

Intelligent Performance from An Islamic Human Resource Management Perspective

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Abstract. Working with the correct work ethic according to Islamic teachings is an absolute requirement to achieve happiness in this world and the hereafter. Good management can increase work morale which affects productivity. Data analysis was carried out descriptively and qualitatively. Finishing up is completed utilizing a rational strategy, in particular discoveries from general to explicit, particularly those connected with the exploration point, specifically Shrewd Execution from an Islamic Human Asset The executives Viewpoint. This research resulted in the finding that work is a form of worship carried out in the world. Working with the correct work ethic according to Islamic teachings is an absolute requirement to achieve happiness in this world and the hereafter. Good management can increase work morale which affects productivity. The development of an organization or institution requires encouragement from its resources, whether natural resources or human resources. Human resources are needed in an institution to improve the quality of the institution that is being established. Human resources are people who have a position of authority within a company or institution. In addition to raising employee productivity to increase profits, human resources help their subordinates acquire the status of fortunate humans thanks to Allah SWT through their labor. By managing human resources with Islam, the institution will be able to carry out the mandate of Allah SWT well.

Keywords: Smart Performance; HR Management; Islamic Perspective

1 Background

Performance constraints that occur generally occur because most companies focus too much on employee obligations and what employees must provide to the company while ignoring employee rights. This irregularity between HR freedoms and commitments triggers execution issues, like less useful representatives and insufficient worker execution. Therefore, companies need to analyze employee performance to assess and determine work effectiveness and evaluate performance to become more effective. Through HRM practices, the company strives to control and manage employee performance to achieve targets set by the company. HRM practices also have an effect on employees' perceptions of how much their employer cares about them and whether they believe that the resources they have contributed to the company will be rewarded through policies.

Building good human resources for Sharia financial institutions requires a professional group to organize the company well. The qualifications of good human resources are like the

characteristics of the Prophet Muhammad, namely Siddiq, Amanah, tabligh, fathanah, and istiqamah. Based on the level of understanding of economics and Sharia there are three classifications of human resources, namely: (1) specialist in Sharia science but does not understand economics, (2) specialist in economics but only understands Sharia science, (3) specialist in economics and also specialist in sharia science. The world community will always innovate, such as the development of various activities such as the economy, technology, lifestyle, etc. that follow human desires[1]. However, humans will always face various risks that they face. Risks can come directly or indirectly or risks that are material or spiritual depending on the situation they face.

Humans are given the freedom to choose the path they take. As for achieving happiness in this world and the hereafter, religious teachings teach their followers to do hard work both in the form of worship and good deeds. Worship is orders that must be carried out by Muslims that are directly related to Allah SWT and have been determined in detail regarding the procedures for carrying them out. Meanwhile, good deeds are good deeds carried out by Muslims, where these actions have a positive impact on the person concerned, society, the nation and state, and Muslims themselves. Another noteworthy element in integrated engagement is employee empowerment. Therefore, employees need to receive special attention from management, namely by empowering them in a better direction[2].

Work is performed worldwide as a form of worship. According to Islamic teachings, having a good work ethic is a necessary condition for happiness in this world and the afterlife. Good administration can increase work morale which affects productivity. It is on the grounds that moral qualities, ethics, or ethics are values that urge people to become total people, like genuineness, truth, equity, autonomy, bliss, and love. In the event that these moral qualities are executed, it will consummate human instinct all in all. There are only two sources of information about how to direct and control Muslims' behavior: the Qur'an and Hadith, which serve as the foundation for all morals and guidelines in all areas of life, including work.

In the Islamic view, everything should be done flawlessly, accurately, and in a methodical and efficient way. The procedures must be carried out correctly. Random action is not acceptable. This is the fundamental standard in Islamic lessons. Rasulullah SAW. Said in a hadith described by Imam Thabrani, "To be sure, Allah loves individuals who, when they follow through with something, do it in an itqan (on time, coordinated, clear and complete). An unmistakable bearing for work, a strong groundwork, and a straightforward method for getting it are deeds that are cherished by Allah SWT. The board in the feeling of organizing everything so it is gotten along nicely, rapidly and totally is something recommended in Islamic lessons. The Islamic human asset advancement system completed by the Prophet Muhammad SAW was arranging and drawing in quality HR[3].

