due to this, employees feel that the heavy workload will affect their physical and mental well-being. Excessive working hours, working beyond the regulated hours, can have significant negative impacts on both employees and the company. Therefore, it is important for companies to comply with labor law provisions, create a healthy work environment, and ensure that employees have a good balance between work and their personal lives.

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