

## The System of Determining Additional Employee Income (TPP) Based on Paramedics' Performance in Treating Schizophrenic Patients at the Banda Aceh Mental Hospital According to the *Ji'ālah* Contract

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**Abstract:** Mental health services require a high level of professionalism, responsibility, and work readiness, particularly in handling patients with severe mental disorders such as schizophrenia. This condition causes paramedics working in mental hospitals to face more complex workloads, the need for intensive supervision, and higher occupational risks compared to general health services. At the Banda Aceh Mental Hospital, civil servant paramedics receive Additional Employee Income (TPP) as a performance-based incentive regulated under Aceh Governor Regulation Number 15 of 2024. This study aims to analyze the mechanism for determining TPP based on the performance of paramedics in treating schizophrenia patients and to examine its conformity with the principles of the *ji'ālah* contract in *fiqh muamalah*. This research employs an empirical legal research method with a normative empirical approach. Primary data were obtained through interviews with the management of the Banda Aceh Mental Hospital who are involved in the performance evaluation process and the management of TPP, while secondary data were collected from Aceh Governor Regulation Number 15 of 2024, governor decrees related to the determination of basic TPP, the fatwa of the National Sharia Council of the Indonesian Ulama Council regarding the *ji'ālah* contract, as well as relevant literature on *fiqh muamalah*. The results show that the determination of TPP for paramedics is based on job class and performance assessment through the *e-Kinerja* system with a composition of 70% work productivity and 30% work discipline. From the perspective of *fiqh muamalah*, this mechanism generally reflects the principles of the *ji'ālah* contract because there is a relationship between work performance and the compensation received. However, the risks associated with mental health services have not yet been included as a separate indicator in the TPP assessment system. This study contributes to strengthening the normative legitimacy of performance-based incentive policies from an Islamic legal perspective.

**Keywords:** Additional Employee Income, Paramedics, Work Productivity, *Ji'ālah* Contract, Mental Hospital.

**Abstrak:** Pelayanan kesehatan jiwa membutuhkan tingkat profesionalitas, tanggung jawab, dan kesiapan kerja yang tinggi, khususnya dalam menangani pasien dengan gangguan jiwa berat seperti skizofrenia. Kondisi ini menyebabkan paramedis yang bekerja di rumah sakit jiwa menghadapi beban kerja yang lebih kompleks, kebutuhan pengawasan yang intensif, serta tingkat risiko kerja yang lebih tinggi dibandingkan dengan pelayanan kesehatan secara umum. Di Rumah Sakit Jiwa Banda Aceh, paramedis Aparatur Sipil Negara memperoleh Tambahan Penghasilan Pegawai (TPP) sebagai insentif berbasis kinerja yang diatur dalam Peraturan Gubernur Aceh Nomor 15 Tahun 2024. Penelitian ini bertujuan untuk menganalisis mekanisme penetapan TPP berdasarkan kinerja paramedis dalam perawatan pasien skizofrenia serta menilai

*kesesuaiannya dengan prinsip akad ji'alah dalam fiqh muamalah. Penelitian ini menggunakan metode penelitian hukum empiris dengan pendekatan normatif-empiris. Data primer diperoleh melalui wawancara dengan pihak manajemen Rumah Sakit Jiwa Banda Aceh yang terlibat dalam proses penilaian kinerja dan pengelolaan TPP, sedangkan data sekunder diperoleh dari Peraturan Gubernur Aceh Nomor 15 Tahun 2024, keputusan gubernur terkait penetapan basic TPP, fatwa Dewan Syariah Nasional Majelis Ulama Indonesia mengenai akad ji'alah, serta literatur fiqh muamalah yang relevan. Hasil penelitian menunjukkan bahwa penetapan TPP bagi paramedis dilakukan berdasarkan kelas jabatan dan penilaian kinerja melalui sistem e-Kinerja dengan komposisi 70% produktivitas kerja dan 30% disiplin kerja. Dalam perspektif fiqh muamalah, mekanisme tersebut pada dasarnya telah mencerminkan prinsip akad ji'alah karena terdapat hubungan antara capaian kerja dan imbalan yang diterima. Namun, risiko pelayanan kesehatan jiwa belum menjadi indikator tersendiri dalam sistem penilaian TPP. Penelitian ini berkontribusi dalam memperkuat legitimasi normatif kebijakan insentif berbasis kinerja dalam perspektif hukum Islam.*

