

The Significance of Human Resource Management in Enhancing Employee Performance from An Islamic Standpoint

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ABSTRACT

The primary function of management in an organization is to oversee and control the organizational structure according to the company's objectives. It involves supporting managers in their supervision and selection of personnel, facilitating efficient decision-making processes, and ensuring overall organizational orderliness. Nevertheless, the progress in developing the function of human resources is hindered by the insufficient ability of human resources to quickly adapt to technology. The objective of this essay is to determine the methodology of discovering The significance of Human Resource Management in enhancing employee performance from an Islamic standpoint. The research was conducted in a descriptive manner, utilizing literature studies and discussing the findings of earlier research. The findings of this study highlight that the objective of human resource management is to mitigate a range of unwanted outcomes, including the recruitment of unsuitable candidates, excessive employee turnover, suboptimal work performance, unproductive interviews, and other related issues. Another issue that negatively impacts the organization is that human resource management promotes a religious ideology that centers around Islamic beliefs. This implies that the objective of human resource management should be to align with the purpose of human existence, which is to consistently acknowledge and incorporate God in all aspects of one's life.

Keywords: Human Resource Management, Employee Performance

ABSTRAK

Fungsi utama manajemen dalam suatu organisasi adalah untuk mengawasi dan mengendalikan struktur organisasi sesuai dengan tujuan perusahaan. Ini melibatkan manajer pendukung dalam pengawasan dan pemilihan personil mereka, memfasilitasi proses pengambilan keputusan yang efisien, dan memastikan ketertiban organisasi secara keseluruhan. Namun demikian, kemajuan dalam mengembangkan fungsi sumber daya manusia terhalang oleh kurangnya kemampuan sumber daya manusia untuk cepat beradaptasi dengan teknologi. Tujuan dari esai ini adalah untuk menentukan metodologi penemuan Pentingnya Manajemen Sumber Daya Manusia dalam meningkatkan kinerja karyawan dari sudut pandang Islam. Penelitian dilakukan secara deskriptif, memanfaatkan studi pustaka dan mendiskusikan temuan-temuan penelitian sebelumnya. Temuan penelitian ini menyoroti bahwa tujuan manajemen sumber daya manusia adalah untuk mengurangi berbagai hasil yang tidak diinginkan, termasuk perekrutan kandidat yang tidak sesuai, pergantian karyawan yang berlebihan, kinerja kerja yang tidak optimal, wawancara yang tidak produktif, dan masalah terkait lainnya. Masalah lain yang berdampak negatif terhadap organisasi adalah bahwa manajemen sumber daya manusia mempromosikan ideologi agama yang berpusat di sekitar keyakinan Islam. Ini menyiratkan bahwa tujuan manajemen sumber daya manusia harus selaras dengan tujuan keberadaan manusia, yaitu untuk secara konsisten mengakui dan menggabungkan Tuhan dalam semua aspek kehidupan seseorang.

Kata kunci: Manajemen Sumber Daya Manusia, Kinerja Karyawan

INTRODUCTION

Effective management is crucial for the successful operation of a business. In the industrial sector, effective management is crucial for conducting manufacturing activities, marketing, and sustaining strong relationships between employees and corporations. Applying management principles to an organization or firm can enhance the efficiency and effectiveness of its resources, leading to improved outcomes. Islam, being the predominant religion in Indonesia, has greatly influenced many parts of life for its followers, including their economic activities and work. Human resources are the most influential factor in the management of all resources on Earth, as all of God's creation on this planet exists solely for the advantage of humanity (Norvadewi, 2017).

Management Science is a discipline that is not impartial and is heavily impacted by the expertise of its developers. Similarly, Human Resource Management (HRM) in Islam is firmly grounded in the implementation of Shari'a or Islamic principles in the management of human resources (Syamsuri & Yuripta Syafitri, 2019).

Human Resource Management in Islam is referred to as Human Resource Management. The terms "Insani" and "man" are synonymous, with "insan" being a reminder of the Islamic notion of Kamil individuals. Kamil possesses a profound understanding, ability to take action, and knowledge that mirrors the personal qualities of the Prophet Muhammad SAW. Once an organization recognizes the significance of human resources, it must possess the capability to efficiently manage and utilize resources in order to fully realize the potential of its human workforce (Aulia, 2018). The control or administration of these resources begins with the establishment of an integrated system that encompasses arrangements pertaining to the extraction and application of work culture across all functions and positions within an organization or corporation. The regulation also pertains to the ongoing satisfying of human needs (compensation), which has the potential to enhance job satisfaction (Hakim, 2016).

