

## THE FUTURE OF AMIL PROFESSIONALIZATION IN INDONESIA: EXPLORING STUDENT INTENTIONS

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### Abstract

The professionalization of *amil* (zakat manager) become an ongoing problem in zakat organizations and has received sharp criticism. This problem has begun to be addressed, among other things, by developing the zakat and waqf management study program (MAZAWA) in universities, but do the students themselves intend to pursue a career as professional *amils* in the future? This research was carried out to discuss such problems related on zakat management. The study was located at UIN Sunan Ampel, Surabaya, and IAIN Langsa, with 95 respondents. The data analysis technique uses descriptive statistics and SEM-PLS using SmartPLS 4.0 software, while to see the level of their intention to pursue a career as *amil*, a hypothetical statistical analysis technique is used. The research results show that the variables attitude toward the behavior (ATB) (2.608>1.98), perceived behavioral control (PBC) (1.989>1.98), and subjective norms (SN) (3.922>1.98) have a significant effect on students' intentions to pursue a career as an *amil*. The research results also show that MAZAWA students' intentions to have a career as *amils* are in the high category ( $1522 > 1.140 + (1.5 \times 253,3)$ ), so it can be said to have significantly supported efforts to professionalize *amil* in higher education. Their high intentions need to be supported by increasing the factors that influence them. Their high intentions need to be supported by increasing the factors that influence them; The financial benefits and professionalism of *amil* as a career need to be considered, the reach of beneficiaries and access to volunteering needs to be expanded, and outreach about *amil* careers needs to be further intensified.

**Keywords:** *Amil* Professionalization, Student Intention, Zakat and Waqf Management.

### Abstrak

Problem profesionalisasi *amil* menjadi persoalan yang belum kunjung usai di organisasi zakat dan mendapat kritik tajam. Persoalan ini telah mulai dibenahi, antara lain dengan pengembangan pendidikan program studi manajemen zakat dan wakaf (MAZAWA) di perguruan tinggi, namun apakah para mahasiswa sendiri memiliki intensi untuk berkarir sebagai *amil* profesional di masa depan? Untuk melihat bagaimana gambarannya, penelitian ini pun dilakukan. Penelitian berlokasi di UIN Sunan Ampel, Surabaya, dan IAIN Langsa, dengan jumlah responden sebanyak 95 orang. Teknik analisis data menggunakan SEM-PLS dengan software SmartPLS 4.0. Hasil penelitian menunjukkan bahwa variabel ATB (2.608>1.98), PBC (1.989>1.98), dan SN (3.922>1.98) berpengaruh signifikan terhadap intensi mahasiswa untuk berkarir sebagai *amil* zakat. Hasil penelitian juga menunjukkan bahwa intensi mahasiswa MAZAWA untuk berkarir sebagai *amil* zakat termasuk kategori tinggi ( $1522 > 1.140 + (1.5 \times 253,3)$ ), sehingga dapat dikatakan telah sangat mendukung upaya profesionalisasi *amil* zakat di perguruan tinggi. Tingginya intensi mereka perlu didukung dengan meningkatkan faktor-faktor yang mempengaruhinya; keuntungan secara finansial dan profesionalitas *amil* sebagai karir perlu untuk diperhatikan, jangkauan penerima manfaat dan akses untuk menjadi relawan perlu diperluas, dan sosialisasi tentang karir *amil* perlu lebih digencarkan lagi.

**Kata Kunci:** Profesionalisasi *Amil*, Intensi mahasiswa, Manajemen zakat dan wakaf.

### Background

Professionalism is a key concept in the sociology of work, professions and organizations.<sup>1</sup> This professionalism is needed to improve

performance quality and job satisfaction.<sup>2</sup> Leonard and Masatu's research reveals that professional workers can still provide high-quality performance,

<sup>1</sup> J Evetts, 'Professionalism: Value and Ideology', *Current Sociology*, 2013 <<https://doi.org/10.1177/0011392113479316>>.

<sup>2</sup> G Pollard, 'Job Satisfaction among Newswriters: The Influence of Professionalism, Perceptions of

Organizational Structure, and Social Attributes', *Journalism & Mass Communication Quarterly*, 1995 <<https://doi.org/10.1177/107769909507200317>>.

even when they work in an environment that does not reward these efforts.<sup>3</sup> Professionalism can extend workers' work resilience,<sup>4</sup> as well as influence innovative work behavior<sup>5</sup> which is very much needed in today's job competition.