**Kata Kunci:** *Tambahan Penghasilan Pegawai, Paramedis, Produktivitas Kerja, Akad Ji'alah, Rumah Sakit Jiwa.*

## Introduction

Mental health services are a crucial part of the national health service system, demanding a high level of professionalism, precision, and responsibility from both medical and paramedical personnel. Handling patients with severe mental disorders, such as acute schizophrenia, requires not only clinical expertise but also mental readiness and continuous intensive monitoring.<sup>1</sup> This complexity indicates that mental health services involve a different level of implementation risk compared to general health services, whether in terms of work pressure, the emotional condition of the patients, or the potential safety risks directly faced by paramedics while carrying out their duties. In this regard, a high workload can increase job demands without adequate control, thereby raising the risk of mental health issues among paramedics.<sup>2</sup>

The Banda Aceh Mental Hospital, as the referral facility for mental health in Aceh Province, handles patients with acute and non-acute conditions who are separated based on their need for supervision and service intensity. This difference in risk levels and work complexity demands a reward or incentive system capable of reflecting the proportionality between the level of expertise, work achievement, and the service risks faced by paramedics.

In the Aceh Government's staffing system, the State Civil Apparatus (ASN) receives Additional Employee Income (TPP), which is regulated under the Aceh

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<sup>1</sup> Matilda Lantaran Sari et al., "Analisis Faktor Yang Berhubungan Dengan Stres Kerja Perawat Di Rumah Sakit Jiwa Naimata Kupang Tahun 2019", *Timorese Journal of Public Health*, Vol. 1, no. 3, (2019): 109–114.

<sup>2</sup> Amelia Susanti et al., "Faktor-Faktor Yang Mempengaruhi Kesehatan Jiwa Di Lingkungan Kerja", *Jurnal Ners*, Vol. 9, no. 2, (2025): 2249–57.

Governor Regulation Number 15 of 2024 concerning the Provision of Additional Employee Income for the State Civil Apparatus. TPP is a non-salary incentive provided monthly to ASNs based on job class, certain criteria, and performance achievements, taking into account the region's financial capacity in accordance with statutory provisions.<sup>3</sup> The TPP assessment is conducted through the e-Kinerja system, comprising 70% work productivity and 30% work discipline as the primary indicators in evaluating employee performance.<sup>4</sup>

The regulation also emphasizes that the provision of TPP is implemented based on the principles of legal certainty, accountability, proportionality, justice, and welfare. The principle of proportionality requires a balance between rights and obligations, while the principle of justice demands that an employee's contribution and workload are fairly reflected in the reward system. In the practice of mental health services, the difference in risk levels between acute and non-acute wards raises questions about the extent to which the TPP structure can accommodate occupational risk levels as a consideration for providing incentives.

A gap between regulation and implementation often arises when the performance indicators in the e-Kinerja system are merely administrative and generalist. At the Banda Aceh Mental Hospital, paramedics in acute wards face a workload that is not only physical but also extremely psychological. Exposure to aggressive patient behavior, the risk of physical injury, and the demand for high alertness 24 hours a day create a risk profile that is significantly higher than that of paramedics in administrative or outpatient units. However, the extent to which this difference in risk burden is reflected in the TPP variables remains an issue that requires deeper study.

The TPP system, dominated by attendance/discipline variables (30%) and report productivity (70%), tends to equalize all task burdens as long as the job class is identical. In the context of mental health services, the objectivity of performance appraisals often clashes with rigid standardization. If a paramedic in a high-risk unit receives the exact same amount of TPP as one in a low-risk unit simply because they share an identical job class, the value of proportionality mandated by the Aceh Governor Regulation Number 15 of 2024 potentially fails to be substantially achieved.

A mismatch between the risks faced and the compensation received can lead to decreased work motivation and increased job stress among paramedics. As the frontline in the recovery of psychiatric patients, the mental and financial well-being of medical

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<sup>3</sup> Nur Fatika Sari et al., “Pengaruh E-Kinerja, Disiplin Kerja, Dan TPP Terhadap Kinerja ASN pada Dindagkop UKM Kabupaten Rembang”, *Journal of Finance and Business Digital*, Vol. 1, no. 1, (2022): 1–16.

<sup>4</sup> Dina Khilmi Nabilah And Muhammad Qoes Atieq, “Efektivitas Penerapan E-Kinerja Dalam Meningkatkan Disiplin”, *Jurnal Ilmiah Manajemen dan Bisnis*, Vol. 7, no. 2, (2022): p. 114–24.

personnel is a prerequisite for excellent service quality. If the incentive system is deemed unfair or incapable of mitigating the risks of heavy labor, there are concerns that it could lower patient safety standards and healthcare professional standards in the long run.