The primary function of management in an organization is to oversee and control the organizational structure according to the company's objectives. It involves supporting managers in their supervisory roles and determining the necessary personnel for the company. Effective management facilitates prompt decision-making and ensures that the organization is well-organized and orderly. Effective management is crucial in addressing the situation and circumstances of a firm or organization. Incompetent management that is unable to fulfil their responsibilities according to the company's requirements will inevitably lead to failures inside the organization or corporation.

METHODS

The research methodology employed is library research, specifically literature research. This method involves gathering relevant material by extensively reading journal articles, books, and other types of literature (Hadi, 1990). In this approach, the researcher provides a concise overview of human resources management from an Islamic perspective, with the aim of enhancing employee performance, as well as exploring its connections to other relevant fields of study.

The study utilizes the documentation approach to gather HR thinking data, specifically in the field of sharia management. Both primary and secondary data sources are employed. A scholarly journal article that focuses on the topic of human resources management.

Data collecting strategies involve the use of documentation methods to gather information about various items or variables. These methods include taking notes, referring to books, newspapers, magazines, inscriptions, meeting minutes, agendas, and other similar sources (Arikunto, 2002). Through conducting extensive literature research and subsequently organizing the findings based on the researcher's expertise and quality.

During data analysis, researchers employ qualitative data analysis methods, which involve examining data that cannot be quantified or assessed directly using numerical values. The content analysis method is utilized as one strategy (Nata, 2001). This analysis is a research methodology used to systematically and objectively discover certain properties of messages in a text in order to generate formulas that draw conclusions. (Nawawi, 1998).

RESULT AND DISCUSSION

Human Resource Management Concept (MSDM)

The factor of production known as labor or human resources holds significant importance, as natural resources would be rendered useless without human exploitation.

Thus, it is imperative for every organization to prioritize human resources as a crucial component of production (Suripto, 2012). Subsequently, this led to the emergence of the discipline of human resource management (MSDM) in the field of management. Human resource management encompasses the processes of acquiring, selecting, nurturing, retaining, and utilizing human resources in order to accomplish both individual and organizational objectives.

Human resource management is a strategic approach that acknowledges the significant value of the human element as a highly capable resource that should be cultivated to maximize its impact on the firm. The goals of MSDM focus on efficiently managing the human element, including its full potential, in order to obtain satisfied human resources that meet the standards and provide satisfaction for organizations

and corporations. MSDM, often known as Human Resource Management, is a branch of management that specifically deals with the management of human resources (Syamsuri & Harahap, 2019).

Scope of Human Resource Management

The scope of MSDM is characterized as comprising several aspects such as the implementation period and development activities, as stated by Kadarisman (2013).

- a. Pre-Service Training. Prospective employees who are about to start working, as well as new employees who are being briefed, receive training to provide them with the necessary skills to do their assigned jobs.
- b. In-Service Training. Training provided to employees while they are on duty in the organization, aimed at enhancing their skills and capabilities in doing their work tasks.
- c. Post Service Training The organization provides training to assist and equip personnel for retirement.

Employee Performance

1. Definition

Performance is a metric that quantifies the level of achievement and effectiveness of an organization. An enterprise's income will naturally rise when employee performance improves. Therefore, numerous measures can be taken to enhance employee performance (Kadarisman, 2013).

Performance refers to the output or results achieved by a worker or employee who has been assigned tasks or responsibilities based on their skills, competence, and proficiency in carrying out these duties. Employee performance is determined by the level of quality and amount of work that an employee has accomplished while fulfilling their assigned obligations (S. A. R. et. al. Harahap, 2019).

The determinants influencing employee success, as identified by Handoko in 2019, include:

- a. The efficacy and productivity. Effectiveness and efficiency are key indicators for measuring both positive and negative performance in organizational settings. Effectiveness refers to the ability to successfully reach an aim, while efficiency refers to the ability to satisfactorily and effectively drive towards a desired goal.
- b. Power and Accountability. Effective organization occurs when authority and duty are executed correctly. Every employee inside the organization is already aware of the correct course of action and their own responsibility in attaining the organization's objectives.
- c. Self-control. Discipline in an employee refers to their adherence and respect for the rules and regulations set forth by the firm. Discipline refers to the

adherence and reverence for the established agreement between the organization and its personnel.

