

INTERPRETATION OF THE VERSES OF THE QUR'AN REGARDING HUMAN RESOURCE MANAGEMENT

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ABSTRACT

This paper reveals that human resources are the greatest power in the processing of all the resources that exist on earth. Humans were created by Allah Almighty. as a caliph on earth to manage the earth and the resources in it for the welfare of mankind itself, creatures and the entire universe, because basically all of God's creations that exist on earth were deliberately created by Allah for the benefit of mankind. Therefore, these existing resources must be managed properly because they are a mandate carried by humans who will be held accountable in the afterlife. To get good management, humans are required to master science. In surah ar-Rahman verse 33, Allah has advised humans to study as widely as possible without limits in order to prove the Almighty of Allah. And the knowledge in question must be directed to the study of the Koran and Hadith. Humans have the potential to be the noblest of creatures and also the potential to be the lowest of creatures

Keywords: *Thematic Interpretation of Human Resource Management*

I. INTRODUCTION

Human resource management is a process that consists of planning, organizing, leading and controlling activities related to job analysis, job evaluation, procurement, development, compensation, promotion and termination of employment in order to achieve the stated goals. (Pangabea, 2007 :15).

On the other hand, Ambar Teguh Sulistiyan and Rosidah stated that human resource management is a potential which is an asset and functions as capital (non-material / non-financial) in a business organization, which can be transformed into physical and non-physical real potential in realizing the existence of the organization. (Rosidah, 2009 :11).

Human resource management (HRM) is one of the areas of general management which includes aspects of planning, organizing implementation and control. (Veithzal, 2009 :1).

There are various opinions regarding the notion of human resource management, among others: there are those who create Human Resources, some interpret it as man power management and some include the notion of human resource management as personnel (personnel, staffing, and so on). In the world of human resource management education, it is also known as the management of educators and educational personnel.

The main objective of human resource management is to increase employee contribution to the organization in order to achieve the productivity of the organization concerned. This can be understood because all organizational activities in achieving goals, depending on the people who manage the organization concerned. Therefore, these human resources must be managed in order to be efficient and effective in

achieving organizational goals. One of the elements that is quite decisive in human resource management efforts in an organization is the people. (Arsyad, 2003 :68).

Humans are creatures of Allah Almighty who are most perfect compared to other creations of Allah SWT. Many human characteristics and potentials are written in the Koran.

With a set of body organs given by Allah to humans, humans have the power or potential which when developed will become quality human resources, and will make humans aware of their responsibilities both as servants of Allah Almighty and as khalifah of Allah SWT. So it can be understood that human resources according to the Koran are human potentials that can be developed to carry out their duties either as servants of Allah swt or as khalifah of God Almighty. In carrying out this task, humans are given potential by Allah SWT. which is in the form of religious instincts since humans were born. This potential is called fitrah, as Allah has said in surah ar-Rum/30 ayat 30:

وَلَكِنَّ الْقَيْمَ الدِّينَ ذَلِكَ ۚ اللَّهُ لَخَلْقِ تَبْدِيلَ لَا عَلَيْهَا النَّاسَ فَطَرَ اللَّهُ فِطْرَتَ حَنِيفًا لِلدِّينِ وَجْهَكَ فَاقْمِ يَعْلَمُونَ لَا النَّاسَ أَكْثَرَ

Meaning: "Then turn your face straight to the religion of Allah; (stay on) the nature of Allah who has created humans according to that nature, there is no change in the nature of Allah. (That is) righteous religion; but most humans don't know. "

Rasulullah saw, also emphasized that in addition to having the potential of nature, humans also have the potential for holiness, namely that humans are born in a holy state. As the Prophet Muhammad said: "From Abu Hurairah, he actually said: Rasulullah saw. said: every child is born in a holy state, then both parents make the child a Jew, a Christian or a Magi." (HR. al-Bukhari).

The verses of the Koran have explained the creation of humans with various abilities, among others, humans are given the ability to speak, as Allah says:

الْبَيَانَ عَلَّمَهُ () الْإِنْسَانَ خَلَقَ

Meaning: He created humans to teach him to speak well. (QS.Arrahman /55:3-4).

Humans are also endowed with the ability to master knowledge through a certain process, as Allah says:

يَعْلَمُ لَمْ مَا الْإِنْسَانَ عَلَّمَ -بِالْقَلَمِ عَلَّمَ الَّذِي

Meaning: "Who teaches (humans) through kalam. He teaches man what he does not know. " (QS. Al-Alaq/96: 4-5).

So that with these various potentials, humans are said to be God's creatures who were created in the best possible form. This is in accordance with the word of God in surat at-Tin/95 ayat 4:

تَقْوِيمَ أَحْسَنَ فِي الْإِنْسَانَ خَلَقْنَا لَقَدْ

Meaning: "Indeed, we have created humans in the best possible form."