Zakat institutions need to apply professionalism to encourage improvements in their performance. The research results of Nasri et al. have shown that professionalism in zakat institutions significantly influences the institution's financial performance.<sup>6</sup> Nasution revealed that the role of *amil* as a professional remains a determining factor in the decision to give zakat even though the digitalization of zakat has developed rapidly.<sup>7</sup> Several research results indeed reveal that the *amil* at the Badan Amil Zakat (BAZ, *Amil* Zakat Agency) and the Lembaga Amil Zakat (LAZ, *Amil* Zakat Institute) are quite professional,<sup>8</sup> but it is quite ironic to know that human resource competency is still part of the pressing problem at BAZ and LAZ to date, as revealed in various studies.<sup>9</sup> This professionalization issue an ongoing problem in zakat organizations. Earlier studies have criticized *amil* professionalism, one of which is by Nasir Alam, who said that in most countries, our philanthropic wealth is mismanaged or

misused, which reflects poor management, organizational dysfunction and neglect of the personnel system and improving the quality of human resources.<sup>10</sup>

The professionalization of *amil* in Indonesia is actually underway and can be said to have begun to move away from Alam's sharp criticism.<sup>11</sup> One form of professionalization of *amil* is carried out by increasing support for the educational development of the *Manajemen Zakat dan Wakaf* (MAZAWA, zakat and waqf management) study program in some universities. Developing educational programs is an important part of forming professionalism.<sup>12</sup> Our concern, then, is whether the MAZAWA study program students are interested in pursuing a career as *amil*? This concern is based on a comparison with agricultural students who, based on the research results of Nainggolan,<sup>13</sup> Kharisudin, and Irwandi,<sup>14</sup> show a low interest in working as professional farmers, and prefer to open businesses in other sectors.<sup>15</sup> Executive Director of the Zakat Forum (FOZ)

<sup>3</sup> K L Leonard and M C Masatu, 'Professionalism and the Know-do Gap: Exploring Intrinsic Motivation among Health Workers in Tanzania', *Health Economics*, 2010 <<https://doi.org/10.1002/hec.1564>>.

<sup>4</sup> E H Park and N Y Kim, 'The Influence of Nursing Professionalism, Attitudes toward Advance Directive, and Death Anxiety on Terminal Care Performance of Nurses in Longterm Care ...', *Korean Journal of Adult Nursing* (synapse.koreamed.org, 2018) <<https://synapse.koreamed.org/articles/1095605>>.

<sup>5</sup> G Messmann, R H Mulder, and ..., 'Relations between Vocational Teachers' Characteristics of Professionalism and Their Innovative Work Behaviour', *Empirical* ..., 2010 <<https://doi.org/10.1007/BF03546487>>.

<sup>6</sup> R Nasri, N Aeni, and M G Haque-Fawzi, 'Determination of Professionalism and Transparency and Its Implications for the Financial Performance of Zakat Institutions', *Journal of Islamic Monetary* ..., 2019 <<http://jimf-bi.org/index.php/JIMF/article/view/1158>>.

<sup>7</sup> J Nasution, 'Determinants of the Successful Digital Campaigns on Zakat: An Analysis Based on Islamic Marketing Perspective', *Ekulilibrium: Jurnal Ilmiah Bidang Ilmu Ekonomi*, 2023 <<https://journal.umpo.ac.id/index.php/ekulilibrium/article/view/6439>>.

<sup>8</sup> ATRC Yudha, A A RIDLWAN, and ..., 'Measuring Professionalism in Zakat Management Institution in East Java', *KnE Social Sciences* ..., 2018 <<https://repository.unair.ac.id/113353/>>.

<sup>9</sup> M Listanti, R Nurdin, and N Hasnita, 'Analisis Strategi Fundraising Dalam Mengoptimalkan Penerimaan Zakat Di Baitul Mal Kabupaten Aceh Barat', *Journal of Sharia* ..., 2021 <<https://journal.ar-raniry.ac.id/index.php/JoSE/article/view/1272>>.

<sup>10</sup> N Alam, 'Islamic Venture Philanthropy: A Tool for Sustainable Community Development', *Available at SSRN 1565859*, 2010 <[https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=1565859](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1565859)>.

<sup>11</sup> Alam.

<sup>12</sup> Park and Kim.

<sup>13</sup> L. B. Nainggolan, 'Riset: Mahasiswa pertanian tak ingin jadi petani, apa sebabnya?' *The Conversation*, 2022. <https://theconversation.com/riset-mahasiswa-pertanian-tak-ingin-jadi-petani-apa-sebabnya-190370>

<sup>14</sup> A Kharisudin and P Irwandi, 'Perspektif Mahasiswa Bekerja Di Bidang Pertanian Sebagai Upaya Peningkatan Pembangunan SDM Indonesia', *Sigmagri*, 2022 <<http://ojs.unwaha.ac.id/index.php/sigmagri/article/view/677>>.

<sup>15</sup> Nainggolan.

Agus Budiyanto revealed that interest in working as an *amil* is still relatively low.<sup>16</sup>

The lack of interest in a career as an *amil* is questionable, considering that *amil* zakat institutions themselves have developed and mushroomed in various regions in Indonesia, which means they have good job opportunities. *Amil* is everyone involved in an administrative body that administers and manages zakat, whether he is a fundraiser, accountant, financial manager, program manager, or Zakat distributor.<sup>17</sup> The role of *amil* in managing zakat is mentioned in the Al-Quran Surah At-Taubah: 60, which shows the urgency of their role. The emphasis on the position of *amil* wants to emphasize that zakat in Islam should not be perceived as an individual task, even though it is part of the government's task.<sup>18</sup> In this context, the professionalization of *amil* becomes important in managing zakat. Zakat should not be organized through haphazard management, because it is an important part of the Islamic economy.