Providing motivation, maintaining high-quality human resources, and developing and evaluating human resource performance. Because Islamic human resource planning carried out by the Prophet Muhammad SAW refers to the Koran to make people act justly, do good deeds, provide assistance, and prohibit evil, cruelty, and hostility. As Allah SWT says, which means: "Indeed, Allah commands (you) to act justly and do good deeds, to give to your relatives, and Allah forbids evil deeds, evil and enmity. He teaches you so that you learn." (Q.S. AnNahl verse: 90) In this section, Allah SWT orders to do equity in completing the items in the Qur'an which makes sense of all parts of human existence, and to do ihsan (goodness) equity implies acknowledging correspondence and harmony between their privileges and commitments. In an organization's efforts to succeed, people are its most valuable resource. These HR support the association with work, ability, innovativeness, and drive[4].

The procedure was done by the Prophet Muhammad SAW. Incorporates Arranging that draws in quality assets. Human asset arranging was done by the Prophet Muhammad SAW. Referring to the Koran to make people act fairly, Allah SWT. Orders to do justice in carrying out the contents of the Koran which explains all aspects of human life, as well as to do ihsan (virtue). Realizing equality and balancing their rights and responsibilities is fair. Due to obligations owed to them, their human rights should not be diminished. Tyranny is the opposite of justice and must be avoided. Everyone's rights must be given as they should be. Humans can only feel happiness when their rights are guaranteed in society, everyone's rights are respected, and the strong protect the weak. Deviation from justice is a deviation from Allah SWT.[5]. Establishing justice as a general basis for social life for every nation and period, for every ummah at all times.

As a result, Islamic human resources must foster a trustworthy and sincere work environment so that Muslims can practice their faith in the workplace. Jabnoun, in his book "Islam and The board," says that the development of Islam has made vital commitments in numerous areas of human existence. Tayeb clearly explains the ethics and values that must be applied in the workplace and how various Islamic organizations manage their employees in relation to scientific developments regarding Islamic human resources. As Islam teaches that work is part of worship. Therefore, according to Islamic teachings, working more dedicatedly should be agreed upon and have provisions for the work, so the worker legitimizes his pay and job. In addition, Islamic human resources ought to be able to stand out more as examples for people whose beliefs (religions) differ.[6].

In the Islamic concept, work is an obligation for every human being, even though Allah has guaranteed sustenance for every human being, this sustenance will not come to humans without the efforts of the person concerned. Therefore, if someone wants to be sufficient and prosperous, he must work. Islamic lessons pass on the message that work and religion itself are incredible wellsprings of inspiration for Muslims. A Muslim knows that when he is working, he is in love of Allah and that is a strong inspiration in itself that makes him free of any material addition. The wellspring of inspiration isn't restricted to a better quality of living and self-satisfaction however it envelops the way that his work is an ethically decent deed that will at last assist him with making genuine progress in this world and thriving in the great beyond.

Estimation or evaluation of execution should be completed to see if, during the execution of the presentation, there were deviations from the foreordained arrangement, whether the exhibition could be done by the predefined timetable, or whether the work results were accomplished true to form. One of the processes in the management control system is performance assessment, which compares and evaluates plans and results, looks for deviations, and suggests ways to improve. In Islam, representative execution estimation should be founded on equity, responsibility, and obligation. To ensure this happens, the assessment must be carried out fairly as best as possible as HR carries out the mandate of the company. In the assessment process, employees (HR) must not publicize the weaknesses of their employees and discriminate based on race, ethnicity, skin color, or religion. The purpose of conducting a performance assessment is to determine the productivity or work performance of HR in meeting work standards and work targets that contribute to achieving company goals[7].

The development of an organization or institution requires encouragement from its resources, whether natural resources or human resources. Human resources are needed in an institution to improve the quality of the institution being established. For Islam, every human being is a caliph who holds a mandate on earth. Human resources and human resources have the same meaning, just to remind you in Islam they are known as insan kamil. Insan Kamil is a believer who contains within himself the power of insight, action, and wisdom. Human

resources are people who have a job they trust, whether they work for a company or an institution. They must help the company make more money by increasing employee productivity, but they also help the employees rise through their labor to the status of blessed people in the eyes of Allah SWT.

By managing human resources with Islam, the institution will be able to conduct the mandate of Allah SWT[1].

