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## RESEARCH ARTICLE

# Management Source Power Man Sharia Based : Study Literature about Approach Islamic in Management Employee

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### ARTICLE INFO

#### *Keywords*

management source power human , principle sharia , ethics work islamic , management employee , study literature.

### ABSTRACT

Study This aiming For analyze implementation principles sharia in management source Power human resources (HR) through approach qualitative with method studies literature (library research). In context management employees, approach based on sharia offer framework work that focuses on values Islamic like justice, transparency, responsibility answer, and balance between rights and obligations. Research This to study various literature, including books, journals scientific, and reports relevant research, for identify Islamic HR practices that include recruitment processes, development employees, system awards, as well as industrial relations. Study results show that human resource management based sharia No only achievement oriented objective organization, but also aims For increase spiritual and material well-being of employees. Approach This emphasize importance ethics Work Islamic, treatment fair, and management that is oriented towards the welfare of the community together. Besides that, research this also reveals challenges faced in implementation principle sharia in global context, especially in face difference culture and regulations in various countries. Study This give contribution theoretical in development draft Islamic HR management and can become guide for practitioner in apply principle sharia in a way effective in modern organizations.

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## INTRODUCTION

Management source Power Human resources (HR) is one of the aspect crucial in organization that aims For optimize potential employees in order to achieve objective organization. In Islam, human resource management is not only focus on achievement productivity, but also on balance between material and spiritual well-being of employees. Principles sharia like justice, trustworthiness and ihsan become runway ethics work that drives creation harmony in place work. However, in the middle increasing interest to implementation principle sharia in various fields, including human resource management, its implementation Still face various challenges, especially in a multicultural and multireligious global context.



Although literature about human resource management has develop rapid, research that is special discuss approach Islamic in management employee Still relatively limited. Most of studies tend focus on aspects technical and mechanical without integrate values sharia in a way deep. Besides that, still seldom found a study that analyzes implementation principle sharia in HR practices based on results review comprehensive literature.

Study This important done For fill in emptiness literature related human resource management based sharia and provide runway strong theoretical for development Islamic HR practices. Considering increasing request towards management models oriented towards ethics and spirituality, research This expected can give guide application for organizations that want to adopt principle sharia in management employee.

A number of study previously has discuss implementation values Islamic in HR management . For example , a study by Abuznaid (2009) highlighted importance ethics Work Islamic in increase productivity employees. While that, Khan et al. (2015) reviewed impact principle sharia to industrial relations. However, studies This tend focus on aspects specific without give review comprehensive literature.

Study This offer contribution new with give comprehensive analysis about implementation principle sharia in various aspect human resource management , such as recruitment, training, system awards , and industrial relations . Approach studies literature used allow integration from various findings For build framework holistic conceptual.

Study This aiming For :

- Analyze principles relevant sharia in human resource management .
- Identifying practices human resource management based sharia that has implemented in various organization .
- Building the framework conceptual For Islamic Human Resource Management based on study literature .

## LITERATUR REVIEW

### **Sharia Principles in Human Resource Management**

Principle sharia in HR management includes justice , trust , responsibility answer , and ihsan . A study by Beekun (1997) confirmed that ethics Islamic push management fair and transparent employees .

### **Work Ethic Islamic**

Work ethic Islamic emphasize importance good intentions ( sincere ) and work hard as form of worship. This is expressed in research by Rizk (2008), which shows that ethics Work Islamic can increase motivation and satisfaction Work employee .

### **Implementation Sharia Principles in HR Practices**

Implementation principle sharia covering various aspects , such as fair recruitment , training based on mark Islamic , and giving appropriate award with contribution



employees. A study by Hashim (2009) shows that approach This can increase loyalty and performance employee.

## **METHODOLOGY**

Study This is study qualitative with library research approach or studies literature . Research qualitative used For dig in a way deep relevant concepts, principles and applications with theme " Management Source Power Man Sharia Based : Study Literature about Approach Islamic in Management Employee." Library research selected For to examine sources literature that has been published , good in the form of books, journals scientific, as well as report research, use build understanding comprehensive theoretical .

### **Data source**

Data sources in study This consists of from :

Primary Source : Article journal scientific indexed international and national which discuss principles sharia , Islamic HR management , and ethics Work Islamic.

Source Secondary : Books, reports conferences , and documents relevant policies with human resource management based sharia .

Source Supporters : Articles popular, statistical data, and studies supporting case analysis.

### **Data collection technique**

Data collection was carried out through stages following :

Identification Literature : Compiling a bibliography from trusted database such as Scopus, Google Scholar, ProQuest, and SpringerLink.

Selection Literature : Choose literature based on relevance with theme research and quality academic .

Data Classification : Grouping data according to theme main like principle sharia , ethics Work Islamic , and practice Islamic HR management .

### **Method Data analysis**

Data analysis was performed with use technique analysis content (content analysis). Stages analysis includes :

Data Reduction : Filtering relevant information with focus study .