*Amil*, as a profession, still encounters obstacles and challenges. Work as *amil* is still mostly done as part-time and side work. It is considered part of social work, so it is not considered a career choice. Liljegren wrote that in America's history, there was a debate about whether American social workers could be considered part of a profession based on criteria such as scientific knowledge, status, and societal mandate.<sup>19</sup> It was then concluded that social work cannot be considered a profession. Among other things, social work is considered to not have an adequate scientific basis in the form of its own scientific journal. However, later, cited by Liljegren, Greenwood remade the analysis based

on his own criteria and concluded that social work in the US could now be considered a profession.<sup>20</sup> This view is also being strengthened in Indonesia by building various facilities and infrastructure to support the professionalization of *amil*.

Professionalization itself is the process by which occupations have become, or seek to become, publicly recognized as professions according to the extent to which they meet presumptive criteria. Professionalization can be seen as having two strands. One strand relates to increasing status. Another strand relates to increasing the capacity of members to improve the quality of services provided.<sup>21</sup> Professionalization involves developing the skills, identity, norms, and values associated with being part of a professional group. Professionalization can begin during undergraduate education, is central to graduate training, and continues during early career stages.<sup>22</sup>

The process to professionalize a job, according to Wilensky, requires five steps:<sup>23</sup> 1) start doing the full-time work that needs to be done; 2) provide training with the establishment of development schools; 3) join to form a professional association; 4) There will be persistent political agitation to obtain legal support to protect the work area and maintain the code of ethics. If areas of competence are not clearly exclusive, legal protection of the title will be the goal; 5) Ultimately rules to eliminate the unreasonable and immoral, rules to reduce internal competition, and rules to protect clients and emphasize ideal service will be embodied in a formal code of ethics. Wilensky's opinion can be said to be in line with the opinions of subsequent experts, including West, with modifications or perhaps additions and subtractions in certain parts.<sup>24</sup>

<sup>16</sup> Y Anggoro, T N Realita, and ..., 'Social Entrepreneurship, Career Choice and Religiosity: Ziswaf Institution Perspective', *Jurnal Ilmiah Ekonomi ...*, 2021 <<https://jurnal.stie-aas.ac.id/index.php/jei/article/view/2060>>.

<sup>17</sup> Y al-Qaradhawi, 'Fiqh Az-Zakah, Cet. II, 1973', *Beirut: Muassasah Ar-Risalah*, 1973.

<sup>18</sup> al-Qaradhawi.

<sup>19</sup> A Liljegren, 'Professionellt Gränsarbete: Socionomexmplet [Professional Boundary Work: Social Workers in Sweden]', *Göteborg: Universitetet i Göteborg*, 2008.

<sup>20</sup> Liljegren.

<sup>21</sup> E Hoyle, 'Teaching as a Profession. International Encyclopedia of the Social and Behavioural Sciences' (Elsevier, Amsterdam, 2001).

<sup>22</sup> F J Levine and N E Bell, 'Social Science Professions and Professionalization' (Elsevier, 2015).

<sup>23</sup> H L Wilensky, 'The Professionalization of Everyone?', *American Journal of Sociology*, 1964 <<https://doi.org/10.1086/223790>>.

<sup>24</sup> P B West, 'Accounting and Society' (rso.business.siu.edu, 1993)



This research will examine student perceptions regarding the professionalization of *amil* in Indonesia. This research related to students' interests and intentions was conducted to see how they assess the professionalization efforts of *amil*, and as students who are closest to these efforts. Do they intend to pursue a career as an *amil*, as expected? In addition, these intentions and interests can significantly predict performance outcomes.<sup>25</sup> The increasing interest in career options as an *amil* can show that efforts to professionalize *amil* have been successful. Why is it important to know MAZAWA students' intentions to pursue a career as a professional *amil*, including the regeneration of zakat management? Regeneration is certainly important considering older workers tend to be less productive and efficient and reluctant to adopt the latest technology.<sup>26</sup> In other nonprofit institutions, important factors influencing an individual's interest in entering the nonprofit workforce are personal commitment to the work of the organization, pragmatic reasons or comfort, and previous life experience as a volunteer or service user.<sup>27,28</sup>

Based on these objectives, this research will use the theory of intention developed by Ajzen, namely the theory of planned behavior (TPB).<sup>29</sup> Ajzen revealed that the TPB postulates three conceptually independent determinants of intention, namely 1) attitude toward the behavior (ATB) reflects the extent to which a person

evaluates a behavior, whether with a favorable or detrimental view. For example, individuals with positive attitudes toward sports are more likely to engage in those activities; 2) subjective norms (SN) are related to perceived social pressure for or against a behavior, such as support or opposition from friends or family, which can influence a person's decisions. 3) perceived behavioral control (PBC) highlights an individual's perception of the ease or difficulty of carrying out a behavior. If someone feels they can overcome an obstacle, they are more likely to engage in the action. Ajzen's TPB provides a solid foundation for understanding the psychological factors behind human intentions and behavior.

