

Agency. Through this rigorous selection mechanism, the best and selected HR providers will be born. Through foundations with the best human resources with high commitment, a superior, innovative, competitive and quality Islamic education institution is born. The quality of human resources in Islamic education will be born from quality Islamic education institutions.

Qualified educators and education staff as teachers, lecturers, counselors, tutors, *widyaiswara*, tutors, instructors, facilitators in institutions of Islamic education are selected with great attention to their inner competence, in addition to outward competence. Teachers and lecturers are recruited in the highest quality Islamic education institutions with high standards. These teachers and lecturers were born from the best educational institutions with the best accreditation. Teachers and lecturers teach according to their fields of competence so that they become professional teachers and experts in teaching. The best teacher and lecturer will provide the best quality in the learning process. This teacher and lecturer through the best recruitment process can effectively transfer knowledge and moral values (*ahlaq*). So that in the end, through this best teacher, there will be born out of quality human resources from Islamic education institutions.

HR in other Islamic educational institutions that support the educational process in Islamic educational institutions are administrative, library, laboratory, security and cleaning staff.

All of these human resources are selected according to their competencies and only human resources are competent and in accordance with the principles of HRM Islamic perspective based on *tawhid* recruited to become part of HR in Islamic institutions. All elements of HR in Islamic education institutions carry out their functions in a synergy to achieve the goals of Islamic educational institutions.

HR recruitment for Islamic education institutions is not enough only with the adaptive model, by purely a statistical approach to recruitment decisions by converting test scores obtained by test takers to ordinary numbers, then adding them to the cumulative score. The profile matching model is identifying the ideal profile of employees of Islamic education institutions. The employee profile that best fits the ideal variable made by Islamic education institutions is the one who best meets the criteria for being an employee, among them is a strong and trustworthy HR (trust).

3. The Training and the Developing the Human Resources

The development of human resources is closely related to the efforts to improve the knowledge, abilities, and/or attitudes of organizational members and the provision of career paths that are supported by organizational flexibility in achieving organizational goals. Every human resource in an organization or institution is required to work effectively, efficiently

that its activities in Islamic education institutions are not merely world-oriented by gaining salaries, incentives and satisfaction in the world, in which this orientation will give birth to a capitalist person who measures a variety of activities by calculating mere economic benefits. The material of the faith at the end of the day will encourage awareness of human resources in Islamic education institutions that the mandate assigned to them will be held accountable at the end of the day.

The material of Faith in qadar will give birth to the human resources of Islamic education institutions that are sure that everything that befalls humanity has become his destiny, not necessarily having to surrender but instead having to try as much as possible to get what he dreamed of. Humans must try afterwards put their trust in Allah on the results of their work in Islamic education institutions. With this trust, the HR of Islamic education institutions will be born that are always optimistic and full of enthusiasm.

Humans need training and development so they are able to carry out their mandate. A strong believer is more God-loving than a weak believer. In Islamic education institutions, the existing human resources must be strong in their faith, knowledge and skills. the power of faith will encourage someone to carry out their obligations, continue to develop themselves and continue to learn to strengthen the institution. Allah teaches strong believers to learn and seek knowledge. From the beginning, Allah SWT invited His people to learn

and practice to increase their knowledge and skills by reading. Finding knowledge for HR in Islamic education institutions is intended to worship Allah. The seekers of this knowledge get protection from angels by stretching their wings and being fed by fish in the ocean. Islam sees science as the basis for determining one's dignity and degree in life as the word of God in (Surat al-Mujadalah [58]: 11)

In Islamic education institutions, the process of education and training can be carried out through a process of training, education and training, symposiums, open seminars and others. Education and training of all HR elements in Islamic education institutions leads to the outbreak of high-quality Islamic education institutions with strong Islamic character. This Islamic perspective education and HR training will answer the probabilities of HR weaknesses in Islamic education institutions that must continue to grow and develop, compete competitively with the development of the times that are moving forward, so that eventually the best quality human resources are born and the best out of education also.

4.The Maintenance of Human Resources

The maintenance of human resources is an activity to maintain or improve the physical, mental and loyalty conditions of employees, so that they continue to cooperate until retirement. Good HR maintenance is carried out with welfare programs based on the

assessment of every human act as the word of God in (Q. Al-Baqarah [2]: 134).