From the perspective of *fiqh muamalah* (Islamic commercial jurisprudence), rewarding a job can be analyzed through the concept of *ji'alah*, which is a contract containing a promise to provide a reward to a party who successfully completes a job or achieves a specific result.<sup>5</sup> This concept emphasizes the clarity of the work object, the correlation between the result and the reward, and the principle of justice in compensation, making it relevant for analyzing performance-based incentive systems like the TPP. In a modern context, a performance-based incentive system can be understood as an application of the *ji'alah* principle, provided it meets Sharia elements and provisions.

Research in recent years has shown that the TPP system positively influences the discipline and motivation of ASNs, but these studies generally remain within the perspective of public administration and performance management. Studies integrating the TPP mechanism for healthcare workers with Islamic legal principles, specifically the concept of *ji'alah* in *fiqh muamalah*, are still relatively limited. This condition indicates that discussions regarding the mechanism of paramedics' TPP from the perspective of Islamic law have not been explored in depth.

Although several studies have discussed employee incentive systems and the concept of *ji'alah* in *fiqh muamalah*, few have specifically integrated the two within the context of mental health policy. Therefore, this research focuses on analyzing the mechanism for determining the Additional Employee Income for paramedics at the Banda Aceh Mental Hospital and assessing its conformity with the principles of the *ji'alah* contract in *fiqh muamalah*, particularly concerning the correlation between job class, performance achievement, and service risk with the received compensation.

## Method

This research is empirical legal research employing a normative-empirical approach.<sup>6</sup> The empirical approach is used to obtain an overview of the implementation of the Additional Employee Income (TPP) system for paramedics at the Banda Aceh Mental Hospital, particularly regarding the performance appraisal mechanism through the e-Kinerja information system, job class classifications, and the procedures for evaluating and distributing TPP. Meanwhile, the normative approach is used to assess the mechanism's conformity with the principles of the *ji'alah* contract in *fiqh muamalah*,

<sup>5</sup> Sri Sudarti, *Fiqh Muamalah Kontemporer*, (Medan : FEBI UIN-SU Press, 2018), p. 227.

<sup>6</sup> Peter Mahmud Marzuki, *Penelitian Hukum*, (Jakarta: Kencana Prenada Media Group, 2005), p.35-37.

especially regarding the clarity of the work object, the connection between work achievement and reward, and the principles of justice and proportionality in providing compensation.

This research utilizes a purposive sampling technique to determine informants, consisting of paramedics and hospital management. The research data consists of primary and secondary data.<sup>7</sup> Primary data is obtained through interviews with the Banda Aceh Mental Hospital management involved in the performance appraisal process and TPP management. Secondary data is obtained from the Aceh Governor Regulation Number 15 of 2024 concerning the Provision of Additional Employee Income for State Civil Apparatus, the Aceh Governor's Decree regarding the determination of basic TPP based on job class, the fatwa of the National Sharia Board of the Indonesian Council of Ulama (DSN-MUI) regarding the *ji'alah* contract, as well as *fiqh muamalah* literature and other relevant scientific sources.

The collected data is analyzed using a descriptive-analytical method by comparing the practical determination of TPP in the field with the normative provisions in the Governor's Regulation and the principles of the *ji'alah* contract. The analysis aims to assess the extent to which the implemented mechanism reflects the principles of justice and proportionality between job class, work productivity, work discipline, and the level of service risk with the reward given. The data analysis technique uses a descriptive-analytical approach with the steps of data reduction, data presentation, and conclusion drawing. Data validity is tested through the triangulation of sources and methods.

## Discussion

### A. The Concept of *Ji'alah*

Etymologically, *ji'alah* (الجعالة) means to pay wages or provide a reward for a job. Terminologically, *ji'alah* is a contract to obtain a material reward (wage) that is strongly presumed to be attainable.<sup>8</sup> Scholars have differing opinions in defining *ji'alah* terminologically. Imam Syamsuddin Muhammad ibn al-Khatib asy-Syarbini and Sheikh Wahbah al-Zuhaili explain in their books that *ji'alah* is “an agreement to provide a specific reward for a job, whether the job is clearly defined or not yet certain to be executed”.<sup>9</sup> Meanwhile, according to Sayyid Sabiq, *ji'alah* is “a contract to obtain material (wages) that is strongly presumed to be obtainable.”<sup>10</sup> These definitions indicate

<sup>7</sup> Muhaemin, *Metode Penelitian Hukum*, (Mataram-NTB: Mataram University Press, 2020), p.52.

<sup>8</sup> Abdul Rahman Ghazaly, dkk., *Fiqh Muamalah*, (Jakarta: Kencana, 2010), p. 141.