Previous studies have examined several aspects related to this author's research. Shidiq<sup>30</sup> and Nainggolan<sup>31</sup> have conducted research on agricultural students regarding their interest in becoming farmers. Onyx and Maclean's research<sup>32</sup> and Teresa Flanigan's research<sup>33</sup> examined the factors that influence career choices as workers in non-profit institutions or NGOs, both religious-based and secular-based NGOs. Leonard and Masatu examined the intrinsic motivation of health workers in Tanzania concerning their professionalism as health workers.<sup>34</sup> Nelson conducted research into specific experiences nonprofit employees had before they entered the sector that may have influenced their nonprofit career choices<sup>35</sup>. Nemenoff, in his dissertation research, studied why workers choose to enter the

<<https://rso.business.siu.edu/acctsoc/files/2012/11/12.10.pdf>>.

<sup>25</sup> C D Nye and others, 'Vocational Interests and Performance: A Quantitative Summary of over 60 Years of Research', ... on *Psychological Science*, 2012 <<https://doi.org/10.1177/1745691612449021>>.

<sup>26</sup> W Hamilton, G Bosworth, and E Ruto, 'Entrepreneurial Younger Farmers and the "Young Farmer Problem" in England. *Agriculture and Forestry*, 61 (4), 61-69', 2015.

<sup>27</sup> J Onyx and M Maclean, 'Careers in the Third Sector', *Nonprofit Management and Leadership*, 1996 <<https://doi.org/10.1002/nml.4130060404>>.

<sup>28</sup> S Teresa Flanigan, 'Factors Influencing Nonprofit Career Choice in Faith-based and Secular NGOs in Three Developing Countries', *Nonprofit Management and Leadership*, 2010 <<https://doi.org/10.1002/nml.20012>>.

<sup>29</sup> I Ajzen, 'The Theory of Planned Behavior: Frequently Asked Questions', *Human Behavior and Emerging Technologies*, 2020 <<https://doi.org/10.1002/hbe2.195>>.

<sup>30</sup> M R Shidiq, *Intensi Mahasiswa Pertanian Bekerja Sebagai Wirasaba Pertanian* (repository.ipb.ac.id, 2019) <<https://repository.ipb.ac.id/handle/123456789/99719>>.

<sup>31</sup> L. B. Nainggolan, 'Riset: Mahasiswa pertanian tak ingin jadi petani, apa sebabnya?' *The Conversation*, 2022. <https://theconversation.com/riset-mahasiswa-pertanian-tak-ingin-jadi-petani-apa-sebabnya-190370>

<sup>32</sup> Onyx and Maclean.

<sup>33</sup> Flanigan.

<sup>34</sup> Leonard and Masatu.

<sup>35</sup> E K Nelson, 'They Pay People to Work Here? The Role of Volunteering on Nonprofit Career Awareness and Interest', *Journal of Public and Nonprofit Affairs*, 2019 <<https://digitalcommons.memphis.edu/facpubs/9006/>>.



nonprofit workforce rather than the public or private sector.<sup>36</sup> These studies differ from the present study. The research will explore the intentions of students from the MAZAWA study program, which has never been studied, and how they intend to become professional professionals, using the theory of planned behavior.

This research is empirical research, located at two campuses that have held zakat and waqf management study programs, namely at UIN Sunan Ampel, Surabaya, and IAIN Langsa. The sampling method was carried out using a non-probability sampling method, a type of voluntary sampling based on the respondents' willingness to be part of the research sample. The minimum number for this research sample is 95 respondents. This number according to the opinion of Dawn Iacobucci in research using the SEM approach.<sup>37</sup> Data collection was carried out through a questionnaire using a 1-5 Likert scale. Questionnaires were distributed to research respondents in the form of a Google Form to facilitate data collection. Thus, it can be said that the data to answer this problem is primary data because it comes from respondents directly. However, we will still use secondary data to help analyze this primary data.

The research questionnaire will be created based on operational definitions, which are summarized in the following variable indicator table.

**Table 1.** Operational Definition of Research

Variable	Indicator
Attitude toward behavior	A career as an <i>amil</i> invites blessings
	A career as an <i>amil</i> is financially profitable
	<i>Amil</i> 's career has developed professionally.
Subjective norm	Family support for a career as an <i>amil</i>
	Positive stigma from society towards <i>amil</i> careers

<sup>36</sup> E K Nemenoff, *You Mean I Can Get Paid to Work Here? The Impact of Happenstance, Socialization, Volunteering and Service-Learning on Nonprofit Career Awareness* (search.proquest.com, 2013)

<<https://search.proquest.com/openview/94a3a01486b354c02e8f768fcedead85/1?pq-origsite=gscholar&cbl=18750>>.

