ABSTRACT

In the workplace (religion) can be an issue of work when religious beliefs forbid or encourage certain behaviors. A religiously committed individual will carry out every obligation in obeying his religious orders. In the workplace each individual has their own criteria according to their religion, not infrequently different types of feelings will feel incompatible with each other and object. This perception is the result of the role of religion in the workplace. This phenomenon causes a problem, namely discrimination in the workplace.

The large number of women workers who are willing to take off their headscarves only when working for a job for their economic needs has actually experienced discrimination and human rights violations. Not a few workers who resigned from their jobs and were transferred by the company because of their consistency in wearing a headscarf.

This phenomenon is a form of discrimination that occurs in Indonesia experienced by female workers. This research uses qualitative methods with a phenomenological approach, so that forms of discrimination against veiled women will be known at work. The results of this study indicate that there is discrimination against veiled women in the workplace in HR practices including employee recruitment, job evaluation and promotion.

Keyword : discrimination, hijab employees, workplace, and HR practices.

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