RELEVANCE OF ISLAMIC HUMAN RESOURCES MANAGEMENT THROUGH MODERN MANAGEMENT

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ABSTRACT

This study aims to identify the relevance of the concept of human resource management in Islamic education with modern management. Using literature study is a series of activities relating to the method of collecting library data, reading, recording and processing research materials. The results of the study address that: HR planning to pay attention and analyze and be oriented to the life of the world and the hereafter. Procurement must have trustworthy worker qualifications. Training and development are based on permanence and science is the basis for determining one's dignity and degree in life. Maintaining is the provision of appropriate rewards, not giving a heavy burden, based on respect for each individual as the potential capability, experience, rights and obligations of each individual by observing the principle of ta old man. The assessment of human resources in Islamic education institutions makes tagwa a barometer of its assessment.

Keywords: al-tandur, amanah, tauhid, ta'awun, and taqwa.

INTRODUCTION

n educational institutions is no exception in Islamic education institutions, the most important asset that must be owned and must be considered is the people, they are the ones who plan, implement to produce educational innovations, monitor the quality, market the products, allocate financial / financial resources, and formulate all strategies and organizational goals. So, it's no wonder that this human resource makes other resources work¹.

The success of the educational process depends also on the pattern of human resource management. The

quality of Human Resources has proven to be a determinant factor for the success of development and progress of a nation. Experience of Asian countries such as Japan, South Korea, Taiwan, Hong Kong and Singapore prove the truth of this².

Teachers in schools are the spearhead of the implementation of learning which plays an important role in supporting the creation of quality human resources³. Research on the quality of basic education conducted by Asian South Pacific Bureau of Adult

² Wahyu Fajar Ihtiarini, 2017 Effect of ladder drills two feet each square and icky shuffle training on motion speed. Journal of Sports Health (07) 7: 116-122.

Akhir Putra Setiawan and Tri Andjarwati 2017. The Effect of Self Efficacy and Motivation toward performance on Pt. Busson Auto Finance (BAF) Surabaya Branch I Journal of Economic Management, (2) 1: 275 – 284

Retno Tri Hapsari, et al. 2018. Teacher Problem Analysis Regarding Learning Devices Based on examples and Non Examples model and Student Problems Regarding Biological Learning Outcomes at Senior High School. Journal of Education, (3) 2: 204-209

Education (ASPBAE) Global and Campaign for Education. The study was conducted in 14 countries in March-June 2005. The first rank was occupied by Thailand, then followed by Malaysia, Sri Lanka, the Philippines, China, Vietnam, Bangladesh, Cambodia, India, Indonesia, Nepal, Papua New Guinea, Solomon, and Pakistan. Indonesia received a score of 42 out of 100 and had an average of E. For aspects of the provision of complete basic education, Indonesia scored C and ranked 7. In the aspect of state action, Indonesia obtained a quality letter F in the ranking of 11. In the aspect of input quality / teacher, Indonesia was given an E and ranked 14th (the last)4.

World Bank 2012 research in 12 Asian countries shows that the quality of Indonesian teachers is 12th. The results of the teacher competency test by the Ministry of Education and Culture 2012 show that teachers only achieve an average score of 4.30, which is far below the minimum target of 7.00. The World Bank released the results of its research which found data that there were no significant differences teacher competency test scores between teachers who were certified and teachers who had not been certified⁵.

Prospective teachers have come from the lower class of young people

(because teacher salaries are low), although they are included in various upgrading and workshop activities, they will still not move, because academically their basic abilities are indeed weak⁶.

The difficulty of improving teacher quality is the legacy of the New Order period. The pattern of teacher recruitment is wrongly continued even though it has entered the reform period "The teachers who were recruited were also wrong. In the requirements to become teachers at that time were clean soul and clean environment teachers from the influence of G-30S-PKI, teachers who were critical were not acceptable at that time, after reformation, there were also many honorary teachers who automatically became civil servants7"

The low quality of education so far because of the wrong system of teacher recruitment. Many teachers apparently unable to teach and master teaching materials. So far, he said, the system of teacher recruitment is only through ordinary tests such as other civil servants. In fact, graduates who are smart in answering CPNS questions cannot necessarily teach. "The impact of this wrong recruitment pattern, yeah like now. We only know the impact now and this must be corrected immediately8. This means that education is currently at a level of crisis that is alarming in terms of Human Resources.

