

Human Resource Development in Islamic Education Management Perspective of Qur'an Hadith

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Abstract: *Human Resource Development is a process for developing and unleashing human expertise through staff development and organization development with the goal of improving performance. Al-Qur'an and Hadith provide guidelines regarding Human Resource Development in education management including the process of recruitment, selection of employees, providing proper orientation and induction as explained in Surah al-Qasas verse 26. In the Quran Surah Al Baqarah verse 247 explains that Allah Ta'ala chose Thalut to be their king because he was knowledgeable and physically strong, not because of his lineage. Hadith Bukhari regarding trust that is not in the expert teaches that a task if it is not carried out by an expert or by someone who has knowledge of the work then wait for its destruction. Therefore, a selection is needed to place a person according to his abilities. As the right set of talented employees can not only raise the companies profile but also help it achieve profitability and keep it running effectively and productively. In the Quran Surah At-Taubah verse 122 it is explained about is to call people to the truth and guide them to the true religion and the straight path. Human Resources is responsible for providing on-the-job training and refresher training to all new and existing employees. The Operations Human Resources Department contributes to the company's success by providing and encouraging employees with growth opportunities, management training, and further education.*

Keywords: education, human resource development, management.

Introduction

Management is a way to achieve organizational goals by using existing resources within the organization. Excellence in management lies in professional human resources who are expected to make effective changes for the benefit of life in the future (Rokhmiyati, 2018). People are the assets on which competitive advantage is built, whether in the public or private sector, whether in the corporate world or in the world of education (Mahapatro, 2010).

Human Resource Development (HRD) is a process for developing and unleashing human expertise through organization development and personnel training and development for the purpose of improving performance (Swanson, 2022). In an organization or company setting, a human resource management needs to be directed at a model that can attract all the potential of these human resources for the benefit of the organization so that human resource management must be directed at efforts that are able to explore the potential of human resources

in order to make a positive contribution to the organization company or organization(Nuryanta, 2008).

Al-Qur'an and Hadith provide guidelines regarding Human Resource Development in education management including the process of recruitment, selection of employees, providing proper orientation and induction, as well as learning and organizational. Human resource development in Islamic Education Management is needed to improve the quality of education. Therefore, it is necessary to discuss human resource development both in terms of understanding, function, to how HRD is in the perspective of the Qur'an and Hadith.

Literature Review

Human Resource Development (HRD) is a process for developing and unleashing human expertise through organization development and personnel training and development for the purpose of improving performance (Swanson, 2022). Human Resource Management is the process of bringing people and organizations to achieve their respective goals as a management process related to the management of human resources in an organization(Mahapatro, 2010). Human resource development can also be interpreted as development training. A development training program is a series of activities designed to increase knowledge. The abilities, attitudes, and performance of individuals, groups, or the entire organization(Wijaya dkk., 2019).

HRM is the process of recruiting, selecting employees, providing proper orientation and induction, providing proper training and developing skills, evaluating employees (performance appraisal), providing appropriate compensation and benefits, motivating, maintaining good relations with the workforce and with trade unions, maintain the safety, welfare, and health of employees by complying with labor laws of concern to the state or country(Ahammad, 2017). Recruitment has become the main function of an important sub-system in HR. HR managers play an important role in creating assets for the organization in the form of a qualified workforce. Attracting new talent is also a top priority for software companies, but less for smaller companies (Mahapatro, 2010).

Learning and organizational development is very important and strategic. It's not just about extensive training in task skills, it's about a whole new way of thinking about work and how to work and relate to one another. Individuals at all levels must be able to think and work "outside the box". They should be able to do so without prior experience, clear guidelines, or close supervision. Overall, this equates to the need to use higher-order cognitive skills, including learning how to learn. (Ahammad, 2017). Managers should explore the policies, procedures, and structures used to guide the work of nonprofits. They learn how to effectively develop transparent organizational structures and policies, identify and explain appropriate roles for staff and board members, effective communication methods, and how to monitor and respond to change. Training and Development Programs provide a useful means of ensuring that employees are able to perform their jobs at an acceptable level and beyond(Mahapatro, 2010).

Methodology

The method used in this article is a literature study. Literature study is a series of activities related to the methods of collecting library data, reading, recording and processing research materials(Zed, 2004). The literature used in this article is relevant books and journals.

