



The Influence of Islamic (Based) Leadership on Human Resource Management: A Literature Review

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Abstrak

Artikel ini bertujuan menemukan Pengaruh Kepemimpinan (Berbasis) Islam terhadap manajemen sumber daya manusia. Artikel ini menggunakan metode literature review yang mana proses review dilakukan dengan mencari sumber di google scholar untuk mendapatkan objek data mengenai Pengaruh Kepemimpinan (Berbasis) Islam terhadap manajemen sumber daya manusia. Hasil review Kepemimpinan merupakan unsur kunci dalam mengelola suatu organisasi, terutama dalam konteks manajemen sumber daya manusia (SDM). Penelitian tentang topik ini terbatas dan artikel ini merupakan tinjauan pustaka sehingga perlu penelitian lebih lanjut terkait dengan Kepemimpinan merupakan unsur kunci dalam mengelola suatu organisasi, terutama dalam konteks manajemen sumber daya manusia (SDM).. Manfaat teoretisnya untuk menambah pengetahuan dari Kepemimpinan merupakan unsur kunci dalam mengelola suatu organisasi, terutama dalam konteks manajemen sumber daya manusia (SDM). Kesimpulannya bahwa Kepemimpinan berbasis Islam mampu mengintegrasikan nilai-nilai agama ke dalam praktik manajemen sumber daya manusia.

Kata kunci: Kepemimpinan, kepemimpinan islam, manajemen, sumber daya manusia

Abstract

This article aims to discover the influence of Islamic (based) leadership on human resource management. This article uses a literature review method where the review process is carried out by searching for sources on Google Scholar to obtain data objects regarding the influence of Islamic (based) leadership on human resource management. Review results: Leadership is a key element in managing an organization, especially in the context of human resource management (HR). Research on this topic is limited and this article is a literature review so further research is needed regarding leadership which is a key element in managing an organization, especially in the context of human resource management (HR). The theoretical benefits are to increase knowledge of Leadership is a key element in managing an organization, especially in the context of human resource management (HR). The conclusion is that Islamic-based leadership is able to integrate religious values into itself

human resource management practices.

Keywords: Leadership, Islamic leadership, management, human resources

Introduction

Leadership is one of the determining factors in whether an organization is good or not, the success of an organization is also largely determined by leadership factors, in leadership there are leaders and followers, according to (Margolang, Nst, & Maidiana, 2023). The importance of leadership in an organization cannot be denied, especially in the context of human resource management (HR)(Prahendratno et al., 2023).

Effective leadership not only impacts the performance of an organization, but also the well-being and development of the individuals who work within it. In this context, Islamic-based leadership can provide a solid foundation and strong values

sustainable way to manage human resources (Muktamar & Pinto, 2023). In the modern business context, where the values of justice, honesty and sustainability are increasingly recognized, Islamic leadership approaches emerge as a promising alternative (DANNE, 2023).

These values are not only contained in the teachings of the Islamic religion but can also be applied in the context of human resource management to create a fair, transparent and productive work environment (Rahman, Hidayat, & Sugiharti, 2023). Based on this, leadership management in an educational institution is a benchmark in managing whether the quality of an educational institution is good or not. This really depends on the management. There are many problems that occur in the world of educational institutions due to inaccurate targets and policies taken by the leadership in an educational institution (Supriani, Tanjung, Mayasari, & Arifudin, 2022), to be able to resolve these various problems, it is necessary to conduct a study or research on "The Influence of Islamic-Based Leadership on Human Resource Management".

RESEARCH METHODS

This article focuses on the influence of Islamic (based) leadership on human resource management. This research uses a literature review method. In this research, data objects were obtained by collecting appropriate literature sourced from related journal articles regarding the scope of "Islam-based leadership" and "Human Resource Management". The review process was carried out by searching for sources on Google Scholar with the keywords "Islam-based leadership" and "Human resource management". The search ranges from 2018-2023 and identifies a total of 101,000 results from the key keyword "Islam-based leadership" and 175,000 results from the keyword "Human Resource Management". The literature review research procedure is carried out in the five steps below.

RESULTS AND DISCUSSION

Results

This section reports the main findings reviewed from several articles the author has read regarding "Islam-based leadership" and "Human Resource Management". The articles reviewed are research conducted in several countries around the world. The table explains the results of the literature study conducted by the author.

Table 1. Data from Literature Study

AUTHOR	TITLE	RESULTS
(Nugraha & Rahmatullah, 2021)	Leaders and leadership : An Overview of Abdul Rani Mahmud's Thoughts	mengungkapkan bahwa pemimpin adalah orang yang bertanggung ben ar ben ar den gan kemauan nya

		menjadi penyambung lidah orang-orang yang dipimpinnya, serta dengan sungguh-sungguh berupaya untuk dapat memperjuangkan apa yang telah menjadi tujuan dan kemaslahatan bersama.			power to mobilize and influence his subordinates in connection with the tasks that must be carried out. implemented
(Mansir, 2020)	The leadership of personnel management in Islamic education : Emerging insights from an Indonesia univesity	The success of an education is not only seen from class management, curriculum, students and so on, but also seen from the leadership system in management. personnel who play a role in the success of the educational process	(Mohamed, 2018)	Islam and the formation of quality leadership	The reviewer found that the principles in the Islamic Leadership Model which emphasize morals and morals include: Tawhid Values, Requirements and Characteristics of Leaders, Organization (Congregation), Shura Concept, Subordinates (Followers), Continuous Education and Environmental Factors
(Supriani et al., 2022)	The Role of Leadership Management in the Management of Islamic Education Institutions	shows that a leader is essentially a person who has the ability to influence the behavior of other people in his work by using power, in his activities the leader has the	(Pahruraji & Nugraha, 2023)	Human resource management in an Islamic perspective : review of the Koran	Employees are expected to be able to realize the goals they want to achieve in an organization
			(Rahmawati, Nurhayani, Karimah, Elisya, & Suharyat, 2023)	Islamic perspective on human resource management	Human resources are the greatest strength in the management of all existing resources, because basically all of