<sup>9</sup> Haryono, “Konsep Al *Ju'alah* Dan Model Aplikasinya Dalam Kehidupan Sehari-Hari,” *Jurnal Hukum Islam dan pranata sosial Islam*, Vol.5, No. 9, (2017), p 645.

<sup>10</sup> M. Sulaeman Jaluli dan Abdul Misno, *Fiqh Muamalah: Hukum Ekonomi dan Bisnis Syari'ah di Indonesia*, (Banten: Penerbit A-Empat, 2024), p. 242-243.

that the core of the *ji'alah* contract lies in the promise of a reward from the provider to the executor of the work if the expected result is successfully achieved.

In other terms, *ji'alah* is also interpreted as a "bounty" or "competition" (*sayembara*), which is a form of agreement where the first party (*ja'il*) promises to give a specific reward (*ja'l*) to the second party (*'amil*) for an effort or work whose nature and limits have been specified in the agreement.<sup>11</sup> In daily practice, the term *ji'alah* is understood as giving a wage to someone who successfully performs a specific job, such as finding a lost item, treating a sick person, digging a well until water comes out, or winning a competition. Thus, the scope of *ji'alah* is not limited to just one type of work but encompasses any work that provides a benefit to the party offering the reward.<sup>12</sup>

The legal basis allowing *ji'alah* is sourced from the Qur'an and Hadith. The Quranic evidence is found in Surah Yusuf verse 72:

قَالُوا نَفَقِدُ صُوعَ الْمَلِكِ وَلِمَنْ جَاءَ بِهِ حِمْلُ بَعِيرٍ وَأَنَا بِهِ زَعِيمٌ

Meaning: They said, "We are missing the king's measuring cup. And whoever brings it will have a camel's load, and I am a guarantor for it".<sup>13</sup>

This verse demonstrates the practice of giving a reward to anyone who successfully finds a lost item, thus serving as the basis for the permissibility of the *ji'alah* contract by scholars. Additionally, there is a Hadith narrated by al-Bukhari No. 2115 about the companions who performed ruqyah on a tribal chief and then received a reward, and the Prophet SAW justified this action as a form of Sharia legitimacy for taking wages for work that yields benefits<sup>14</sup>

According to the DSN-MUI Fatwa No. 62/DSN-MUI/XII/2007 concerning the *Ji'alah* Contract, a *ji'alah* contract is permissible as long as it meets Sharia provisions, which include the clarity of the reward, the object of the work, and the absence of elements of *gharar* (uncertainty), *riba* (usury), and *maisir* (gambling). It is also emphasized that the right to the reward only arises if the work is successfully completed according to the agreement. The fatwa provisions also explain that the *ja'il* party must have the legal capacity and authority to make the contract; the object of work must be

<sup>11</sup> Andri Soemitra, *Hukum Ekonomi Syari'ah dan Fiqh Muamalah di Lembaga Keuangan dan Bisnis Kontemporer*, (Jakarta: Kencana, 2019), p. 159.

<sup>12</sup> Afriani, Ahmad Saepudin, "Implementasi Akad *Ju'alah* Dalam Lembaga Keuangan Syariah", *EKSISBANK (Ekonomi Syariah dan Bisnis Perbankan)*, Vol. 2, no. 1, (2018), p. 59–63.

<sup>13</sup> Departemen Agama RI, *Al-Qur'an dan Terjemahannya*, (Jakarta: Bintang Indonesia, 2011), p. 244.

<sup>14</sup> M. Syaikhul Arif, "Ju'alah Dalam Pandangan Islam", *Siyasah*, Vol. 2, no. 2, Desember (2019): p. 25–36.

permissible under Sharia and not cause forbidden consequences,<sup>15</sup> the result of the work must be clear and known to the parties since the offer; and the reward must be determined in amount and cannot be stipulated to be paid in advance before the work is executed. This fatwa also asserts that the reward is only rightfully received by the *maj'ullah* party if the work results are met, and the *ja'il* is obliged to pay the reward when the promised achievement has been realized.<sup>16</sup>

In *fiqh muamalah*, a *ji'alah* contract is declared valid if it fulfills certain pillars (*rukun*) and conditions. These pillars and conditions consist of: First, the wording (*lafal*) of the contract must contain the meaning of granting permission to the person who will work, and the time is not determined. Second, there must be a person promising to pay the wage. Third, the work must be legally permissible (*mubah*), not prohibited, let alone strictly forbidden (*haram*). Fourth, there must be a clear wage determined by the person offering the work and known by the person who will work before performing the task.<sup>17</sup>

*Ji'alah* has characteristics that distinguish it from other contracts. This contract is non-binding before the work is completed, so the promising party can cancel the contract as long as the work has not been executed. The reward is only given if the work is successfully completed, meaning the objective of this contract lies in the result, not the process.<sup>18</sup> Furthermore, *ji'alah* does not require formal acceptance from the executor because the work can be done on their own initiative after knowing about the promised reward.

