

THE ROLE OF HUMAN RESOURCE MANAGEMENT IN IMPROVING EMPLOYEE PERFORMANCE AN ISLAMIC PERSPECTIVE

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Abstract

The role of management in an organization is to regulate the organizational structure of management by the will of the company, assist managers in supervising and determining the people needed in the company, will get fast decision making in the company, and the organization will be neatly. However, problems in developing the role of human resources are still hampered by the lack of rapid adaptation of human resources to technology. This article aims to find out how The Role of Human Resource Management in Improving Employee Performance in Terms of an Islamic Perspective. Research conducted in the form of descriptive using literature studies and dissusing the results of previous research. The result from this research explain the human resource management aims to avoid various undesirable things, such as hiring inappropriate people for a job, high turnover, getting employees who do not work optimally/efficiently, wasting time with useless interviews and various other things. Other problems that are detrimental to the company, human resource management makes humans *homo Islamic* creatures, which means that the goal of human resource management must be to be able to accommodate the goal of human life which is to always present God in every activity of his life.

Keywords: Role, Human Resources Management, Employee Performance.



INTRODUCTION

Management is one thing that is important in running a business. In the industrial world, when carrying out production activities, marketing and maintaining the continuity of relations between employees and companies, management is very necessary. The application of management to an organization or company can increase the efficiency and effectiveness of company resources so that it can achieve better results. Islam as the religion of the majority of the Indonesian population has colored all aspects of life for those who adhere to Islam, including economic life and in terms of work. Human resources are the greatest force in the management of all resources on this earth, because all of God's creation on this earth is only for the benefit of mankind (Norvadewi, 2017).

Management Science is a science that is not value-free and is strongly influenced by the experts who develop it. Likewise, Human Resource Management (MSDM), in Islam has a strong basis for implementing Shari'a or Islamic guidance in the management of Human Resources (Syamsuri & Yuripta Syafitri, 2019).

Human Resource Management in Islam is known as Human Resource Management. The word *Insani* and *man* have the same meaning, the word *insan* reminds us that in Islam it is known that the concept of *Kamil* people is known. *Kamil* is a believer in whom there is a power of insight, deeds and wisdom which is the personal image of the Prophet Muhammad SAW. After realizing the importance of humans, an organization must be able to organize and utilize resources so that the potential of human resources in the organization can be developed (Aulia, 2018). The regulation or management of these resources starts from the development of an integration to arrangements related to the excavation and implementation of work culture in every function and position in an organization or company. The regulation also relates to the continuous fulfillment of human needs (compensation) can increase job satisfaction (Hakim, 2016).

The role of management in an organization is to regulate the organizational structure of management by the will of the company, assist managers in supervising and determining the people needed in the company, will get fast decision making in the company, and the organization will be neatly and well arranged. Good management must play a role in the situation and conditions of the company or organization. Management that cannot carry out roles by the demands of the company will have an impact on failures in an organization or company.



Literature Review

Definiton of Management

Management is the process of planning, organizing, directing and supervising the efforts of the members of the organization and the use of other organizational resources to achieve the goals of the organization that have been set (Handoko, 2019). It can be concluded that management can be interpreted as working with people to determine, interpret and achieve the goals of the organization by carrying out the functions of planning, organizing, drafting personnel, directing as well as leadership and supervision.

Management is a science in the sense that management requires other disciplines of sciences in its application, for example; economics, statistics, accounting etc. In general, the definition of management is "an activity to achieve goals or objectives that have been determined in advance by using other people (Sutanto, 2013). Many are found in management literature which contains three meanings, namely:

- 1) Management as a process.
- 2) Management as a collectivity of people who have carried out management activities.
- 3) Management as an art and as a science.

Sharia management is the art of managing all resources owned by the sharia method that has been listed in the scriptures or that has been taught by the prophet Muhammad SAW (S. Harahap, 2017). Islamic Economics aims to conduct studies on the happiness of human life achieved by organizing resources on earth based on mutual cooperation and participation. From the above understanding, sharia management is a field of science that is very useful in every circle in organizing all existing resources owned based on cooperation between various elements of the organization in achieving the vision and mission of the organization.