In an Islamic education institution, the most important asset that must be owned and must be considered in management is human (HR). Samsudin said they were the ones who designed and produced educational innovations, supervised quality, marketed products, allocated financial resources, and formulated all organizational strategies and objectives. Human resources are what make other resources work. (Samsudin, 2006 :21).

II. LITERATURE REVIEW

Human Resource Management Function

The Functions of Human Resource Management According to Cherrington, namely: (Cherrington, 1995 :11).

1. Staffing/Employment

This function consists of three important activities, namely planning, drawing and selecting human resources. Actually, managers are responsible for anticipating human resource needs. As the company grew, managers became more dependent on the human resources department to gather information on the composition and skills of the current workforce.

Although the withdrawal of labor was carried out entirely by the human resources department, other departments remained involved providing descriptions of job specifications to assist with the withdrawal process. In the selection process, the human resources department conducts screening through interviews, tests, and investigates the background of applicants. The responsibility of the human resources department for the procurement of this workforce has increased with the law on equal employment opportunities and various conditions required by companies.

2. Performance Evaluation

Human resources department and managers. Managers bear the primary responsibility for evaluating their subordinates and the human resources department is responsible for developing an effective performance appraisal form and ensuring that it is carried out by all parts of the company. The human resources department also needs to train managers on how to set good performance standards and make accurate performance appraisals.

3. Compensation

In terms of compensation / rewards, a good coordination between the human resources department and managers is needed. Managers are responsible for raising salaries, while the human resources department is responsible for developing a good pay structure. A compensation system that requires a balance between payments and benefits provided to workers. Payments include salaries, bonuses, incentives, and profit sharing received by employees. Benefits include health insurance, life insurance, leave, and so on. The human resources department is responsible for ensuring that the compensation provided is competitive among similar companies, is fair, complies with applicable law (for example: UMR), and provides motivation.

4. Training and Development

The human resources department is responsible for helping managers to become good trainers and advisors to their subordinates, creating effective training and development programs for both new (orientation) and existing (skills development) employees, being involved in the training and development program, estimate the company's need for training and development programs, and evaluate the effectiveness of training and development programs. The responsibility of the human resources department in this case also concerns the issue of termination of employment. This responsibility helps restructure the company and provides solutions to conflicts that occur within the company.

5. Employee Relations

In companies that have trade unions, the human resources department plays an active role in negotiating and dealing with trade union agreements. Helping companies deal with trade unions is the responsibility of the human resources department. Once

the agreement has been agreed, the human resources department assists the managers in how to manage the agreement and avoids more complaints.

The main responsibility of the human resources department is to avoid unhealthy practices (for example: work halls, demonstrations). In companies that do not have a union, the human resources department is required to be involved in employee relations. In general, employees do not join a union if their salary is sufficient and they believe that the company is responsible for their needs. The human resources department in this case needs to ensure that employees are treated well and whether there is a good and clear way to resolve complaints. Every company, whether it has a trade union or not, needs a firm way to increase discipline and resolve complaints in an effort to solve problems and protect the workforce.

6. Safety and Health

Every company is obliged to have and implement a safety program to reduce unwanted events and create healthy conditions. Workers need to be constantly reminded of the importance of work safety, an effective work safety program that can reduce the number of accidents and improve the health of workers in general. The human resources department has the main responsibility for conducting training on work safety, identifying and improving conditions that endanger the workforce.

7. Personnel Research

In an effort to improve company effectiveness, the human resources department analyzes individual and company problems and makes changes accordingly. Problems that are often considered by the human resources department are the causes of employee absences and tardiness, how good recruitment and selection procedures are, and the causes of workforce dissatisfaction. The human resources department is responsible for collecting and analyzing information pertaining to this issue. The results are used to assess whether the existing policy needs to be changed or not.

Characteristics of Human Resources of Islamic Education in the Alquran

Humans as the driving force of an educational institution, especially Islamic education, must have characteristics or traits that are inspired by shifat al-anbiyaa 'or the characteristics of the prophets and messengers. These characteristics are: shiddiq (true, honest), trustworthy (responsible, trustworthy and credible), tabligh (communicative), and fathanah (intelligent and wise). (Nawawi, t.th. :746).

Good quality human resources are people who have a work ethic, as described by Faisal Badroen, including the following: (Badroen, 2006 :145-157).

1. The goal of humans in doing work is to worship Allah and prosper life by managing the earth and its contents.

Meaning: "And I did not create jinn and humans but so that they serve Me. I don't want any sustenance from them and I don't want them to feed me".

And in another verse, it is stated:

الْعَالَمِينَ رَبِّ لِلَّهِ وَمَمَاتِي مَحْيَايَ وَوَسْكَي صَلَاتِي إِنَّ قُلْ

Meaning: "Say: Verily, my worship, my worship, my life and my death are only for Allah, Lord of the worlds." (QS. Al-An'am/6: 162).