<sup>37</sup> D Iacobucci, 'Structural Equations Modeling: Fit Indices, Sample Size, and Advanced Topics', *Journal of*

	The influence of socialization and encouragement of zakat institutions
Perceived behavioral control	Experience as a volunteer
	Family background of being a zakat recipient
Intention	Ease of access to a career as an <i>amil</i>
	Desire to have a career as an <i>amil</i>
	Perseverance in following MAZAWA education so that you can have a career as an <i>amil</i>
	A career as an <i>amil</i> is more priority than other careers
	Career as an <i>amil</i> both at BAZ and LAZ

Source: Data processed by researchers (2023)

Data analysis techniques use descriptive statistics and PLS-SEM using Smart PLS 4.0 software. This technique is used to see which factors influence intentions. Meanwhile, to see the level of their intention to pursue a career as *amil* zakat, a hypothetical statistical analysis technique was used, as suggested by Azwar, a three-categorization version with the formula:  $(x \leq m - 1.5s)$ ,  $(m - 1.5s < x \leq m + 1.5s)$  and  $(x > m + 1.5s)$ .<sup>38</sup>

### Student Intentions to Have a Career as a Professional *Amil*

Students' intentions to have a career as professional zakat earners are measured using hypothetical statistical analysis techniques. Four questions were asked to respondents: 1) desire to have a career as a zakat *amil* (I.1), 2) persistence in attending MAZAWA education so that they can have a career as a zakat *amil* (I.2), 3) a career as a zakat *amil* is more priority than other careers (I.3), and 4) willingness to have a career as an *amil* both at BAZ and LAZ (I.4).

It is known that the maximum score for a total of four questions is 1,900, while the minimum score is 380. To get the hypothetical mean value, use the formula:  $\mu = 1/2(i_{max} + i_{min})$ , resulting in a value of 1,140, while to get the standard deviation value The formula is used:

*Consumer Psychology*, 2010 <<https://www.sciencedirect.com/science/article/pii/S1057740809001120>>.

<sup>38</sup> S Azwar, 'Kelompok Subjek Ini Memiliki Harga Diri Yang Rendah'; Kok, Tahu...?', *Buletin Psikologi*, 1993 <<https://journal.ugm.ac.id/buletinpsikologi/article/view/13160>>.

$\sigma=1/6(X_{\max}-X_{\min})$ , resulting in a value of 253.3. Meanwhile, the total score for student answers was 1,522.

Meanwhile, for each question, it is known that the maximum score is 475, while the minimum score is 95. Using the same formula, the hypothetical mean value is 285, while the standard deviation value is 63.3. Meanwhile, the score obtained for each question: the first question got a score of 384, the second question got a score of 390, the third question got a score of 367, and the fourth question got a score of 381. Based on these results, if this study uses Azwar categorization formula with the formula :  $(x \leq m - 1.5s)$ ,  $(m - 1.5s < x \leq m - 1.5s)$  and  $(x > m + 1.5s)$ ,<sup>39</sup> then the results can be seen in table 8 that the first, second, and the fourth is in the high category, while the third question is in the medium category. Meanwhile, in total, all questions are in the high category. This means that MAZAWA students' intentions to have a career as zakat earners are in the high category.

**Table 2.** Hypothetical Statistics of Career Intentions as an *Amil*

	Results Score	Category
I.1	384	High
I.2	390	High
I.3	367	Medium
I.4	381	High
<b>I (Total)</b>	1522	High

**Source:** Data processed by researchers (2023)

Based on the results of this analysis, the results of this research found that MAZAWA students' intentions to have a career as *amil* were in the high category. These results dismiss concerns about low interest in working as an *amil*.<sup>40</sup> These results are also different from the results of Nainggolan's research which shows the low interest of agricultural students in becoming farmers.<sup>41</sup> In contrast to these results, MAZAWA students in

our study turned out to have a high intention to become *amil*.

The high intention of MAZAWA students to pursue a career as *amil* shows a passion for developing the professionalization of *amil* in the future. However, it is in line with the opinion of Liu et al., that there is still a gap in the development of social work education and practice, which implies the need for promotion and cooperation between academic institutions and social organizations<sup>42</sup>. The fact that the MAZAWA study program is currently not in great demand in Indonesia, and there is even a MAZAWA study program that has been closed at one of the universities due to lack of interest, shows that efforts are still needed to develop and advance the professionalization of *amil*. The high intentions of MAZAWA students, as people who are expected to become professionals, need to be supported by increasing the factors that influence their intentions, including attitudes towards behavior, perceived behavioral control and subjective norms. The subjective norm factor is the most influential factor in socialization and creating positive stigma, as well as encouraging support from their families.

