

ABSTRAK

Penelitian ini dilatarbelakangi oleh pesatnya pertumbuhan Lembaga Keuangan Syariah (LKS) di Provinsi Aceh pasca implementasi Qanun Nomor 11 Tahun 2018. Kebijakan ini membuka peluang penyerapan tenaga kerja lokal yang masif, namun sekaligus menghadirkan tantangan kompetensi dan adaptasi profesional. Tujuan penelitian ini adalah untuk mengetahui tantangan adaptasi kerja yang dihadapi oleh alumni Ekonomi Syariah IAIN Lhokseumawe di LKS, serta menganalisis strategi penyelesaiannya menggunakan pendekatan SWOT. Penelitian ini menggunakan metode kualitatif dengan pendekatan deskriptif. Subjek penelitian terdiri dari 8 alumni lulusan tahun 2022 yang bekerja di berbagai LKS, dipilih melalui teknik purposive sampling. Pengumpulan data dilakukan melalui wawancara mendalam (in-depth interview), observasi terbatas, dan dokumentasi. Analisis data menggunakan pendekatan model interaktif Miles, Huberman, dan Saldaña yang meliputi reduksi data, penyajian data, serta penarikan kesimpulan. Hasil penelitian menunjukkan bahwa alumni mengalami culture shock (gegar budaya) pada aspek teknis operasional akibat adanya kesenjangan antara teori akademik dengan ritme industri perbankan yang serba cepat dan menuntut kepresisian tinggi. Berdasarkan analisis matriks IFAS dan EFAS, posisi adaptasi alumni berada pada Kuadran I (Agresif) dengan titik koordinat (0,42; 0,43). Posisi ini menunjukkan dominasi Kekuatan (Strengths) berupa pemahaman fikih muamalah yang mendalam dan etos kerja Islami, serta besarnya Peluang (Opportunities) yang mencakup dominasi pasar syariah akibat regulasi Qanun LKS. Sementara itu, Kelemahan (Weaknesses) utama terletak pada rendahnya literasi teknologi perbankan mutakhir (Core Banking) dan kurangnya soft skills dalam menghadapi tekanan target. Adapun Ancaman (Threats) yang dihadapi berupa persaingan rekrutmen terbuka dengan lulusan universitas umum serta disrupsi teknologi (Fintech). Strategi adaptasi utama yang direkomendasikan adalah mentransformasikan peran alumni menjadi "Edukator Literasi Syariah" yang lincah secara teknologi (agile). Alumni harus menjadikan integritas Islami sebagai nilai jual utama, sembari proaktif menutup kesenjangan (skill gap) teknis melalui pelatihan digital banking secara mandiri maupun yang difasilitasi perusahaan.

Kata Kunci: Adaptasi Kerja, Alumni Ekonomi Syariah, Analisis SWOT, Lembaga Keuangan Syariah, Qanun LKS.

ABSTRACT

Study This driven by the rapid growth of Islamic Financial Institutions (LKS) in Aceh Province post implementation of Qanun Number 11 of 2018. Policy This open opportunity absorption power Work massive local , but at a time present challenge competence and adaptation professional . Research objectives This is For know challenge adaptation work faced by alumni of Islamic Economics IAIN Lhokseumawe at LKS, as well as analyze the solution strategy use SWOT approach . Research This use method qualitative with approach descriptive . Subject study consists of of 8 alumni graduates 2022 who work in various LKS, selected through purposive sampling technique . Data collection was carried out through interview in -depth interview, observation limited , and documentation . Data analysis using Miles, Huberman, and Saldaña's interactive model approach which includes data reduction , data presentation , and withdrawal conclusion . Research results show that alumni experience culture shock culture) in the aspect technical operational consequence existence gap between theory academic with rhythm industry all-round banking fast and demanding precision high . Based on analysis IFAS and EFAS matrix , position alumni adaptation is in Quadrant I (Aggressive) with point coordinates (0.42; 0.43). Position This show domination Strengths in the form of understanding jurisprudence deep muamalah and ethos Islamic work , as well as size Opportunities which include domination of the sharia market due to LKS Qanun regulations . Meanwhile that is , the main Weaknesses located at the bottom literacy technology banking cutting edge (Core Banking) and lack of soft skills in face target pressure . The threats faced in the form of competition recruitment open with public university graduates as well as disruption technology (Fintech). Adaptation strategy recommended main is transform the role of alumni as " educators" " Agility of Sharia Literacy " in a way technology (agile). Alumni must make Islamic integrity as mark sell main , while proactive close technical skill gap through digital banking training independent or facilitated company .

Keywords: *Job Adaptation , Islamic Economics Alumni, SWOT Analysis , Islamic Financial Institutions , LKS Qanun.*