		<p>God's creations on this earth were deliberately created by God for the benefit of mankind. Therefore</p> <p>These existing resources must be managed properly because they are a trust</p> <p>who will be held accountable later. To get good management, knowledge is very necessary</p> <p>supporting empowerment and optimizing the benefits of existing resources</p>	(Wulandami & Situmora ng, 2023)	Implementation of Sharia-based human resource management to improve employee performance	<p>depending on what has been done, what the findings are and the explanatory report</p> <p>which is based on the interpretation of the data collected</p>
			(Karim et al., 2023)	A study on managerial leadership in education: A systematic literature review	<p>The results of the research show that in 1959 the first article appeared that used the word ML, in 2012</p> <p>the first and only article that only uses ML appears, and the last will be in 2022. Then there is the consistency</p> <p>title with other article parts as many as 17 articles (25% of 68) according to the accurate term indicator. Finally, the accuracy of the articles was divided into four categories: 10 articles (15% of 68) in accuracy category.</p>
(Yupito, 2023)	IMPLEMENTATION OF LEADERSHIP STYLE AND ITS INFLUENCE ON EMPLOYEE PERFORMANCE (LITERATURE REVIEW) RESOURCE MANAGEMENT	<p>Leadership style as a method of managing employees influences employee performance. This is closely related to leadership as one of the factors that helps an employee to work and achieve related goals</p> <p>successful running of an organization.</p>			
			(Siti, 2018)	Critical Analysis of Islamic Education Leadership	The results showed that the ideal Islamic

	Based on the Trem and Ideal Leadership Characteristics (Leadership Practice KH Hamdani Abu Bakran Adz-Zakiy)	leadership has been applied by KH Hamdani. This leadership can be a role model and practiced at the same time by other Islamic educational institutions, such as madrasa.
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Discussion

Based on the results of the study obtained from 10 journals reviewed by the researcher, review the concept of leadership in Islam and how this concept can be integrated into human resource management practices. Leadership is a key element in managing an organization, especially in the context of human resource management (HR). Along with the complexity of business challenges and the need to create a fair and sustainable work environment, leadership based on religious values, especially Islam, is becoming increasingly relevant. This research explores the impact of Islamic-based leadership on human resource management as an effort to explore optimal potential in human resource management that leads to achieving organizational goals.

In Islam, human resource management refers to what was exemplified by the Prophet Muhammad SAW, based on the Islamic concept of humans themselves. First Concept: Humans were created to worship God. Therefore, all human activities must be a form of worship, worship in the broadest sense, not only ritual worship. Every human activity can have the value of worship if it is intended to seek God's blessing.

Having a good society is worship, working hard is worship, even sleeping can be worth worship. Second concept: Humans are khalifatullah fil ardhli -God's representative on earth, whose job is to prosper the earth. The consequence of these two concepts is that all human activities will be assessed and accounted for in the afterlife. With this concept,

Islam views that human problems are not trivial problems. Islam strives for human resources to contribute to the prosperity of the earth within the scope of devotion to God by making optimal use of the potential that has been bestowed by God.

According to Islam, Human Resources are the greatest power in processing all the resources on this earth, because basically all of God's creations on this earth were deliberately created by God for the benefit of mankind, therefore these existing resources must be managed well because they are a trust. who will later be held accountable. To obtain good knowledge management, it is necessary to support empowerment and optimize the benefits of existing resources.

Human resources (HR), is a central point that must receive serious attention in the organizational and management context, because the success of an organization and/or the success of a job is largely determined by the personal participation or people who do it. Focusing attention on the contribution of the HR function to the successful achievement of the organization's strategic goals is the task of the leader or manager. So a good manager will always adhere to professional principles in personal empowerment. Islam as a religion of civilization has essentially laid down the principles of professionalism in management, especially those related to how a leader manages or empowers people in an organization or a job, to achieve optimal success.

Islamic leadership according to (NH, Aeni, & Murtafiah, 2023) has meaning, it can be revealed Islam and Cultural Islam, the word Islam which is the identity of Islamic leadership includes both, if you look more deeply there is actually no significant difference between Islamic educational leadership and other leadership. What makes the difference is that the concept of leadership is taken from Islamic elements which are then also integrated with general theories or concepts of leadership that have been developed. In the framework mentioned above, it is very clear that leadership in Islamic education is a process of influencing the activities of organized groups in efforts to determine the goals of Islamic education to be achieved, namely forming humans into complete human beings in both the world and

the hereafter (Warid, 2023).

CONCLUSION

Islamic-based leadership is able to integrate religious values into human resource management practices. The concepts of justice, honesty and sustainability in Islam can be a strong basis for developing fair and sustainable management policies and practices. A leader is essentially someone who has the ability to influence the behavior of other people in their work by using power, in their activities the leader has the power to mobilize and influence their subordinates in connection with the tasks that must be carried out.

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