### Factors That Influence Students' Intentions to Have a Career as an *Amil*

#### *The Outer Model*

The PLS algorithm in this model can be seen in figure 1. The outer model is evaluated by looking at the validity and reliability values of the model measurements. Convergent validity is the correlation between the indicator score and the construct score. The PLS-SEM model meets convergent validity and can be valid if the outer loading value is  $> 0.7$  and the AVE value is  $> 0.5$ .<sup>43</sup> The data in this study shows that there are no variable indicators whose outer loading value is below 0.7; likewise, the results were tested with 30

<sup>39</sup> Azwar.

<sup>40</sup> Anggoro, Realita, and ...

<sup>41</sup> Nainggolan.

<sup>42</sup> T Liu, S Yi, and Y Zhu, 'Does Chinese Social Work Students' Career Intention Match Their Professional Identity? The Role of Background Factors', *The British Journal of Social Work*, 2023

<<https://academic.oup.com/bjsw/article-abstract/53/4/2392/6794244>>.

<sup>43</sup> H M Jogiyanto and W Abdillah, 'Partial Least Square (PLS): The Alternative of Structural Equation Modelling (SEM) in Business Researches', *Yogyakarta [ID]: Aldi Publisher. [Google Scholar]*, 2015.

samples so all indicators are declared suitable or valid for research use and can be used for further analysis. The convergent validity test is also seen from the Average Variance Extracted (AVE) value.

The variables in this research already have an AVE value > 0.5; likewise, the results were tested with 30 samples. The AVE value in the model can be seen in Table 3 below.

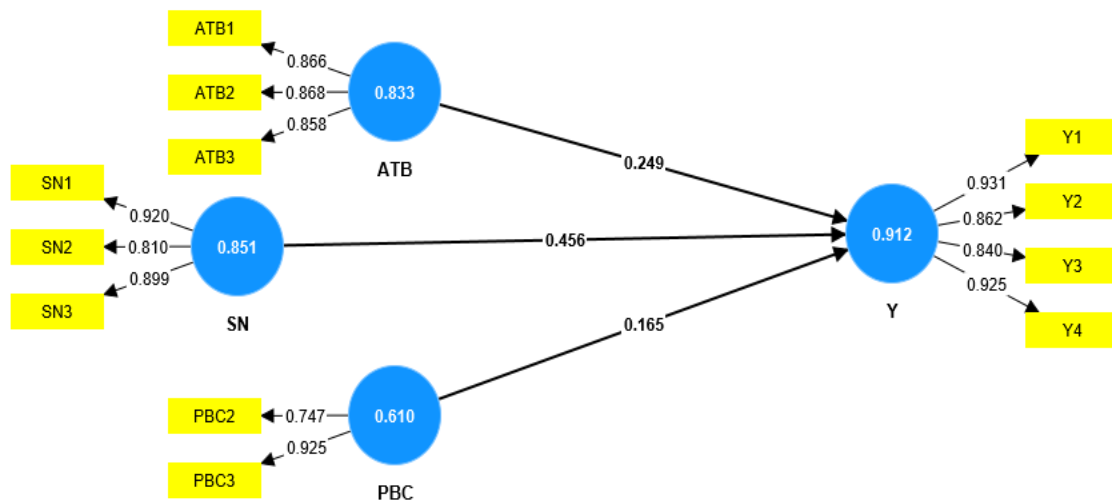


Figure 1. PLS Algorithm

Table 3. Average Variance Extracted (AVE) Value

Variable	AVE Value	AVE w. 30 samples
(X1) ATB	0.746	0.789
(X2) PBC	0.707	0.626
(X3) SN	0.771	0.804
(Y) I	0.793	0.831

Source: Data processed with SmartPLS 4.0 (2023)

The Fornell Larcker Criterion or HTMT and Cross Loading values are used for discriminant validity. An indicator is said to meet discriminant validity if the correlation value of the variable with the variable itself on the Fornell Larcker Criterion cannot be smaller than the correlation with other variables, while the HTMT value must be less than 0.9 to ensure discriminant validity between two reflective constructs.<sup>44</sup> Meanwhile, the Cross Loading of the indicator on the variable is the largest compared to other variables. The Fornell Larcker Criterion values can be seen in the table below.

Table 4. Fornell Larcker Criterion Value

	X1 (ATB)	X2 (PBC)	X3 (SN)	Y (I)
X1 (ATB)	0.864			
X2 (PBC)	0.667	0.841		
X3 (SN)	0.776	0.665	0.878	
Y (I)	0.713	0.634	0.759	0.891

Source: Data processed with SmartPLS 4.0 (2023)

Next, the reliability value of the indicators on a variable is tested by Composite Reliability and Cronbach's Alpha. If the Composite Reliability and Cronbach's Alpha values are > 0.7, then a variable can be said to meet Composite Reliability and Cronbach's Alpha. You can see the Composite Reliability and Cronbach's Alpha values for each variable in table 5.