Relevance of the Concept of Human Resource Management in Islamic Education with Modern Management

Management of human resources in the Islamic perspective makes the Islamic creed/tawhid as the basis of its HR activities. True tawhid is a perfect condition for charity. The principle of monotheism is an added value for human resources of Islamic education institutions that are more oriented to the mission of hoping for the pleasure of Allah, prioritizing long-term goals (afterlife) rather than short-term benefits (afterlife) and making human resources the main asset in Islamic education institutions.

With monotheism that is true will give birth to human resources in Islamic education institutions that have a heart that is salim, which is a clean and holy heart, full of faith, a heart that is stirred to his Lord and always remembers Him. The implementation of tawhid for HR in Islamic education institutions is reflected in his view that work is part of worship to Allah. This spirit of jihad is a work ethic for HR in Islamic education institutions. This spirit leads to Faith and is directly related to the power of God. It is this faith that makes HR in Islamic education institutions sincere in working with the ultimate goal is to get the blessing of Allah SWT.

Human Resources in Islamic Education Institutions with the highest motivation are oriented to the afterlife will continue to be strongly committed

to the productivity of work with whatever conditions of Islamic education institutions exist, not only depending on incentives and salaries. The Ikhlas concept of charity is a key motivator for HR in the Islamic Education Institute.

HRM activities that are based on tawheed and come from the Qur'an and hadith give birth to the management of human resources in the Islamic perspective whose grand theory is reflected in the quadran I, II, III, IV, and V. In quadrant I, it is the Human Resource planning Islamic perspective sourced from Al -Quran Surah Al-Hasyr verse 18. Quadrant II is Procurement of human resources Islamic perspective with grand theory of surah Al-Qhashas verse 26. Quadrant III is Training and Developing Human Resources Islamic perspective extracted from surah Al Mujadilah: 11, Quadrant IV is Maintenance of Human Resources Islamic perspective with grand theory of surah An-Nisa: 28 and Al-Baqarah: 185 and last quadrant V is Human Resource Assessment Islamic perspective with grand theory of surah Al-Baqarah: 134

All of the human resource management activities of this Islamic perspective that were extracted from Alqur'an and hadith and were relevance with modern management theory will give birth to Islamic education institutions as caliphs, Insan Kamil and Rahmatal Lil alamin.

The Concept of Human Resources The Islamic perspective is relevant to modern management concepts in the behavioral period including William

choosing leaders. The position is submitted to experts, position is not given to those who request or really want it without proper qualifications, selection of employees is on the basis of agreement, giving Selection tests is related to Islamic Aqeedah, prohibitions appointment is based on love and nepotism and carried out fairly.

Third; the training and developing human resources, Islam views science as the basis for determining one's dignity and degree in life. Allah commands His Messenger to always ask for additional knowledge. With the increase of Science, it will increase a Muslim's knowledge of various dimensions of life, both world affairs and religion. Based on the interpretation of the letter At-Taubah verse: 100, An-Nahl: 125, Al-Alaq: 1, Al-Mujadallah: 11, Al-Isra: 41 and hadith. This is where there are principles of training and development of human resources in an Islamic perspective, namely Allah commands to seek knowledge, requires the intention of worship. HR education and training are based on a strong foundation of monotheism, calling for good teaching, the method of training and development of human resources in Islam, the importance of paying attention to Ahlaq, physical appearance and Islam encourages his people to truly improve performance.

Fourth; The maintenance of human resources in an Islamic perspective based on compensation and well-being gets great attention. This welfare can be material and non-material. Wages in

Islam are associated with rewards received by someone who works, both in return for the world (financial and non-financial), and in the afterlife (reward as hereafter investment). Wages in the concept of Islam have two aspects, namely world and the hereafter. Based on the interpretation of the Qur'an and hadith regarding the maintenance of human resources according to the author's conclusions there are principles of maintaining human resources in an Islamic perspective, namely the provision of appropriate rewards, not giving heavy burdens, wages related to morals, granting benefits, the live of officials guaranteed to contribute fully, the weak given a portion as people who are entitled to get salary from others, determining wages before work begins and wages determined based on the type of work.

Fifth; the assesment of the performance in Islam in principle is to plan, monitor, and evaluate the sharia competencies of employees. It is based on the interpretation of the letter Q.S. Al-Qasas: 77, An-Najm: 39, Ar-Rad: 11, Al-Baqarah: 134 and hadith. Thus the principle of evaluating human resources in an Islamic perspective is that Islam teaches its people earnestly in work, achieving optimal goals depends on the performance. Working in Islam occupies a noble position, working in parallel with Mujahid FiSabilillah, as well as working in Islam is an obligation and God gives judgment on every human action.