The differences between *ji'alah* and *ijarah* (lease/employment contract) lie in several fundamental aspects. For *ji'alah* to be valid, it is not required for the work to be known in detail, whereas in *ijarah*, the work must be clearly known. *Ji'alah* also does not require the duration of the work to be known, while in *ijarah*, the time limit must be known. *Ji'alah* can combine the work and the time limit for its completion, whereas in *ijarah* this is not permitted.<sup>19</sup>

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<sup>15</sup> Nurul Fida, Muhammad Yunus, and Zia Firdaus Nuzula, "Tinjauan Fatwa DSN-MUI No. 62 / DSN-MUI / XII / 2007 Tentang Akad *Ju'alah* Terhadap Gift Pada Fitur Live Tiktok," *Bandung Conference Series: Sharia Economic Law*, Vol. 3, no. 2 (2023): p. 677–683.

<sup>16</sup> Salman Barara And Muhamad Zen, "Akad *Ju'alah* Dan Aplikasinya Dalam Sistem *Reward* Digital Pada Platform Shopee" 1, no. 5 (2025): p. 273–285.

<sup>17</sup> Sumiati dan Neni Nuraeni, "Akad *Ijarah* dan *Ju'alah* dalam Perspektif Fiqh Perbandingan pada Kegiatan Bank Syariah di Indonesia," *El-Iqtishady: Jurnal Hukum Ekonomi Syariah*, 4, no. 2 (2022): p. 193.

<sup>18</sup> Dafit Ropen dan Resi Dazia, "Analisis Akad *Ju'alah* dalam Hukum Islam Mengenai Praktik Jasa Penagihan di PT. Mandiri Tunas Finance dan PT. Putra Timaflo Bersaudara," *Jurnal MIM: Jurnal Kajian Hukum Islam*, 3, no. 2 (2025): p. 133.

<sup>19</sup> Fauqah Nuri Aini, Luqman Hakim Handoko, and Rio Erismen Armen, "Analisis *Fiqh* Muamalah Terhadap Penghasilan Pada Aplikasi *BuzzBreak*", *Tawazun: Journal of Sharia Economic Law*, Vol. 6, no. 2 (2023): p. 276–292.

In *ji'alah*, the worker is not obliged to carry out the work promised for a commission, whereas in *ijarah*, the worker is obliged to carry out the work assigned to them. *Ji'alah* also does not require a specific person as the executor of the work, whereas in *ijarah*, the executor must be clearly defined. Moreover, *ji'alah* is a contract that either party may cancel without the other party's permission, whereas *ijarah* is a binding contract (*lazim*) for both parties and cannot be canceled unilaterally.<sup>20</sup>

The cancellation of *ji'alah* can be done by either party before the work begins. If the cancellation comes from the work executor, they are not entitled to receive the reward.<sup>21</sup> However, if the cancellation is made by the party promising the reward after the work has been partially executed, the executor is entitled to claim a reward corresponding to the proportion of the work done.<sup>22</sup>

The wisdom (*hikmah*) behind the legislation of *ji'alah* includes strengthening ties of brotherhood, friendship, instilling mutual respect, and ultimately creating a community that helps and supports one another.<sup>23</sup> In modern practice, the concept of *ji'alah* can be applied in various fields such as education, business, and technology, for example, giving achievement awards, performance bonuses, or rewards for specific innovations. Thus, *ji'alah* is a *muamalah* contract capable of keeping pace with the times and can serve as a foundational thought in understanding result-based reward systems. In this research, the concept of *ji'alah* is operationalized into several analytical indicators: (1) the existence of a promisor (*jā'il*), (2) the work executor (*'āmil*), (3) a clear object of work, and (4) the promised reward. These indicators are used to analyze the conformity of the TPP system with *ji'alah* principles.

## **B. Mechanism for Determining and Implementing TPP for Paramedics at the Banda Aceh Mental Hospital**

The provision of Additional Employee Income (TPP) for State Civil Apparatus at the Banda Aceh Mental Hospital is implemented based on the Aceh Governor Regulation Number 15 of 2024 concerning the Provision of Additional Employee Income for State Civil Apparatus. The regulation affirms that TPP is an additional income given monthly

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<sup>20</sup> Dianidza Arodha, "Eksistensi Akad Ji'alah Dalam Dunia Transportasi", *Jurnal I'Thisom*, Vol. 1, no. 1, (2022): p. 19–33.