Table 5. Composite Reliability and Cronbach's Alpha Value

Variable	Composite Reliability Values	Cronbach's Alpha Value
(X1) ATB	0.850	0.833
(X2) PBC	0.738	0.710
(X3) SN	0.866	0.851
(X4) I	0.920	0.912

Source: Data processed with SmartPLS 4.0 (2023)

<sup>44</sup> J F Henseler and others, 'The Minimal Detectable Change of the Constant Score in Impingement, Full-Thickness Tears, and Massive Rotator Cuff Tears', *Journal of*

*Shoulder and ...*, 2015 <<https://www.sciencedirect.com/science/article/pii/S1058274614003851>>.

**The Inner Model**

In this study, a structural model test or Inner Model evaluation is carried out to see the direct and indirect influence between variables. Starting by looking at the R-Square value, then the path coefficient, T-Statistic (bootstrapping), predictive relevance, and model fit to evaluate the Inner Model with PLS-SEM. In this research, the R-Square value shown in the table for the intention variable is 0.628, which means that the percentage influence of ATB, PBC and SN is 62.8%, while other factors influence the remaining 27.2%. Based on Chin's opinion above, the R-Square value in this study is classified as moderate.<sup>45</sup>

The value of path coefficients or path coefficients is a value that shows the direction of the variable relationship, whether the hypotheses have a positive or negative direction. These path coefficients are between -1 to 1. If the value is 0 to 1 then the relationship is positive; if the value is 0 to -1, then the relationship is negative. The results of the analysis show that ATB has a positive relationship with Intention, namely 0.249. The PBC variable has a positive relationship with Intention, namely 0.165. The SN variable has a positive relationship with Intention, namely 0.456. Thus, all variables have a positive relationship with intention. This means that the greater the value of the variables ATB, PBC, and SN, the greater the intention will increase by the value of the coefficient.

After the previous data meets the measurement requirements, the T-Statistics (bootstrapping) test is carried out. Based on the results of the bootstrapping method, it can be seen whether the relationship is significant or not. If  $t > t$  table, then  $H_0$  is rejected and  $H_a$  is accepted (there is influence), whereas if  $t < t$  table, then  $H_0$  is accepted and  $H_a$  is rejected (no influence). The  $t$  table in this study is 1.98.

Based on Table 6 below, it shows the t-statistics of the relationship between ATB and Intention is greater than the  $t$  table, namely 2.608, meaning it has a significant effect. The t-statistics of the relationship between PBC and Intention is greater than the  $t$  table, namely 1.989, meaning it has a significant effect. The t-statistics of the relationship between SN and Intention is greater than the  $t$  table, namely 3.922, meaning it has a considerable effect. It can also be seen from the probability number  $> 0.05$ , then  $H_0$  is accepted, and if the probability number  $< 0.05$ , then  $H_0$  is rejected. The results can be seen in the table above that all variables have probability numbers (P values) greater than 0.05. All variables have a significant effect.

**Table 6.** T-statistics (Bootstrapping)

	Original sample (O)	Sample average (M)	Standard deviation (STDEV)	T statistics ( O/ST DEV )	P values
X.1. -> Y	0.249	0.246	0.095	2.608	0.009
X.2. -> Y	0.165	0.166	0.087	1.989	0.05
X.3. -> Y	0.456	0.462	0.116	3.922	0.000

Source: Data processed with SmartPLS 4.0 (2023)

Next, model fit or the accuracy of the model with the data is the degree that shows how capable the developed model is of explaining the data, which can be seen from the NFI or Normed Fit Index value. Based on the analysis results, the NFI value in this model is 0.789, which means that this research model is 78.9% fit.

**Table 7.** Fit Model

	Saturated Model	Estimated Model	Result
SRMR	0,085	0,085	Good
d_ ULS	0.563	0.563	Good
d_ G	0.353	0.353	Good
Chi-Square	188.489	188.489	Good
NFI	0.789	0.789	Good

Source: Data processed with SmartPLS 4.0 (2023)

<sup>45</sup> W W Chin, 'The Partial Least Squares Approach to Structural Equation Modeling', *Modern Methods for Business Research*, 1998 <<https://books.google.com/books?hl=en&lr=&id=EDZ5>

AgAAQBAJ&oi=fnd&pg=PA295&dq=chin+partial+least&ots=4apB-to5gn&sig=SAm9ZIMppxEIHYva9L6ZdkG0RyI>.



### ***Students' Attitudes towards Amil Careers***

The findings in this research reveal that students' attitudes towards *amil* careers influence their intentions to pursue a career as professional *amils*. The results of this research are in line with Shidiq's research regarding the intentions of IPB agricultural students to become agricultural entrepreneurs.<sup>46</sup> What benefits can be obtained when pursuing a particular career can determine a person's intentions and interest in choosing that career, even if the work is social work or based on a non-profit organization, including an *amil*. The results of research by Onyx and Maclean<sup>47</sup> and research by Teresa Flanigan<sup>48</sup> found that personal commitment to organizational work and pragmatic reasons or comfort remain factors that influence career choices as workers in non-profit institutions or NGOs, both religious-based and secular-based NGOs.