2 Methodology

This kind of examination is unmistakable exploration. The methodology utilized is a subjective methodology and a calculated methodology. Secondary data were used as the data source. Information investigation was completed illustratively and subjectively[8]. Finishing up is done utilizing a logical technique from general to explicit, particularly those connected with the examination subject, specifically Savvy Execution from an Islamic Human Asset The board Viewpoint. Subjective information examination is completed on the off chance that the observational information got is as an assortment of words and not a progression of numbers and can't be set up into classes. Interview observations, document instances, and recording tapes are all methods of data collection.[9]. It is typically handled first prior to being utilized in subjective examination, including the consequences of interview records, information decrease, examination, information understanding, and triangulation. [10].

3 Results and Discussion

3.1 The Urgency of Smart Performance from an Islamic Human Resource Management Perspective

In an association or foundation, the executives is perceived as a course of deciding and accomplishing objectives through the execution of four fundamental capabilities, specifically: 1) Arranging (arranging/at-takhthiith), which is a cycle including endeavors made to expect future patterns in deciding methodologies and fitting strategies to acknowledge hierarchical targets and objectives; 2) Coordinating (arranging/at-tanziem), in particular the cycle that concerns how the procedures and strategies that have been formed in arranging are planned in a suitable and solid authoritative construction, helpful hierarchical framework and climate, and can guarantee that all gatherings in the association can work successfully and proficiently to accomplish authoritative objectives; 3) Managing (acting or at-tansiiq); to be specific the action of guiding all representatives to collaborate and work actually and proficiently in assisting with accomplishing the objectives of the organization, representatives and society. The pioneer does bearing by relegating subordinates to complete every one of their undertakings well. Islam teaches that a leader must protect his subordinates and listen to their aspirations in decisions. So that subordinates feel cared for and create a sense of responsibility in completing their work well[2].

For human resources to achieve all areas of competence, the cooperative must still provide education and training to its human resources, to further achieve the level of knowledge of human resources. Because, the suitability of the field of work with

academic skills is the first factor that determines whether a person can work well, training and education are needed. Education is defined as a learning process for individuals to achieve higher knowledge and understanding regarding specific objects. Therefore, an institutional level also requires training and education for its human resources. One way to get an education is through training. Preparing is a work to further develop work execution in a specific occupation for which one is dependable. Training is given to human resources to improve work performance, especially for employees or administrators who will operate the marketing system, because product marketing requires knowledge about what will be marketed to the public.

Developing a work culture will provide benefits, both for the employees themselves and the work environment in which the employees are located. The benefits of work culture for employees include providing opportunities for participation, achievement, self-actualization, recognition, appreciation, work pride, a sense of ownership and responsibility, broadening horizons, and improving the ability to lead and solve problems. These advantages are as per the following: 1) Execution of work culture has a vital importance since it will change the mentalities and conduct of HR to accomplish higher work efficiency in confronting future difficulties. The benefits that can be obtained include guaranteeing better quality work results, opening all communication networks, openness, togetherness, cooperation, and kinship, finding and quickly correcting mistakes, quickly adapting to developments from outside (external factors), reducing reports in the form of incorrect and false data and information[3].

Execution the board systems expect to give a method by which improved results can be gotten from associations, groups, and people by getting it and overseeing execution inside the structure of concurred objectives, guidelines, and arranged prerequisites. Performance management has benefits, including 1) Performance improvement to achieve organizational, team, and individual effectiveness; 2) Representative turn of events, which examines the fundamental skills of the association and the capacities of people and groups; 3) Fulfillment of the requirements and assumptions for all hierarchical partners proprietors, the executives, representatives, clients, providers and the overall population; 4) Communication and involvement, this aims to create a climate where an ongoing dialogue between managers and team members occurs to set expectations and share information regarding mission, values and goals; 5) Ensure that every work carried out by employees contributes to the work group's goals, this can reduce the amount of supervision; 6) Makes it possible to recognize problems when they occur in the organization so that they can be corrected early; 7) Can increase employee work productivity.

Employee productivity is determined by the success of the company's organizational culture (corporate culture). The success of managing an organization is no longer only determined by the success of management principles such as planning, organizing, leading, and controlling; However, other factors determine a company's success in achieving its goals. This factor is the company's organizational culture (corporate culture). A company's organizational culture can help implement management well. Organization culture reasonably influences representative work efficiency. Familiarity with organization pioneers or representatives in regards to the impact of the organization's hierarchical culture can give areas of strength for a to safeguard, keep up with, and foster the organization's authoritative culture which is serious areas of strength for a power for the advancement of the organization's association. A solid corporate hierarchical culture will cultivate an extraordinary feeling of obligation in representatives

so they can spur them to show the most fulfilling execution, accomplish better objectives, and thus will persuade[11].