- d. Enterprise. The initiative is intricately linked to cognitive ability and ingenuity, which manifests as conceptualizing ideas in strategizing endeavors pertaining to the organization's objectives. It is important for every initiative to be acknowledged and gain a good response from superiors.
2. In Islamic Perspective (S. A. R. et. al. Harahap, 2019).
 - a. Work motivation. In Islamic work ethics, the aim holds significant importance since it serves as a crucial indicator of a person's proximity to God.
 - b. Amanah. Amanah can be defined as a duty, in which a Muslim is obligated to fulfil responsibilities in all areas of life. The Prophet gained admiration from Muslims due to his exceptional integrity and reliability, earning him the epithet al-Amin.
 - c. The outcome of the task. Performance can be defined as the outcome of work accomplished by individuals or a group within an organization, measured both in terms of quantity and quality. It is determined by the authority and responsibilities assigned to them, with the aim of achieving a legal organizational objective while adhering to moral and ethical principles.
 - d. Justice. Collaboration and teamwork are strongly encouraged in Islam, as they have a beneficial effect on enhancing company production.

Islam promotes the idea of being able to collaborate. Collaboration can alleviate the assigned tasks, thereby fostering a sense of fairness among others in embracing the shared workload. Justice can foster a robust sense of unity among Muslims, transcending any disparities in social status.

Human Resource Management

The concept of the human element in management science has evolved into a specialized area known as Human Resource Management (HRM), which is essentially a translation of Man Power Management. Management exercises control over the human resources, which is sometimes referred to as Personnel Management or Human Resource Management. Human resources refer to individuals inside an organization who offer their ideas and engage in various forms of work to accomplish the aims of the organization. (Susan, 2019).

Human resource management strives to mitigate undesirable outcomes, such as the recruitment of unsuitable candidates, excessive employee turnover, suboptimal work performance, inefficient use of time due to unnecessary interviews, and other issues that negatively impact the firm. Human resource management transforms individuals into homo islamicus beings, implying that its objective should align with the inherent purpose of human life, which is to consistently acknowledge the presence of God in all aspects of one's existence. (Susan, 2019).

Management Level

The organization's management hierarchy categorises managers' actions into three distinct tiers (Syafri, 2017):

1. First-line management, sometimes referred to as operational management, is the lowest level of management responsible for overseeing and directing nonmanagerial staff who are active in the production process. These individuals are commonly referred to as supervisors, shift managers, area managers, office managers, department managers, or foremen.
2. Middle-level managers are responsible for overseeing the management activities that occur between first-line managers and top management. They act as a bridge or intermediary between these two levels of management.
Positions that fall under the category of intermediate managers include section chief, project leader, plant manager, and division manager.
3. Top managers, who are also referred to as executive officers. Responsible for devising the organization's overall activities and strategy, as well as guiding the decisions made by the senior management of the company. Examples of such positions include CEOs, CIOs, and CFOs.

Manager Role

There are three distinct functions within the groupings, as identified by Syafri in 2017:

1. Roles involving interactions between individuals. This function is symbolic and encompasses interpersonal interactions and many responsibilities.
This position encompasses the responsibilities of being a role model for subordinates, a leader for others, and a point of contact for communication and coordination.
2. Role of providing information. The manager's responsibilities encompass monitoring and distributing information, as well as acting as a spokesperson.
3. The significance of decision making. This category encompasses the responsibilities of an entrepreneur, problem solver, resource allocator, and negotiator.

CONCLUSION

The primary determinant of enhancing performance in an organization is its human resources. When an institution/organization has human resources that possess excellent character and quality, they have the ability to enhance the management of the institution/organization. Islam places significant emphasis on all aspects of human life, requiring that all actions be rooted in the teachings of the Qur'an and al-Hadith. This is what instills fear in individuals, causing them to avoid making errors and consistently strive for excellence in all aspects of their lives. All impediments that arise in institutions/organizations are a result of subpar or suboptimal human resources. By possessing a solid foundation and extensive

experience, as well as adhering to religious principles, it is anticipated that human resources will demonstrate greater accountability in fulfilling their duties and develop into high-caliber personnel.

The objective of human resource management is to prevent unwanted outcomes, such as the recruitment of unsuitable candidates, excessive employee turnover, suboptimal performance, inefficient use of time due to unnecessary interviews, and other related issues. Another issue that negatively impacts the organization is that human resource management shapes individuals into homo Islamic beings, implying that the objective of human resource management should be to align with the purpose of human existence, which is to consistently manifest devotion to God in all aspects of life.

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