Rewards or benefits from the profession undertaken, even though the biggest basis is altruism or a pro-social attitude, are still needed to move people to be interested in that career. The results of research by Leonard and Masatu show that recognition from the profession is also part of the intrinsic motivation of health workers, even though their motivation for entering the profession is based on a degree of altruism<sup>49</sup>. This award is not always materialistic in nature, as in our research regarding a career as an *amil* which is believed to bring blessings (*barakab*). However, based on the findings of this research, the financial benefits and professionalism of *amil* as a career need to be considered.

### ***Perceived Behavioral Control of Students in Amil Careers***

Another factor that influences students' intentions to pursue a career as a professional *amil* is perceived behavioral control including past experience, family background, and ease of access. This research supports the results of Onyx and Maclean's research<sup>50</sup> and Teresa Flanigan's research,<sup>51</sup> which shows that previous life experience as a volunteer influences career choices as workers in non-profit institutions. This research is also in line with several works conducted by many scholars such as Nelson,<sup>52</sup> Yuan & Li,<sup>53</sup> and Shidiq.<sup>54</sup>

Based on these results, this research encourages zakat institutions to expand the reach of beneficiaries and open access as widely as possible, both access to become a volunteer and access to a career at zakat institutions. Nemenoff revealed that those who were encouraged to volunteer frequently at a young age were more likely to express interest in a social career, even from a young age.<sup>55</sup> The opportunity to have a career in zakat institutions is currently very open considering the number of zakat institutions in Indonesia currently is very large, both at national and local levels. The *Amil Zakat Agency* itself as the parent organization of zakat institutions is almost evenly distributed throughout all districts in Indonesia. Openness and easy access to zakat institutions will certainly increase people's interest in pursuing a career as *amil*.

### ***Student Subjective Norms regarding Amil's Career***

This research found that the subjective norm factor was the most influential factor on students' intentions to pursue a career as an *amil*. This research supports the results of Nemenoff's

<sup>46</sup> Shidiq.

<sup>47</sup> Onyx and Maclean.

<sup>48</sup> Flanigan.

<sup>49</sup> Leonard and Masatu.

<sup>50</sup> Onyx and Maclean.

<sup>51</sup> Flanigan.

<sup>52</sup> E Nelson, 'They Pay People to Work Here? The Role of Volunteering on Nonprofit Career Awareness and Interest', *Journal of Public and Nonprofit Affairs*, 2018 <<http://jpna.org/index.php/jpna/article/view/219>>.

<sup>53</sup> B Yuan and J Li, 'Social-Economics, Community, Campus and Family: A Nationwide Empirical Investigation on the Association between Adverse Childhood Experiences and Early Career ...', *International Journal of Adolescence and Youth*, 2020 <<https://doi.org/10.1080/02673843.2019.1608274>>.

<sup>54</sup> Shidiq.

<sup>55</sup> Nemenoff.



research<sup>56</sup> regarding the urgency of parents' behavior towards philanthropy and the urgency of socializing their career choices in non-profit institutions. In line with these results, socialization about careers as *amil* needs to be further intensified, whether the socialization is carried out by the government, zakat institutions or MAZAWA educational institutions. The stigma against careers as *amil* must be formed to be more positive, in line with the results of Nasution's research.<sup>57</sup> The formation of this positive stigma is still necessary even in social careers, in line with the results of research by Leonard and Masatu on health workers who are basically based on an attitude of altruism, but most doctors care about what other doctors think about them.<sup>58</sup>

### Conclusion

The future of *amil* professionalization in Indonesia is on the right track, one of which can be seen from the high intention of MAZAWA students to pursue a career as professional *amil*. Their high intentions need to be supported by increasing the factors that influence their intentions. This research shows that attitude towards behavior factors, perceived behavioral control factors and subjective norm factors significantly influence their intention to pursue a career as a professional *amil*.

This research suggests paying attention to the financial benefits and professionalism of *amil* as a career. Zakat institutions must expand the reach of beneficiaries and open access to volunteers for a career at zakat institutions. The government, zakat institutions and MAZAWA educational institutions need to intensify socialization about careers as *amil*, so that a positive stigma is built in society towards *amil*.

Further research can be directed at uncovering strategies for developing the professionalization of *amil* in Indonesia, seeing the high level of student intention to pursue a career as *amil* professionals. Next, it is necessary to think about strategic steps to increase students' interest in entering the

MAZAWA study program, which is relatively low at the moment. Further research can also be directed at investigating students' success in meeting the expectations of the study program to develop them into zakat practitioners, consultants, or sociopreneurs.

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<sup>56</sup> Nemenoff.

<sup>57</sup> Nasution.

<sup>58</sup> Leonard and Masatu.



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