⁴Dhoni Kurniawati, 2018. Human Resource Management in the Islamic Perspective and Its relevance to Modern Management. Ijtimaiyya: Journal of Islamic Community Development (11) 1 (2018), pg.22.

⁵ M. Shabri Abd. Majid, 2014. Analysis of Levels of Education and Poverty in Aceh. Journal of Enlightenment (8) 1, 2014:15-37.

⁶ Veithzal Rivai and Sylviana Murni, 2012. Education Management (theory and practice analysis), Jakarta: Rajawali Press,. pg.49

⁷ Dhoni Kurniawati, pg. 24

⁸ Dhoni Kurniawati, ham. 25

Based on the ranking of the best universities in Asia, Asia Week 2000 magazine version, none Universities in Indonesia are in the best 20. From the 77 universities surveyed in the Asia Pacific, it turned out that the University of Indonesia (UI) was only able to rank 61st for the multidisciplinary category. University Gajah University (UGM) is ranked 68th, while Diponegoro University (UNDIP) and University Airlangga (UNAIR) ranked 77th and 75th. While the Bandung Institute of Technology (ITB) is ranked 21st for the University of science and compared technology, to National University of Science and Technology Pakistan⁹.

The competitiveness of Indonesian HR when viewed from the Human Development Index (HDI) shows that in the first ten years of the 21st century, HDI Indonesian HR is among 187 world-recognized countries and territories was in the middle category¹⁰. This shows that the value of Indonesia's HDI rose from 0.422 in 1980 to 0.629 in 2012. However, it is still below the Philippines (0.654), China (0.600), Central Administration (0.769), East Asian countries (0.663), Colombia (0.719), South Korea (0.909) and Turkey (0.722)¹¹.

When viewed from the development of Indonesian HR through

Zulia Ilmawati, 2015. Wajah Buruk Pendidikan di Indonesia, *Jurnal al-wa'ie*, (1)-31, pg.12. Multidimensional Poverty Indexes measured through the dimensions of education, health and living standards, it shows that compared to other countries, Indonesia has a MPI value of 2 digits (0.066), lower than the Indian country (0.283), Cambodia (0.212) higher when compared to Thailand (0.006), Vietnam (0.01 7), Malaysia (0.017) and Egypt (0.024)¹². All of these HR growth indicators indicate that Indonesian HR has strived to be better from year to year.

The main challenge in the world of education today and in the future is the ability to improve the quality of human resources¹³. In this connection it is interesting to study how the quality of human resources in our education and what efforts can be made to improve the quality of education so that it can produce better quality human resources as expected, so that the Indonesian people become more productive, efficient and have strong self-confidence so they can compete with other nations in this global life. This is where the role of HR management knowledge in leadership. Management science as a scientific discipline was first introduced by Frederick W. Taylor with his book the Principle of Scientific Management (1945), long before both, the teachings of the Qur'an and hadith have already explained the principles and principles of management.

The principle of human resource management is essentially the application of management, especially for managing human resources,

¹⁰ Dhoni Kurniawati, pg. 24.

¹¹Mirawan, 2015. Indonesian Human Resource Management. Jakarta: Raja Grafindo Persada,.pg. 13

¹² Mirawan, pg. 14

¹³ Dhoni Kurniawati, pg. 25.

conceptualized by Edwin B Flipo, "planning, namely: organizing, processing, and supervising of activities, compensation, integrating, maintaining and releasing of human resources to achieve various objectives of individuals, organizations communities14". Based on it, the study of the application of human resource management on this study is limited to (1) planning, (2) procurement selection, (3) development, (4) maintenance, and (5) assessment human resources by the organization.

The author uses library research that is by finding and collecting various literatures that are relevant to the problem. Library study is a series of activities relating to the method of collecting library data, reading and recording and processing research materials¹⁵. Library research limits its activities only to library collection materials without the need for field research¹⁶.