2. Work is an effort to create a balance between fulfilling the needs of soul and body.

فِي الْفَسَادِ تَبَغُّ وَلَا إِلَيْكَ اللَّهُ أَحْسَنَ كَمَا وَأَحْسِنُ الدُّنْيَا مِنْ تَصْيِيكَ تَنْسَ وَلَا الْآخِرَةَ الدَّارَ اللَّهُ أُنْكَ فِيمَا وَابْتَغِ
الْمُفْسِدِينَ يُحِبُّ لَا إِلَهَ إِلَّا اللَّهُ الْأَرْضِ

This means: "And look for what Allah has given you (happiness) in the land of the hereafter, and do not forget your share of worldly (enjoyment) and do good (to others) as Allah has done good, to you, and do not do damage in (face) of the earth. Indeed, Allah does not like those who do damage." (QS. Al-Qashas/28: 77).

3. Working hard to get sustenance is accompanied by tawakal and piety to Allah.

النُّشُورُ وَالْيَهُ رَزَقَهُ مِنْ وَكَلُوا مَنَاجِبَهَا فِي فَاْمَشُوا دَلُّوْا الْأَرْضَ لَكُمْ جَعَلَ الَّذِي هُوَ

Meaning: "He is the one who made the earth easy for you, so walk in all its corners and eat a portion of His sustenance. and it is only to Him that you (return after) are compared." (QS. Al-Mulk/67:15).

4. Business that is lawful and avoids haram business.

تُقْلِحُونَ لَعَلَّكُمْ الْأَلْبَابِ يَأُولَى اللَّهُ فَاتَّقُوا الْخَبِيثَ كَثْرَةً أَعَجَبَكَ وَلَوْ وَالطَّيِّبُ الْخَبِيثُ يَسْتَوِي لَا قُلْ

Meaning: "Say:" is not the same as bad with good, even though the amount of bad it attracts your heart. So, fear Allah. O wise people, so that you have good luck." (QS. Al-Maidah/5:100).

5. The belief that all the material in this world belongs only to Allah, while humans are serving as caliphs.

أَمِنُوا بِاللَّهِ وَرَسُولِهِ وَأَنْفِقُوا مِمَّا جَعَلَكُمْ مُسْتَخْلَفِينَ
فِيهِ فَالَّذِينَ آمَنُوا مِنْكُمْ وَأَنْفَقُوا لَهُمْ أَجْرٌ كَبِيرٌ

Meaning: "Have faith in Allah and His Messenger and spend part of your treasure that Allah has made you master. So those who believe among you and spend (part) of their wealth will receive a great reward." (QS. Al-Hadid/57: 7).

6. Maintain material ownership.

وَأَنْتُمْ بِالْأَنْفِ النَّاسِ أَمْوَالٍ مِّنْ فَرِيقًا لِّتَأْكُلُوا الْحَكَامَ إِلَىٰ بِهَا وَتُدُلُّوا بِالْبَاطِلِ بَيْنَكُمْ أَمْوَالَكُمْ تَأْكُلُوا وَلَا تَعْلَمُونَ

Meaning: "And do not eat part of the wealth among you in an immoral way and (do not) bring (the affairs) of that property to the judge, so that you can eat a portion of the property of the other person by (sinning). even though you know." (QS. Al-Baqarah/2: 188).

7. Honest and trustworthy.

وَالْكِتَابِ وَالْمَلِكَةِ الْآخِرِ وَالْيَوْمِ بِاللَّهِ أَمِنْ مَنْ الْبِرِّ وَلَكِنَّ الْمَعْرَبِ وَالْمَشْرِقِ قَبْلَ وَجْهَكُمْ تَوَلَّوْا أَنْ الْبِرِّ لَيْسَ
وَأَقَامَ الرِّقَابِ وَفِي السَّابِلِينَ السَّبِيلِ وَابْنِ وَالْمَسْكِينِ وَالْيَتَامَى الْقُرْبَى ذَوَى حُبِّهِ عَلَى الْمَالِ وَأَتَى وَالنَّبِيِّ
الْبَاسِ وَحِينَ وَالضَّرَّاءِ الْبَاسَاءِ فِي الصَّبْرِ إِذَا عَهْدُوا إِذَا بَعْدَهُمْ وَالْمُؤْفُونَ ۖ الزَّكَاةَ وَأَتَى الصَّلَاةَ
الْمُتَّقُونَ هُمْ وَأُولَئِكَ ۖ صَدَقُوا الَّذِينَ أُولَئِكَ

Meaning: "It is not a virtue to turn your face to the east and west, but in fact that virtue is having faith in Allah, the next day, angels, books, prophets and giving the treasures that they love to their relatives, children. orphans, poor people, travelers, (who need help) and people who beg; and (to free) my slave, offer prayers, and pay zakat; and those who are patient in pain, suffering and in war. They are the ones who are true (faith); and they are the ones who fear." (QS. Al-Baqarah/2: 177).