<sup>21</sup> Mohamad Fairuz Tamjisa & Buerah Tunggak, "Konsep Akad Al- Ju'alah Dalam Perusahaan Multi-Level Marketing (MLM) Patuh Syariah", *Umrān: Journal of Islamic and Civilizational Studies*, Vol. 02, no. 1, (2015): p. 37–47.

<sup>22</sup> Abdul Rahman Ghazaly, dkk., *Fiqh...*, p. 143.

<sup>23</sup> Abdul Wahid Al-faizin, Muhyidin, and Abdul Hafid, "Studi Komparasi Akad Ijarah dan Ju'alah Serta Aplikasi Keduanya Dalam Ekonomi Modern", *Jurnal Ilmiah Ekonomi Islam*, Vol. 10, no. 03, (2024): p. 3386–3392.

to ASNs to improve discipline, work motivation, and employee welfare based on established criteria following statutory provisions.<sup>24</sup>

Normatively, the provision of TPP is based on job class as the primary basis for determining the basic TPP amount. The job class is the result of evaluating the job weight, which reflects the level of responsibility, task complexity, and competencies required for a position.<sup>25</sup> The basic TPP amount per job class is determined through a governor's decree after being calculated based on regional financial capacity and the level of regional government administration as stipulated in the Governor's Regulation.<sup>26</sup>

In the context of functional nursing positions at the Banda Aceh Mental Hospital, there are several career levels such as Junior Nurse, Skilled Nurse, and Expert Nurse, each having a different job class. These differences in job class directly implicate the nominal TPP received by the employee. Thus, the TPP amount is not determined by the type of disease treated or the level of medical risk, but rather by the job class and the results of the employee's performance appraisal through the e-Kinerja system.<sup>27</sup>

The final calculation of the TPP amount is carried out by considering criteria stipulated in the Governor's Regulation, namely workload, work achievement, work conditions, duty location, professional scarcity, and other objective considerations.<sup>28</sup> In its implementation at the Banda Aceh Mental Hospital, the components that directly affect the monthly TPP amount are the results of the employee performance appraisal via the e-Kinerja system.

The TPP assessment is calculated based on two main components: work productivity at 70% and work discipline at 30%.<sup>29</sup> Work productivity is assessed based on task execution and the achievement of individual performance targets set in the e-Kinerja system. Meanwhile, work discipline is measured through the employee's attendance rate and compliance with applicable work rules.

The composition of 70% work productivity and 30% work discipline indicates that the TPP assessment system focuses more heavily on employee performance achievements compared to administrative discipline aspects. Work productivity reflects the level of task execution, the achievement of individual work targets, and the employee's contribution to carrying out services in their respective work units. Therefore, the higher the employee's work productivity, the greater the performance value obtained in the TPP assessment system.

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<sup>24</sup> Peraturan Gubernur Aceh Nomor 15 Tahun 2024 tentang Pemberian Tambahan Penghasilan Pegawai bagi Aparatur Sipil Negara.

<sup>25</sup> *Ibid.*

<sup>26</sup> *Ibid.*

<sup>27</sup> Wawancara dengan Ichwanul Fitri, Sekretaris Rumah Sakit Jiwa Banda Aceh.

<sup>28</sup> Peraturan Gubernur Aceh Nomor 15 Tahun 2024.

<sup>29</sup> *Ibid.*

The performance appraisal process is conducted by the direct supervisor in each work unit. For paramedics, the assessment is carried out by the head of the room or head of the installation according to the service unit where the employee is assigned. This mechanism allows for direct supervision over the execution of daily tasks so that performance appraisals can be done more objectively.<sup>30</sup>

The appraisal of employee performance at the Banda Aceh Mental Hospital is carried out through the e-Kinerja system, which records employee work achievements periodically and serves as the basis for determining the TPP amount received by the employee. The system also enables management to monitor employee work achievements administratively through the established information system.<sup>31</sup>

Furthermore, before the TPP disbursement is made, the results of the employee performance appraisal first go through an administrative verification process by the human resources department. This process is conducted to ensure that the employee performance appraisal data complies with the applicable regulations before being processed by the finance department.<sup>32</sup>

In the practice of mental health services, the paramedic workload is also influenced by the condition of the patients being treated. Mental health services have a different level of complexity compared to general health services, especially in handling patients with acute mental health conditions who require more intensive supervision.<sup>33</sup> In the context of mental health services, paramedic work productivity is not only related to the volume of work completed but also relates to the level of service and the complexity of treating mentally ill patients. Handling patients with acute conditions such as schizophrenia requires more intensive supervision and the mental readiness of healthcare workers. Therefore, the level of paramedic work productivity is also linked to the service risks faced while carrying out mental health service duties.