There are three reasons that the study is limited only by using library research, namely: (1) because the problem of the research can only be answered through library research and vice versa, it is impossible to expect the data from field research. (2) literature study is needed as one of its own stages, namely the preliminary study to understand deeper the new symptoms

developing in the field, (3) the library data remains reliable to answer the question of educational human resource management research.

DISCUSSION

Concepts and applications of Education Human Resource Management

1. Human Resource Planning

Human resource planning is a series of activities carried out to anticipate the demand of environmental business in the organization in the future as well as to meet the labor needs caused by these conditions¹⁷.

The most important part of Human Resource Management in Islamic Human Education Institutions is Resource Planning. Planning is organizational function that is very fundamental for the organization, this is because HR planning is an integral part of long-term planning. Good and right HR planning will produce quality human resources so that they are able to manage their organization well. The concept of planning in Islam is contained in (Surat al-Hasr [59]: 18), in this surah Allah commands his followers to pay attention and analyze (Al-Tandhur) every action for tomorrow which is to face the Day of Judgment.

Human Resource Planning is made with good intentions because all deeds depend on their intentions. HR planning in an Islamic perspective is designed based on the concept of learning and the

 ¹⁴Rika Diana, 2015. Human Resources and Work Productivity. Journal of Istinbath (14) 15. 2015: pg.
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¹⁵Mestika Zed, 2004. Library Research Methods, Jakarta: Indonesian torch foundation, pg. 3

¹⁶Mestika Zed, pg. 2

¹⁷Rahmat Hidayat, et al.2018. Analysis of Workload for Human Resource Needs Planning in the Field of Highways, Office of Public Works and Spatial Planning. West Lombok Regency. Journal of Master of Management in Unram (7) 3. 2018, pg. 46.

results of the discussion of competent people, people who are careful and broad in their views, they are very visionary to determine the best steps for the problems at hand. HR Planning Orientation in an Islamic perspective in addition to world life but also oriented to the afterlife. The concept of tawakal is a part that God teaches in planning Islamic human resources. By inspiring this trust, a sincere attitude emerged for HR in Islamic education institutions so that all activities in Islamic education institutions were interpreted as worship to Allah. HR planning must therefore pay attention to the organizational culture, work patterns characteristics of educational the institutions.

The principles that the author recommends that can be based on basic human resource planning in Islamic education namely that God is making plans, God's plan is very firm, referring God's instructions in planning, planning carefully, planning accompanied by trust, planning results picked later, the planning made is good planning, planning based on the concept learning and the results of deliberations of people who are competent, careful, broad views and planning orientation for the life of the world and the hereafter.

2. Procurement of Human Resources

Procurement is the process of withdrawal, selection, placement, orientation and induction to get employees who are in accordance with the needs of the organization. Good procurement will help realize the goal¹⁸.

Islamic education institutions in recruiting HR must have good worker qualifications in accordance with the concept of Islam in (Q.s Al-Qhashas [28]: 26). This means that the procurement of human resources must have trustworthy workers' qualifications. The best person to be made into HR in Islamic education institutions is a strong and trustworthy HR. Strong here is analogues to certain skills and qualifications that are implied by the position so that they become professional workers and eventually become experts in their fields and are able to understand and then apply the principles Competencies of Islam. selected from HR in Islamic education institutions are physical and inner competence.

HR selection is very important in education institutions Islamic considering the tasks that are carried out physical require and spiritual commitment. HR that must be selected strictly is the human resources involved in organizing the educational process of Islamic education institutions both under government's responsibility and private sector. At present the number of Islamic education institutions is organized by the private sector, therefore HR of the Foundation which conducts education in Islamic education institutions must be selected strictly as it will establish operational permits for its

¹⁸Krismiyati, 2017. Development of Human Resources in Improving the Quality of Education in State Elementary School of Angkasa Biak Office Journal, (3) 1, 2017, pg. 44.