Findings & Discussion

Human resource management is the existing business management function that provides the necessary human resources for the activities of the organization and to manage the general employee-employer relationship(Ahammad, 2017). Al-Qur'an and Hadith provide guidelines regarding Human Resource Development in education management including the process of recruitment, selection of employees, providing proper orientation and induction as explained in Qur'an and Hadith.

1. Surah al-Qasas:26

قَالَتْ إِحْدَاهُمَا يَا أَبَتِ اسْتَأْجِرْهُ إِنَّ خَيْرَ مَنِ اسْتَأْجَرْتَ الْقَوِيُّ الْأَمِينُ

Meaning: “Said one of the (damsels): "O my (dear) father! engage him on wages: truly the best of men for thee to employ is the (man) who is strong and trusty” (Q.S 28:26)

The power referred to in Q.S Al-Qasas verse 26 is strength in various fields. Therefore, it must first be seen what fields will be assigned to the selected one. Furthermore, the trust referred to is personal integrity, which requires the nature of the trust so that he does not feel that what is in his hands is personal property, but belongs to the giver of the mandate, which must be preserved and when asked to return it must be willing to return it(Shihab, 2005). Recruitment has become the main function of an important sub-system in HR. HR managers play an important role in creating assets for the organization in the form of a qualified workforce. Attracting new talent is also a top priority for software companies, but less for smaller companies (Mahapatro, 2010). Selecting a suitable potential candidate from a large number of applicants is a challenging task. Assessment of job applicants is the most time-consuming part of the recruitment process.(Hmoud & Laszlo, 2019).

A lot of deliberation and resources are required to attract, hire and retain an experienced, committed, and well-motivated workforce. This is probably one of the most basic HR functions. There are several important things to this task, such as developing job descriptions, advertising job openings, screening applicants, conducting interviews, making offers, and negotiating salaries and benefits (Mahapatro, 2010). Companies that value their people place a significant amount of investment in recruiting and staffing services. As the right pool of talented employees can not only raise the profile of the company but also help it achieve profitability and keep it running effectively and productively(Ahammad, 2017).

Islam requires that in the recruitment and selection system of human resources in accordance with the Shari'a, it is intended that the selected personnel can be developed their potential based on their abilities, expertise, and experience in the field as much as possible so as to get the maximum benefit from the recruitment(Mardiah, 2016). The

interpretation of contemporary commentators can be applied to workers who have the ability and skills that are known by others so that it can be recommended with the key criteria used by the holy book Al-Quran in this case is *al-Qawiyul Amin* (Maulana, 2021).

2. Surah Al-Baqarah:247

وَقَالَ لَهُمْ نَبِيُّهُمْ إِنَّ اللَّهَ قَدْ بَعَثَ لَكُمْ طَالُوتَ مَلِكًا ۗ قَالُوا أَنَّى يَكُونُ لَهُ الْمُلْكُ عَلَيْنَا وَنَحْنُ أَحَقُّ بِالْمُلْكِ مِنْهُ وَلَمْ يُؤْتَ سَعَةً مِّنَ الْمَالِ قَالَ إِنَّ اللَّهَ اصْطَفَاهُ عَلَيْكُمْ وَزَادَهُ بَسْطَةً فِي الْعِلْمِ وَالْجِسْمِ ۗ وَاللَّهُ يُؤْتِي مُلْكَهُ ۗ مَن يَشَاءُ ۗ وَاللَّهُ وَاسِعٌ عَلِيمٌ

Meaning: “*Their Prophet said to them: "(Allah) hath appointed Talut as king over you." They said: "How can he exercise authority over us when we are better fitted than he to exercise authority, and he is not even gifted, with wealth in abundance?" He said: "(Allah) hath Chosen him above you, and hath gifted him abundantly with knowledge and bodily prowess: Allah Granteth His authority to whom He pleaseth. Allah careth for all, and He knoweth all things.*” (Q.S 20:247

Surah Albaqarah: 247 Allah explains the reason for choosing Thalut, namely the breadth of knowledge which is human wealth and physical strength which is the provision and supporting factor in war. So, Surah Al Baqarah: 247 describes the criteria of a leader and the conditions of leadership. Those who are entitled/deserved to be leaders are people who have knowledge, religion, and strength, not based on lineage. Knowledge and physical strength take precedence over lineage, because Allah Ta'ala states that He chose Thalut to be their king because he is knowledgeable and physically strong, even though their lineage is more noble (az-Zuhaili, 2013).