Schizophrenia is a severe mental disorder that affects how a person thinks, feels, and behaves, often accompanied by psychotic symptoms such as hallucinations, delusions, and disorganized behavior. At the Banda Aceh Mental Hospital, patients with severe mental disorders dominate the inpatient and outpatient care figures. Based on data released in 2025, there are at least 20,000 to 21,000 residents in Aceh experiencing mental disorders. Of that number, more than 50%, or about 13,573 people, fall into the category

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<sup>30</sup> *Ibid.*

<sup>31</sup> Wawancara dengan Musrizal, Kepala Bagian Keuangan Rumah Sakit Jiwa Banda Aceh, 28 Mei 2026.

<sup>32</sup> Wawancara dengan Fatimah, Penelaah Teknis Kebijakan Rumah Sakit Jiwa Banda Aceh, 28 Mei 2025.

<sup>33</sup> Wawancara dengan Hasna M., Kepala Instalasi Gawat Darurat Rumah Sakit Jiwa Banda Aceh, 10 Februari 2026.

of severe mental disorders, with schizophrenia being one of the primary diagnoses.<sup>34</sup> This high volume of schizophrenic patients makes the intensity of physical and emotional interaction between paramedics and patients highly demanding. Paramedics are not only required to perform medical interventions with precision but also to mitigate the risks of aggressive or unpredictable actions from patients during acute phases, which requires a level of vigilance that severely drains physical and mental stamina.

Moreover, the TPP determination structure within the Banda Aceh Mental Hospital continues to follow regional regulatory provisions that refer to job classes and administrative performance appraisals through the e-Kinerja system.<sup>35</sup> Thus, despite the differences in the complexity of mental health services in the field, the TPP determination system still follows the regional staffing policy framework based on job classifications and employee performance appraisals.

### **C. Analysis of the Conformity of the TPP Determination Mechanism for Paramedics at the Banda Aceh Mental Hospital According to the *Ji'alah* Contract**

From the perspective of *fiqh muamalah*, the *ji'alah* contract is a form of agreement containing a promise to provide a reward from the provider to a party who successfully completes a job or achieves a specific result. This reward is given if the work that is the object of the contract is successfully carried out according to the set provisions. Therefore, the main elements in a *ji'alah* contract include the presence of a reward provider (*ja'il*), an executing party (*'amil*), a clear object of work, and the reward given for the successful completion of the work.

In the context of providing Additional Employee Income (TPP) for paramedics at the Banda Aceh Mental Hospital, the regional government through the hospital acts as the reward provider, while the paramedics are the work executors carrying out healthcare duties. The object of work being assessed is the execution of healthcare duties measured through the e-Kinerja system, while the reward given is in the form of Additional Employee Income (TPP) received monthly based on the results of that performance appraisal. Thus, conceptually, there is conformity between the TPP provision mechanism and the basic principles of the *ji'alah* contract.

The implemented TPP assessment system uses two main components: work productivity at 70% and work discipline at 30%. This composition shows that the employee's performance achievement is the dominant factor in determining the amount

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<sup>34</sup> Wawancara dengan IchwanulFitri, Kepala Bagian Tata Usaha Rumah Sakit Jiwa Banda Aceh Tahun 2026.

<sup>35</sup> Wawancara dengan IchwanulFitri, Kepala Bagian Tata Usaha Rumah Sakit Jiwa Banda Aceh Tahun 2026.

of additional income received. The higher the work productivity achieved by an employee, the greater the performance value obtained, thus affecting the amount of TPP received. Conversely, if performance achievements are low or work targets are not met, the value obtained will also be lower, thereby impacting the amount of additional income received.

From the perspective of the *ji'alah* contract, this mechanism is conformal because the reward is given based on the work results achieved by the executor. This principle aligns with the characteristic of the *ji'alah* contract, which places the successful execution of work as the basis for the emergence of the right to a reward. In other words, the relationship between performance achievement and the TPP amount reflects the principle that rewards are given as a form of appreciation for the work that has been accomplished.