Management Functions

The management function as we know that there are four main ones, namely (Susan, 2019):

- 1) Planning

Planning is planning the workforce effectively and efficiently to suit the needs of the company in helping the realization of organizational and



company goals. Planning is carried out by managing human resources by Islamic procedures and principles.

2) Organizing

Organizing is an activity to organize all employees by establishing an appropriate division of labor, labor relations, and delegation of authority, organization is only a tool for achieving a goal.

3) Briefing

The briefing is an activity to direct all employees, so that they are willing to work together and work effectively and efficiently in helping to achieve the goals of the company, employees and the community.

4) Control

Control is the activity of controlling all employees to be able to follow all the regulations that have been set by the company and work by the plan that has been made. If there is a deviation or an error, action or sanctions will be held to correct and improve a plan. Of course, to control this matter must be by procedures, and follow Islamic principles.

Methods

The research used is library research, the techniques of which are the most important is research that collects material by reading journal books and other forms of material or commonly called literature research (Hadi, 1990). In this approach, the researcher briefly describes human resources management to improve the employee an Islamic perspective and other related disciplines.

1. Data Source

The data source used in this study is the documentation method that is looking for HR thought data, especially in the field of sharia management using primary data and secondary data. Journal Primary Data that discusses about human resources management.

2. Collecting Data Technique

Data collection techniques in the form of documentation techniques that look for data about things or variables in the form of notes, books, newspapers, magazines, inscriptions, meeting minutes, agenda, and so on (Arikunto, 2002). By researching a number of literature (library research), then sorting it out by prioritizing the excellence of the researcher.



3. Data Analysis

When analyzing data, the researcher uses qualitative data analysis method, that is, data that cannot be measured or evaluated directly with numbers. As one approach, the content analysis method is used (Nata, 2001). This analysis is a research technique for developing formulas that draw conclusions by systematically and objectively identifying specific characteristics of messages in a text. (Nawawi, 1998).

Results and Discussion

Human Resource Management Concept (MSDM)

Labor or human resources as a factor of production have a very large meaning, because natural wealth will be useless if it is not exploited by humans. Therefore, every company must pay great attention to human resources as one of the factors of production (Suripto, 2012). In management, this then gave birth to the science of human resource management (MSDM). Human resource management can also be interpreted as the withdrawal, selection, development, maintenance, and use of human resources to achieve individual and organizational goals.

Human resource management is a movement to recognize the importance of the human element as a sufficiently potential resource that needs to be developed so that it can make a maximum contribution to the company. The objectives of MSDM revolve around efforts to manage the human element with all its potential effectively so that satisfied human resources can be obtained by the criteria and satisfying for organizations and companies. MSDM is part of management that focuses on human resources (Syamsuri & Harahap, 2019).

Scope of Human Resource Management

Based on the implementation period and development tasks, the scope of MSDM is classified as including (Kadarisman, 2013):

a. Pre-Service Training

Training is given to prospective employees who are about to start to work, and new employees who are debriefing in nature, so that they can carry out the tasks that will later be charged to them.

b. In-Service Training

Training in tasks performed for employees on duty in the organization to improve the ability to carry out work.

c. Post Service Training

Training is carried out by the organization to help and prepare employees for retirement.



Employee Performance

A. Definition of Employee Performance

Performance is a measure of a company's success. The income of an enterprise will increase by itself as the performance of employees increases, therefore various sides can be done to improve employee performance (Kadarisman, 2013). Performance is a form produced by a worker or employee who has been charged with duties or obligations based on a person's ability, excellence and dexterity in carrying out these tasks. Employee performance is the result of work in quality and quantity that has been achieved by an employee in performing his duties by the responsibilities that have been given to him (S. A. R. et. al. Harahap, 2019).

Factors affecting employee performance are (Handoko, 2019):

a) Effectiveness and efficiency

In the relationship of organizational performance, measures of good and bad performance can be measured by effectiveness and efficiency. It can be said to be effective when achieving the target, and it is said to be efficient if it can be satisfactory and become a driver to achieve the desired goal.

b) Authority and Responsibility

Good organization if the authority and responsibility have been carried out properly. Each of the employees in the organization already knows what should be right to do as well as his responsibility in achieving the goals of the organization.

c) Discipline

Discipline will indicate a condition or an attitude of respect in the employee to a rule and provisions of the company. Discipline is the observance and respect for the agreement that has been made between the company and the employees.

d) Initiative

The initiative is closely related to thinking power, and creativity which is expressed in the form of ideas in planning things related to the goals to be achieved by the organization. Every initiative should receive appreciation or a positive response from superiors.



