ABSTRACT

Every Muslim must work and must achieve the highest performance anywhere (Khaira Ummah), so companies need to do and reflect all of the activities based on the Qur'an and Hadith and assimilate Islamic values into human resource management activities. This study aims to determine how Islamic practices on Resource Management of sharia-based company in Semarang, Bank BNI Syariah Semarang, Semarang Roemani Muhammadiyah Hospital and Hotel Grasia. The approach used in this research is a mixed methods approach.

Data obtained from the results of interviews and observations conducted with informants and questionnaire data analysis with the results of percentages of 40 (forty) respondents. In this study, there were 9 (nine) informants with each (three) people from each company consisting of 1 (one) Head of HR and 2 (two) employees. From the results of the analysis, the conclusions of this study are: (1) The recruitment and selection process carried out by the company is based on the needs of employees and the budget of the company for recruitment according to the criteria required by selection based on the ability and religion of employees, (2) The training process carried out based on general aspects and work ability of employees and development focuses on religious aspects in the development of morals and improvement of employee faith, (3) The process of performance evaluation based on work capacity with religious aspects becomes an unwritten assessment in assessing employee morals, (4) Employees do not demand values high compensation or reward from the company because they trust the company and are grateful for what they have received, and (5) The percentage results of each HR function show that 81.42% agree that the company has applied Islamic values in the company's business practices iethe value of Tawhid, Ibadah, Ihsan, Teamwork, Trust and Responsibility, 'Adl, Deliberation, and Halaalan Thayyiban.

Keywords
Human Resources, Islamic, Cross Cultural Management, Work Ethics

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