When analyzed based on the pillars (*rukun*) of *ji'alah*, the TPP system demonstrates conformity in several aspects. First, the regional government as the policy maker acts as the *jā'il*. Second, the paramedics as the task executors act as the *'āmil*. Third, the work performed in the form of healthcare services has clarity, although its level of complexity varies. Fourth, the reward in the form of TPP has been determined based on specific indicators. Nevertheless, there is a potential mismatch, particularly regarding the aspect of justice in the distribution of rewards, considering that the occupational risks of paramedics in the mental health field are not always proportionally accommodated in the performance appraisal system.

However, in the practice of mental health services, there are other factors that also influence the execution of paramedic work, namely the level of service risk faced when handling patients with mental disorders. Treating schizophrenic patients, especially in acute conditions, demands more intensive supervision, the mental readiness of healthcare workers, and professional capabilities in facing the potential for unstable patient behavior. This condition indicates that the paramedic workload is not only related to the amount of work completed but also to the complexity and service risks faced in the practice of mental health services.

In the currently applicable TPP determination system, service risk has not been utilized as an independent indicator in employee performance appraisals. The assessment still relies heavily on work productivity and work discipline evaluated through the e-Kinerja system. Nevertheless, indirectly, the level of service risk can be related to the paramedic's work productivity level because service intensity and patient handling complexity also influence the execution of healthcare duties.

If dissected deeper using *fiqh muamalah* analysis,<sup>36</sup> the validity and perfection of a *ji'alah* contract depend heavily on the equivalence between the object of work (*'amal*) and the promised reward (*ja'l*). Treating schizophrenic patients, particularly in the acute phase, contains a significant element of *masyaqqah* (extra difficulty/risk). In Islamic economic doctrine, if a job entails a higher *masyaqqah*, then the *ja'l* (reward) must be adjusted to *ajr al-mithl* (a fair, standard wage/absolute justice).

The current e-kinerja system, which sets productivity weight at 70% and discipline at 30%, remains "quantitatively blind". This system fails to capture the qualitative dimension of the *masyaqqah*. This means that a paramedic treating an aggressive schizophrenic patient is evaluated identically administratively to an employee handling non-acute patients, as long as the workload in terms of document volume and working hours is met. This condition has the potential to give rise to an element of *dzulm* (injustice), where the sweat and safety risks of the executing worker (*'amil*) are not comprehensively (*kaffah*) appreciated by the employer (*ja'il*).

Based on this analysis, the TPP determination mechanism for paramedics at the Banda Aceh Mental Hospital is fundamentally valid according to the pillars and conditions of the *ji'alah* contract because it avoids *gharar* (uncertainty) regarding the status of the available reward. However, from the perspective of *maqashid syariah* (the objectives of Sharia) in protecting life and wealth (*hifdz al-nafs wa al-maal*), this system requires reconstruction. The government needs to formulate a "clinical risk index" (such as a hazard allowance) as a weighting multiplier in the e-Kinerja productivity percentage. In this way, the TPP provision mechanism will not merely be an administrative governance instrument, but will truly transform into an instrument of appreciation that represents distributive justice (*justice in distribution*) in accordance with the spirit of *ji'alah* in Islam.

## Conclusion

The mechanism for determining Additional Employee Income (TPP) for paramedics at the Banda Aceh Mental Hospital is implemented based on the Aceh Governor Regulation Number 15 of 2024 using a performance appraisal system via e-Kinerja, which places work productivity at 70% and work discipline at 30% as the basis for determining the amount of additional income. This system makes performance achievement the primary factor in providing TPP to employees. In the practice of mental health services, paramedic work productivity is not solely related to the volume of completed work but also correlates with the service level and complexity of handling

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<sup>36</sup> Muhammad Romli, Konsep Syarat Sah Akad Dalam Hukum Islam Dan Syarat Sah Perjanjian Dalam Pasal 1320 Kuh Perdata, *Tahkim*, vol. 17, no. 2, (2021): p. 173-188.

mentally ill patients, specifically schizophrenic patients who require more intensive supervision. From the perspective of *fiqh muamalah*, this TPP provision mechanism fundamentally reflects the principles of the *ji'alah* contract because there is a correlation between the execution of work and the reward given to paramedics as a form of appreciation for performance achievements. However, the current TPP assessment system has not yet specifically incorporated the risks of mental health services as an independent indicator in determining the reward amount. Therefore, developing an assessment system that considers the level of complexity and service risk is necessary so that the provision of TPP more accurately reflects the principles of justice and proportionality between the workload and the reward received by paramedics. Practically, this research recommends that regional governments consider the aspect of occupational risk as a variable in determining TPP. Theoretically, this research enriches contemporary *fiqh muamalah* studies within the context of public policy. Future research is suggested to conduct a more comprehensive comparative study with other Islamic contracts.

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