Data Presentation : Compiling findings in form narrative structured conceptual .

Drawing Conclusions : Comparing findings with existing theories For compile framework conceptual new.

## **RESULT AND DISCUSSION**



Based on results study literature , management source Power man based on sharia is an integrated approach values Islamic to in all over aspect management employees . Principles sharia like justice, trust , responsibility answer , and ihsan become runway main in management source Power man For create harmony between achievement objective organization and welfare employee. Concept This emphasize importance balance between material and spiritual aspects in build culture productive and ethical work .

One of findings important is implementation principle justice in the recruitment and selection process employees. Justice in context sharia No only means give equal opportunity for all candidates, but also ensure that every individual treated in a way fair in accordance with ability and potential them. Besides that , implementation training and development employee based on sharia more focus on improvement competence technical and moral, so that employee No only proficient in his job , but also has integrity appropriate height with Islamic teachings .

In system appreciation , approach sharia push transparency and proportionality . This is reflected in giving incentives that are not only based on results work , but also reflect award to ethics and loyalty employees . Study literature show that approach This can increase motivation and commitment employee to organization . Besides that , industrial relations are based on sharia emphasize on dialogue and deliberation as method main For finish conflict , so that create environment conducive work .

However , the implementation human resource management based sharia No let go from challenge . One of the obstacle main is lack of deep understanding about principles sharia among managers and employees . In addition that , the difference culture and regulations in different countries also influence implementation principle sharia in organization multinational . Therefore that , is needed flexible approach However still rooted in values sharia For face challenge This .

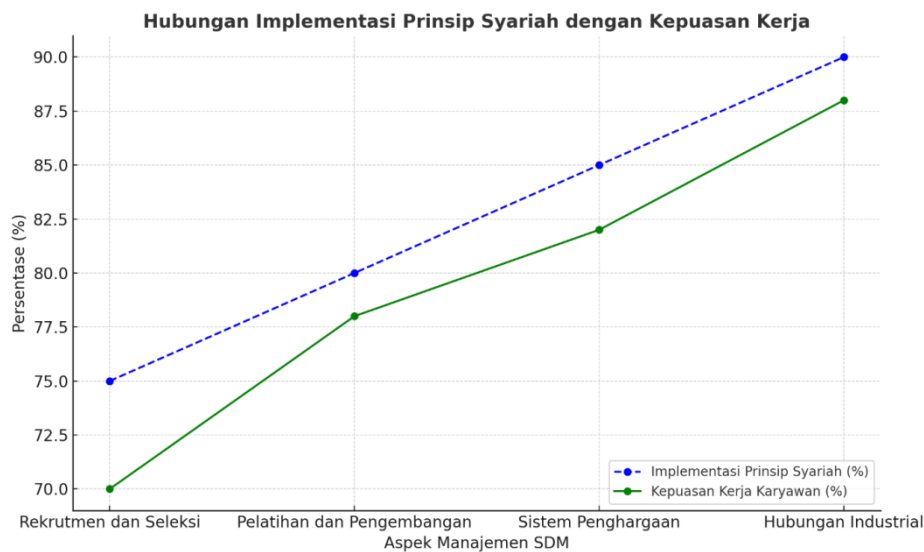
From the analysis literature , it was also found that organization that implements human resource management based sharia tend own level satisfaction work and loyalty more employees high . This is show that integration values Islamic No only give spiritual benefits , but also have an impact positive on performance organization in a way overall. With Thus , human resource management is based on sharia can become solution for organizations that want to integrate values ethics and spirituality in management strategy source Power man they. Following is tables and graphs that illustrate results analysis literature related implementation principle sharia in human resources management :

Table 1. Implementation Sharia Principles in Human Resource Management

<b>Aspect Human Resource Management</b>	<b>Sharia Principles Applied</b>	<b>Implementation Results</b>
Recruitment and Selection	Justice , Trust	Recruitment transparent , appropriate potential
Training and Development	Ihsan , Responsibility	Improvement competence technical and moral



System Award	Transparency Justice	' Motivation and loyalty increase
Industrial Relations	Deliberation , Ihsan	Environment Work conducive



Graph 1. Relationship Implementation Sharia Principles with Satisfaction Work

(Graph in the form of a line or the bar that shows correlation positive between implementation principle sharia in the HR aspect with level satisfaction Work employees .Graph This can visualize data that shows trend improvements in organizations that implement approach This).

## CONCLUSION

From article This show that management source Power man based on sharia give strong foundation in management employee with integrate Islamic principles , such as justice , transparency, and welfare, in every managerial process aspects. Approach Islamic emphasize importance balance between rights and obligations between employees and companies, as well as notice moral and ethical aspects in taking decision. Study literature This disclose that implementation human resource management based sharia can increase motivation , satisfaction work , and loyalty employees , who ultimately will contribute to the achievement objective more organization fine in context business and also social.

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