After being analyzed and reviewed by several commentators, QS Al-Baqarah verse 247 tells of the leaders of Bani Israil who went astray and committed disobedience, don't believe in the Prophet, don't accept the appointment of Thalut as a leader and the determination of Thalut as the king chosen by Allah SWT who was given several advantages including the breadth of his knowledge and physical strength (Akhmad dkk., 2021). From this verse it is understood that a person who will be made a king, leader or teacher should have the following characteristics: physical strength; broad knowledge; physical and spiritual health; and fear Allah (Nuraida & Nurteti, 2018). Therefore, in an education, a personnel manager is needed as a school citizen who has broad knowledge who can later teach his knowledge to students and colleagues. In addition, in relation to HRM, it is necessary to conduct a work performance assessment.

3. Hadith Bukhari

A manager is important to provide the right placement with the work that will later be done. This can be seen from the skills, knowledge, and abilities possessed by prospective workers in accordance with the requirements or job classification. If an error occurs or is

not in accordance with the work placement, it is feared that you will get a bad job(Cupian dkk., 2020).

حَدَّثَنَا مُحَمَّدُ بْنُ سِنَانَ قَالَ حَدَّثَنَا فُلَيْحٌ ح وَ حَدَّثَنِي إِبْرَاهِيمُ بْنُ الْمُنْذِرِ قَالَ حَدَّثَنَا مُحَمَّدُ بْنُ فُلَيْحٍ قَالَ حَدَّثَنِي أَبِي قَالَ حَدَّثَنِي هِلَالُ بْنُ عَلِيٍّ عَنْ عَطَاءِ بْنِ يَسَارٍ عَنْ أَبِي هُرَيْرَةَ قَالَ بَيْنَمَا النَّبِيُّ صَلَّى اللَّهُ عَلَيْهِ وَسَلَّمَ فِي مَجْلِسٍ يُحَدِّثُ الْقَوْمَ جَاءَهُ أَعْرَابِيٌّ فَقَالَ مَتَى السَّاعَةُ فَمَضَى رَسُولُ اللَّهِ صَلَّى اللَّهُ عَلَيْهِ وَسَلَّمَ يُحَدِّثُ فَقَالَ بَعْضُ الْقَوْمِ سَمِعَ مَا قَالَ فَكَرِهَ مَا قَالَ وَقَالَ بَعْضُهُمْ بَلْ لَمْ يَسْمَعْ حَتَّى إِذَا قَضَى حَدِيثَهُ قَالَ أَيْنَ أَرَاهُ السَّائِلُ عَنْ السَّاعَةِ قَالَ هَا أَنَا يَا رَسُولَ اللَّهِ قَالَ فَإِذَا ضَيَّعْتَ الْأَمَانَةَ فَاَنْتَظِرِ السَّاعَةَ قَالَ كَيْفَ إِصَاعَتُهَا قَالَ إِذَا وَسَدَ الْأَمْرُ إِلَى غَيْرِ أَهْلِهِ فَاَنْتَظِرِ السَّاعَةَ

Meaning: "Told Muhammad bin Sinan said told Fulaih narrated Ibrahim bin Mundzir said told Muhammad bin Fulaih said told my father said told Hilal bin Ali from Atta'I bin Yasar from Abi Hurairah said When he was among the Messenger of Allah (SAW) at a gathering, an Arab came to him and said, "Now it's gone." The Messenger of Allah (SAW) reported that some of the people had heard saying they rejected what was said and said some of them, but we didn't hear it, so that when new news came, said how to know the problem from the time they said I, O Messenger of Allah, the Messenger of Allah said: "When the trust has been wasted, wait for the moment of its destruction." One of them asked: "What is the form of wasting the trust, O Messenger of Allah?", The Messenger of Allah said, "If you give orders to people who are not experts, then wait for the time of their destruction." (HR Bukhari)

And it is in it that the Imams if they imitate the orders of someone other than the religious experts, they will lose faith. Because Allah SWT entrusts them with His servants and gives them advice. The Day of Judgment will not come until the traitor is believed. Including the obligation to teach the questioner and examine the scholars if the questioner does not understand, and Allah is All-Knowing (Al-'Ustuni, 2006). Applicants who can pass the selection, of course they are expected to work in accordance with their respective job specifications that are expected to be able to display all their potential, whether it be in the form of knowledge, abilities, skills, interests, preferences, and personality for the interests and goals of the company or the organization they work for(Nuryanta, 2008).