Quality human resources for Islamic education are those who have the breadth of knowledge, are flexible and responsive to developments in various fields, especially education. In the Qur'an, Surat Mufadalah verse 11, Allah elevates the rank of those who have knowledge: "Allah raises those who believe from all of your groups and also

those who are endowed with knowledge to several degrees". Then in the word of Allah Q.S. Zumar: 9, Allah gives the difference between those who are knowledgeable and those who do not have knowledge: "Say: Are there people who are knowledgeable and people who are not knowledgeable." Armed with this knowledge, HR is expected to be able to deliver the institution to achieve the goals that have been planned.

MSDM Components of Islamic Education as a Result of Study of the Alquran

The human resource development strategy carried out by the Prophet Muhammad SAW. Includes: (1) planning and attracting quality human resources, (2) developing quality human resources, (3) assessing the performance of human resources, (4) providing motivation, and (5) maintaining quality resources. (Suyanto, 2008 :223).

In line with the steps taken by the Prophet Muhammad, Mujammil Qomar revealed that human resource management includes seven components, namely: (1) employee planning, (2) employee procurement, (3) employee coaching and development, (4) promotion and transfer, (5) employee dismissal, (6) compensation, and (7) employee appraisal. (Qomar, 2009 : 131).

The HRM component is a process carried out by an institution in order to obtain superior human resources and be able to carry out responsibilities according to their expertise.

1. Human Resources Planning

Planning is the initial step of an action that determines a strategy that can effectively achieve maximum results. Educator and education management planning is the development and strategy and preparation of comprehensive teaching and education personnel (Human Resources / HR) in order to meet future organizational needs. HR planning is the beginning of the implementation of the HR management function. Although it is the first step that must be implemented, this planning is often not given careful attention. By carrying out this planning, all HR functions can be carried out effectively and efficiently. (Sadili, 2006 :5)

The compilation of personnel requirements is carried out to answer the employees' questions needed and to find out about the number of personnel and qualifications required in each organizational unit both in terms of quantity and quality to meet the needs of the organization. The preparation of an analysis of energy requirements is carried out at the end of each fiscal year to calculate the manpower requirements for the following year.

As explained in Surah Shaad verse 27, that Allah created the universe and its contents with the best planning.

Meaning: "And We did not create the heavens and the earth and what is between them without wisdom. This is the opinion of the disbelievers. So woe to those who disbelieve because they will go to hell. "

Veitzal Rivai said that human resource planning is certain steps taken by management in an institution to further ensure that the institution has the right human resources to occupy various positions, positions and the right jobs to occupy various positions, positions and the right jobs. at the right time too. (Sagala, 2011 :33).

2. Provision of Human Resources (Personnel Procurement)

The word recruitment comes from the English "re'cruit" which means to add new, to mobilize and to strengthen. (Shadily, 1997 :592)

Mathis and Jakson in Ellyta explained that recruitment is a process that produces a number of qualified applicants for jobs in a company or organization. (Yullyanti, 2009)

Determination of recruitment and selection targets must comply with the rules of Specific, Measurable, Attainable, Realistic, and Time Bound (SMART), the explanation is as follows:

- 1) Specific (Specific). This means that the position to be filled must be a specific position.
- 2) Measurable. This means that when setting goals, the final result must contain the numbers to be recruited.
- 3) Attainable (can be achieved). This means that candidates will be available.
- 4) Realistic (Realistic). This means that when setting goals, there must be realistic expectations of the candidates to be recruited, the number of candidates who are willing to be recruited, and the deadline for recruitment.
- 5) Time Bound (Consider the time). This means that every recruitment and selection activity must have a time limit when the activity ends or when prospective employees are determined to be accepted.

Islam allows a person or institution to recruit and then contract labor or human resources, so that they work for that person or institution. Allah SWT. said:

دَرَجَاتٍ بَعْضُ فَوْقَ بَعْضُهُمْ وَرَفَعْنَا الدُّنْيَا الْحَيٰوةَ فِي مَعِيشَتِهِمْ بَيْنَهُمْ قَسَمْنَا لَكَ رَبِّكَ رَحْمَةً يَفْسِمُونَ اَهُمْ يَجْمَعُونَ مِمَّا خَيْرُ رَبِّكَ وَرَحْمَتٌ ۖ سُخْرِيًّا بَعْضًا بَعْضُهُمْ لِيَنۢبِذَ

Meaning: "Are they who share the grace of your Lord! We have determined between them their livelihood in the life of the world, and We have exalted some of them above some others a few degrees, so that some of them may use some of the others. and your Lord's grace is better than what they have gathered." (QS. Az-Zukhruf/43:32).

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