B. Human Resources Performances in Islam (S. S. A. R. Harahap, 2019):

a. Intention in work

The intention in Islamic work ethics is the most important dimension, so the intention is considered a benchmark for a person's closeness to god.

b. *Amanah*

Amanah can be interpreted as a responsibility where responsibility is an obligation for a Muslim in all aspects of life. The Prophet became an example for Muslims because he became a very honest and trustworthy person and got the nickname al-Amin.

c. The result of the work

The definition of performance can also be concluded as a result of work that can be achieved by a person or group of people in an organization both quantitatively and qualitatively, by the authority and duties of their respective responsibilities, to achieve an organizational goal that is legal and does not violate the law and by morals and ethics.

d. Justice

Helping each other and working in a team is highly recommended in Islam, this has a positive impact on increasing company productivity. Even Islam advocates being able to cooperate. Cooperation can ease the work given, therefore the existence of cooperation will able to provide a sense of justice for others in embracing the work that is shared. Justice can make the relationship between Muslims a strong harmony without any differences in social class.

Human Resource Management

There are six elements in management, namely (Susan, 2019):

- Man
- Money
- Method
- Materials
- Machines
- And Market

This human element (Man) developed into a field in management science called Human Resource Management (MSDM), which is a translation of Man Power Management. Management regulates this human element some call it Personnel Management or Personnel Management. What is meant by human resources is defined as people who are in an organization who contribute thoughts and do various types of work in achieving organizational goals.



Human resource management aims to avoid various unwanted things, such as hiring inappropriate people for a job, high turnover, getting employees who do not work optimally / efficiently, wasting time with useless interviews and various other problems that harm the company. Human resource management makes humans homo islamicus beings which means that the purpose of human resource management must be able to accommodate the purpose of human life that always presents God in every activity of his life.

Management Level

The levels of management in the organization will divide the actions of managers into three levels (Syafri, 2017):

- 1) First-line management, also known as operational management, is the lowest-level management in charge of leading and supervising non-managerial employees involved in the production process. They are often called supervisors (supervisors), shift managers, area managers, office managers, department managers or foremen.
- 2) Middle-level managers, covering all management that is between first-line managers and top management and serves as a liaison between the two. Positions that include middle managers include section chief, project leader, plant manager or division manager.
- 3) Top managers, also known as executive officers. In charge of planning the company's activities and strategy in general and directing the course of the company top management examples are CEOs, CIOs, and CFOs.

Manager Role

There are three groups' roles, namely (Syafri, 2017):

- a. Interpersonal roles
It is a role that involves people and other obligations, which is symbolic. This role includes the role of a figure for subordinates, leaders and liaisons.
- b. Informational role
Includes the manager's role as a monitor and disseminator of information, as well as a role as a spokesperson
- c. The role of decision making
Included in this group is the role of an entrepreneur, problem solver, resource divider and negotiator.



CONCLUSION

Human resources are the main factor in improving performance in an organization. When the human resources they have are of good nature and quality, they will be able to improve the institution/organization they are managing. Islam pays great attention to all forms of human activity, everything that humans do must always be based on the Qur'an and al-Hadith. This is what makes people afraid of making mistakes and always doing well in their lives. All obstacles that occur in institutions/organizations are caused by human resources that are not good or not optimal. By having a good foundation and experience and adhering to religious values, it is hoped that human resources will be more responsible for the mandate they carry out and be able to become quality human resources.

The human resource management aims to avoid various undesirable things, such as hiring inappropriate people for a job, high turnover, getting employees who do not work optimally/efficiently, wasting time with useless interviews and various other things. Other problems that are detrimental to the company, human resource management makes humans *homo Islamic* creatures, which means that the goal of human resource management must be to be able to accommodate the goal of human life which is to always present God in every activity of his life.



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