3.2 Implications of Smart Performance from an Islamic Human Resource Management Perspective

The procedure was done by the Prophet Muhammad SAW. Incorporates Arranging that draws in quality assets. Human asset arranging was done by the Prophet Muhammad SAW. Referring to the Koran to make people act fairly, Allah SWT. Orders to do justice in carrying out the contents of the Koran which explains all aspects of human life, as well as to do ihsan (virtue). Realizing equality and balancing their rights and responsibilities is fair. Due to obligations owed to them, their human rights should not be diminished. Tyranny is the opposite of justice and must be avoided. Everyone's rights must be given as they should be. Humans can only feel happiness when their rights are guaranteed in society, everyone's rights are respected, and the strong protect the weak. Deviation from justice is a deviation from Allah SWT. Establishing justice as a general basis for social life for every nation and period, for every ummah at all times.

Good performance measurement is a measurement that can describe all Islamic human resources activities and the work environment as well as knowing IHR performance problems, performance targets, including perceptual measures and performance indicators, including elements of performance effectiveness, having a clear system for translating organizational strategy into performance measures and finally, the performance measurement system must be patterned on continuous improvement. The MaSC performance system consists of five aspects of Maqashid Al-Syari'ah performance measurement, each of which is an aspect of all five Sharia goals, namely, faith (ad-din), soul or life (annafs), offspring or continuity (al-nasl), wealth or prosperity (al-mal), and reason (al-aql) must be achieved because they lie in the part of needs (Dharuriyyat) which can be interpreted as the basic requirements in Islam that must be fulfilled for every Muslim individual. So IHR performance measurement must certain extent cover all the objectives of Islamic Sharia[4].

Employees will be subject to the company when Islamic Human Resource Management is implemented, allowing them to actively contribute to the advancement of the business. The Islamic monetary framework in carrying out human asset the executives depends on amicability or harmony between the requirement for material and human morals. The Islamic Financial Framework doesn't fail to remember the primary elements of human advancement, which rely upon the degree of smooth coordination and concordance between the moral and material parts of human existence, organizational work mechanisms can run well, and for goals to be achieved optimally, a directed management system must be created. in realizing work efficiency and effectiveness. Management as an art in utilizing humans to achieve goals must be built on humanitarian principles.

Work is a form of worship carried out in the world. Working with the correct work ethic according to Islamic teachings is an absolute requirement to achieve happiness in this world and the hereafter. Adequate management can increase work morale which affects increasing productivity. This is on the grounds that moral qualities, ethics, or ethics are values that urge people to become total people, like trustworthiness, truth, equity, autonomy, satisfaction, and love. On the off chance that these moral qualities are carried out, it will consummate human instinct all in all. There are only two sources of

information about how to direct and control Muslims' behavior: the Qur'an and Hadith, which serve as the foundation for all morals and guidelines in all areas of life, including work. For human resources to achieve all areas of competence, the cooperative must still provide education and training to its human resources, to further achieve the level of knowledge of human resources. Because, the suitability of the field of work with academic skills is the first factor that determines whether a person can work well, training and education are needed[11].

4 Conclusion

1. Work is performed worldwide as a form of worship. According to Islamic teachings, having a good work ethic is a necessary condition for happiness in this world and the afterlife. Good management can increase work morale which affects productivity.
2. The development of an organization or institution requires encouragement from its resources, whether natural resources or human resources. Human resources are needed in an institution to improve the quality of the institution that is being established.
3. Human resources are human beings who hold trust in a job, whether in an institution or organization, apart from increasing employee productivity to achieve a profit, but also delivering employees through their work to the level of human beings who are blessed by Allah SWT. By managing human resources with Islam, the institution will be able to carry out the mandate of Allah SWT well.

5 Suggestion

1. It is normal that a Muslim while working should satisfy the freedoms that should be satisfied, whether connected with the privileges of Allah SWT (like zakat) or connected with common liberties, (for example, satisfying obligation installments or keeping up with business arrangements and such).
2. It is normal that in working and trying, a Muslim should be faithful to the devotees and put fellowship above financial matters so business doesn't turn into a method for making pressure and antagonism among Muslims.
3. It is hoped that by implementing Islamic Human Resource Management, employees will submit to the company so that they can participate actively in the company's progress. The Islamic financial framework in carrying out human asset the board depends on agreement or harmony between the requirement for material and human morals.

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