It is important for the employer to regard it as a Trustee that he or she will be questioned and thus ensure that the company must notify the prospective employee of the salary package, responsibilities and recruit only qualified employees. (Razimi, 2014). .Hadith Bukhari regarding trust that is not in the expert teaches that a task if it is not carried out by an expert or by someone who has knowledge of the work then wait for its destruction. Therefore, a selection is needed to place a person according to his

abilities. As the right set of talented employees can not only raise the companies profile but also help it achieve profitability and keep it running effectively and productively.

4. Surah At-Taubah:122

وَمَا كَانَ الْمُؤْمِنُونَ لِيَنْفِرُوا كَافَّةً ۚ فَلَوْلَا نَفَرَ مِن كُلِّ فِرْقَةٍ مِّنْهُمْ طَائِفَةٌ لِّيَتَفَقَّهُوا فِي الدِّينِ وَلِيُنذِرُوا قَوْمَهُمْ إِذَا رَجَعُوا إِلَيْهِمْ لَعَلَّهُمْ يَحْذَرُونَ

Meaning: “(However) it is not necessary for the believers to march forth all at once. Only a party from each group should march forth, leaving the rest to gain religious knowledge then enlighten their people when they return to them, so that they (too) may beware (of evil).” (Q.S 9:122)

Q.S At-Taubah:122 is the origin of the command to seek knowledge because the meaning of the verse is that it is not appropriate for all believers to go out for jihad, while the Prophet Muhammad SAW was in Medina and did not participate in the war. the meaning is that it is not required that all of them wage jihad while the rest of each group stays with the Prophet and acquires religious knowledge. When the group that waged jihad returns from the battlefield, inform them of what they have learned and teach them (Al-Qurtubi, 2006).

Q.S At-Taubah:122 that the purpose of understanding and learning is to call people to the truth and guide them to the true religion and the straight path. Because the verse shows that Allah SWT commanded them to understand religion. Because if they return to their people, warn them about the true religion, and those who warn against ignorance and disobedience and the desire to accept religion. Everyone who understands and studies for this purpose is on the right path and the straight path. And whoever turns away from it and seeks the world with debt, then he is among those who lose his deeds. People who are wasted in the life of the world when they think that they are fine (Ar-Razi, 2006).

Learning and organizational development is very important and strategic. It's not just about extensive training in task skills, it's about a whole new way of thinking about work and how to work and relate to one another. Individuals at all levels must be able to think and work “outside the box”. They should be able to do so without prior experience, clear guidelines, or close supervision. Overall, this equates to the need to use higher-order cognitive skills, including learning how to learn. It is also a necessity for managers to train and develop their existing workforce, facilitate their learning in a learning culture, and with appropriate resources, and train and develop new employees. And outside the organization, it equates to the need to develop a learning community (Ahammad, 2017). Seeking knowledge and deepening it and continuing to develop it really is an obligation to prepare for the future because in preparing for the future one of them is by mastering and exploring broad knowledge (Nihaya, 2016).

The HRM department is responsible for providing on-the-job as well as refresher training for all employees who were newly hired and for the existing. This one of the

most important function and lack of training opportunities only increases frustration levels among employees. Thus, training systems must be streamlined across all locations in order to make communication and sharing of resources a convenient task. Measurement and monitoring is another vital aspect of training in order to foster adoption of employees' new skills (Ahammad, 2017).

Conclusion

Human Resource Development in education management including the process of recruitment, selection of employees, providing proper orientation and induction as explained in Surah al-Qasas verse 26. Islam requires that in the recruitment and selection system of human resources, it is intended that the selected personnel can be developed their potential based on their abilities, expertise, and experience in the field as much as possible so as to get the maximum benefit from the recruitmen, In the Quran Surah Al Baqarah verse 247 explains that Allah Ta'ala chose Thalut to be their king because he was knowledgeable and physically strong, not because of his lineage. Therefore, in an education, a personnel manager is needed as a school citizen who has broad knowledge who can later teach his knowledge to students and colleagues. Hadith Bukhari regarding trust that is not in the expert teaches that a task if it is not carried out by an expert or by someone who has knowledge of the work then wait for its destruction. In the Quran Surah At-Taubah verse 122 it is explained about is to call people to the truth and guide them to the true religion and the straight path. Learning and organizational development is very important and strategic. It's not just about extensive training in task skills, it's about a whole new way of thinking about work and how to work and relate to one another. Individuals at all levels must be able to think and work "outside the box".

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