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 selected with great are attention to their inner competence, in competence. addition to outward 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 that they competence so 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 can effectively process transfer knowledge and moral values (ahlaq). So that in the end, through this best teacher, there will be born out of quality human from Islamic education resources 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 recruitment to 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 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

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 supported are organizational flexibility in achieving organizational goals. Every human resource in an organization or institution is required to work effectively, efficiently and the quality and quantity of work are good so that the competitiveness of the company becomes greater¹⁹.

the business competition In organizations/companies environment, are currently working together maintain superior human resources. One of the efforts to develop the quality of company and organizational human resources is by implementing training developing programs and human resources²⁰.

The best human qualities in Islam refers to the era when the best human beings were from the result of the education process, coaching and training of the best people, namely Rasululloh. Three generations in his time and after that, there are no like them. Allah SWT commands us to follow this best generation, walking on the path they take. Behave in harmony with what they have done.

The training and development are based on permanence and science as the basis for determining one's dignity and degree in life (Surat al-Mujadalah [56]: 11).

The monotheistic aspect becomes the first and foremost case instilled in the best human resources in the time of the Prophet and friends. By following the path taken by the prophet in educating and training friends this is the foundation of the growth of the

In Islamic Education Institutions Tawheed is the shaping of his HR personality. In the education process and Tawhid training become the first and foremost element before the other material. Tawhid is the foundation and basis of learning. The material of faith in Allah will instill a love and admiration for Allah which guides HR in Islamic Education institutions to carry Allah's commands and stay away from His prohibitions. With this material, the HR Institute of Islamic education was formed which gained peace, tranquility and peace. This is born because of the belief in the existence of God as creator, provider of gift, The Seeing and Hearing. The material of faith in angels for human in Islamic resources education institutions will be part of the inherent supervision of human resources in Islamic education institutions.

HR performance is based on the belief that work productivity is always in the eyes of the angels. The material of faith in the book of God will add to the belief of HR in the institution of Islamic education that Allah has provided the best guidelines for HR activities in Islamic education institutions, this belief will make Alquran and hadith the main reference in its work activities.

Faith material to the end of the day will give an understanding of the Islamic education institution's human resources

development of human resources in Islamic education institutions. Obedience is the first and foremost element in the education curriculum and their training and coaching. This Tawhid will give the soul power to its owner.

¹⁹Krismiyati, 2017. Development of Human Resources....pg. 44.

Fujia Rahayu, Hendry Cahyono, 2018. Effects of Training and Development of Human Resources on Increasing Islamic Work Ethic at Bank Syariah Bukopin Employees, Darmo Surabaya Branch. Journal of Islamic Economics (1) 2, 2018, hlm 39

that its activities in Islamic education institutions are not merely worldoriented by gaining salaries, incentives and satisfaction in the world, in which this orientation will give birth to a capitalist person who measures a variety activities by calculating 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 will them be held assigned 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 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 Islamic education in institutions leads to the outbreak of highquality 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

needs of most employees, and guided by internal and external consistency²¹.

Conceptually the maintenance of human resources in an Islamic perspective is based giving on appropriate rewards, not giving a heavy burden, based on respect for each individual as a potential capability, experience, rights and obligations of each. The Word of Allah SWT in (Surat al-Ahqaaf [46]: 19).

The concept of behavioral management patterns of human resource management that can be applied in Islamic education institutions is based on respect for each individual as a potential capability, experience, rights obligations of each. There is a condition of mutual respect between leaders and workers, mutual respect for fellow workers, cooperative relations (ta'awun) based on policies and devotion, good communication that prioritizes mutual interests over personal interests.

To realize the principle above, in Islamic education institutions a work protection system is prepared so that there is no practice of violations of rights and injustices with the provisions of a clear, transparent and fair contract of work as the word of God in (Al-Baqarah [2]: 282) and (Qs. Al-maidah [5]: 1). Worker rights must be considered in Islamic education institutions as well as professionalism and standardization of work, salaries and benefits. Workers in Islamic education institutions must also get workers' protection.

