

ABSTRAK

M. Khoirul Anam, NIM 1820510046, “Analisis Penerapan Manajemen Sumber Daya Manuis Berbasis Nilai-Nilai Islam (Studi Pada BMT Al-Hikmah Semesta Kantor Pusat Mlonggo, Jepara)”. Skripsi program S1 Fakultas Ekonomi dan Bisnis Islam Program Studi Perbankan Syariah IAIN Kudus, 2022.

Seiring dengan perubahan lingkungan dan perkembangan dunia perbankan syariah yang semakin pesat dibarengi pula persaingan merebutkan pangsa pasar membuat BMT Al-Hikmah Semesta harus menyiapkan karyawan yang tidak hanya memiliki kemampuan dan kompetensi yang mumpuni, akan tetapi harus dibarengi dengan sikap, etika dan moral yang baik sesuai dengan nilai atau prinsip Islam. Tujuan dari penelitian ini adalah untuk mengetahui bagaimana penerapan MSDM berbasis nilai-nilai Islam yang dilakukan BMT AL-Hikmah Semesta Kantor Pusat Mlonggo, Jepara.

Jenis penelitian ini merupakan penelitian lapangan dengan pendekatan deskriptif kualitatif. Sumber data yang diperoleh melalui sumber data primer dan sekunder. Subyek penelitian ini sebanyak 13 karyawan yang terdiri dari 1 manajer HRD, 1 manajer cabang, 3 bagian teller, 2 bagian *customer service*, 4 bagian *marketing* dan 2 bagian pembiayaan. Metode pengumpulan data yaitu observasi, wawancara dan dokumentasi. Teknis analisis data meliputi reduksi data, penyajian data dan penarikan kesimpulan.

Berdasarkan hasil analisis data menunjukkan bahwa secara garis besar nilai-nilai Islam telah diperhatikan dan diterapkan dalam praktek pengelolaan MSDM meliputi poses rekrutmen, seleksi, pelatihan, pengembangan, penempatan kerja dan penilaian kinerja pada BMT Al-Hikmah Semesta. Aspek Islam ditunjukkan dengan memasukkan beberapa kriteria-kriteria, tes, materi pelatihan dan kegiatan-kegiatan yang ada di BMT. Dalam penerapan MSDM mengalami beberapa macam kendala seperti proses rekrutmen terkendala media informasi lowongan pekerjaan yang terbatas, seleksi terkendala latar belakang pelamar, pelatihan terkendala durasi waktu pelatihan, pengembangan terkendala oleh ketidaksadaran diri karyawan untuk mau berkembang, penempatan kerja terkendala oleh sulitnya menempatkan jabatan yang pas bagi karyawan dan penilaian kinerja terkendala faktor non-teknis berupa pandangan subjektif penilai. Pemahaman karyawan BMT mengenai penerapan MSDM berbasis nilai-nilai Islam secara umum mencakup tiga pemahaman yaitu penerapan MSDM merupakan bagian dari ibadah, penerapan MSDM membentuk kebiasaan dan karakter karyawan ke arah yang positif serta penerapan MSDM merupakan misi dakwah kaitannya mewujudkan visi, misi dan tujuan lembaga.

Kata Kunci: *MSDM, Nilai-Nilai Islam, Pemahaman Karyawan*

ABSTRACT

M. Khoirul Anam, NIM 1820510046, "Analysis of the Application of Human Resource Management Based on Islamic Values (Study on BMT Al-Hikmah Semesta, Mlonggo Head Office, Jepara)". Thesis for the undergraduate program of the Faculty of Islamic Economics and Business, Islamic Banking Study Program, IAIN Kudus, 2022.

Along with changes in the environment and the increasingly rapid development of the world of Islamic banking, competition for market share is also balanced which makes BMT Al-Hikmah Semesta have to prepare employees who not only have qualified abilities and competencies, but also have good attitudes, ethics and morals in accordance with Islamic values or principles. The purpose of this study was to find out how the implementation of HRM based on Islamic values was carried out by BMT AL-Hikmah Semesta, Mlonggo Head Office, Jepara.

This type of research is a field research with a qualitative descriptive approach. Sources of data obtained through primary and secondary data sources. The subjects of this study were 13 employees consisting of 1 HRD manager, 1 branch manager, 3 tellers, 2 customer service divisions, 4 marketing divisions and 2 financing divisions. Data collection methods are observation, interviews and documentation. Technical data analysis includes data reduction, data presentation and drawing conclusions.

Based on the results of data analysis, it shows that in general Islamic values have been considered and applied in HRM management practices including the process of recruitment, selection, training, development, job placement and performance appraisal at BMT Al-Hikmah Semesta. The Islamic aspect is shown by including several criteria, tests, training materials and activities in BMT. In the application of HRM based on Islamic values, there are several kinds of obstacles, such as the recruitment process is constrained by limited job vacancies information media, the selection is constrained by the applicant's background, training is constrained by the duration of the training time, development is constrained by the employee's self-awareness to want to develop, job placement is constrained by the difficulty placing the right position for employees and performance appraisal is constrained by non-technical factors in the form of the subjective view of the appraiser. The understanding of BMT employees regarding the application of HRM based on Islamic values generally includes three understandings, namely the application of HRM is part of worship, the implementation of HRM forms the habits and character of employees in a positive direction and the implementation of HRM is a missionary mission related to realizing the vision, mission and goals of the institution.

Keywords: HRM, Islamic Values, Employee Understanding