5. The Assessment of human resources

Human resource assessment, Bayangkara (2008), calls it an HR management audit designed systematically to audit activities, programs that are organized, or part of an entity that can be audited to assess and report whether resources and funds have been used efficiently, and whether the objectives of the program and activities that have been planned can be and do not violate achieved policies provisions or set by the company²².

The assessment of human resources in Islamic education institutions must be carried out regularly and continuously at every level of the hierarchy that will be the basis for availability and encourage feedback. He determines what things go well in building the foundation of the success of Islamic educational institutions and also mark what things are not going well so that corrective actions can be taken.

The assessment of human resources in Islamic education institutions makes taqwa a barometer of its assessment. It is this fear that determines the degree of quality of human resources in Islamic education institutions. In Islamic education institutions, HR education institutions believe that Allah is very precise and fast in calculating the performance of his people. God gives an

²¹ Rika Diana, human resourcepg. 95.

²² Benih Hartanti, Agus Susilo, 2018. The Assessment of Human Resources Performance in the Management Audit Perspective and Balance Scorecard. JAD: Dewantara (1) 2, Journal of Accounting and Finance Research (1) 2, 2018: pg. 91.

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 Our'an and hadith give birth to the management of human resources in the grand perspective whose 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 Mujadilah: **Ouadrant** IV 11, 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-Bagarah: 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 Ochi's theory with his Z theory (1981) and Deming's PDCA quality theory (1982)²³. In Theory Z security has an important meaning, employees need rewards in the form of working freely, promotion and being employed forever so as to obtain a sense of security, comfort, and comfort in the organization in a long working period, emphasizing trust relationships between leaders and those led and collective decision making.

The power of Z's theory is to bind employee loyalty indefinitely, so that employees are expected to work in an attitude of integrity to improve organizational performance. Theory Z, which was born in 1981 has been in the concept of human resource maintenance in an Islamic perspective contained in the Qur'an and hadith, namely the provision of appropriate rewards, not giving heavy burdens, wages related to morals, granting benefits, the guaranted of officials so they can contribute fully, the weak are given a portion as people who are entitled to get salary from others, determine wages before work begins and wages are determined based on the type of work. The basic concept of human resource management is the perspective of Islam in Alqur'an and this hadith before the birth of the Z Theory by William Ochi (1981).

CONCLUSION

The conclusions of this study are as follows: first; The concept of planning human resources in an Islamic perspective appears in all the actions of

²³ Dhoni Kurniawati, pg. 33

the Prophet always making careful planning. Regarding the obligation to make careful planning, there are many in Al-qur', both explicitly and sarcastically (kinayah) so that before taking something an action is made planning. It is based on the interpretation of Surat Al-Tarig ayat 16, Al-Qolam ayat 45, Al-Baqarah ayat 38, Al-Hasr ayat 18, Yusuf ayat 47, Yusuf 67, Albaqoroh ayat 202, Al¬Fatir verse 10, Al-Qashas verse 77, Surat Asy-Syarh 7-8 and An-Nisa verse 134. In essence, there is the principle of human resource planning perspective of Islam, namely Allah is making plans. God's plan is very firm, referring to God's guidance in making planning, planning is made carefully, planning is accompanied by tawakal, planning results are picked later, planning made is good planning, planning is based on the concept of learning and the results of deliberations of people who are competent, careful, broad view and have a planning orientation for the life of the world and the hereafter.

Second: Islamic education institutions in recruiting their HR, they must have workers' qualifications in accordance with the concept of Islam. Based on the explanation of commentary on the letter Al-Qhashas verse 26, Al-Thariq verse 16, Surah Al-Baqarah verse 247, Al Imran verse 28, Al-A'raf verse 29 and the hadith, the author's concludes there are principles of procurement of human resources in an Islamic perspective, namely Criteria for recruitment of human resources, which are strong and reliable, selective in 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 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, importance of paying attention to Ahlaq, physical appearance and 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 nonfinancial), 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 author's conclusions there are principles of maintaining human resources in an Islamic perspective, namely 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 the assesment of 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-Bagarah: 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 FiSabililah, as well as working in Islam is an obligation and God gives judgment on every human action.

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