ABSTRAK

PENERAPAN MANAJEMEN SUMBER DAYA MANUSIA ISLAMI DALAM MENINGKATKAN KINERJA KARYAWAN PADA AKSI CEPAT TANGGAP YOGYAKARTA

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Penerapan manajemen sumber daya manusia Islami dapat meningkatkan kinerja karyawan yang ada di Aksi Cepat Tanggap (ACT) Yogyakarta. ACT mulai berdiri pada tahun 2004 sebagai lembaga kemanusiaan sekaligus lembaga dakwah keIslaman. Tujuan dari penelitian ini adalah untuk mengetahui peningkatan kinerja karyawan penerapan manajemen sumber daya manusia Islami di ACT Yogyakarta dengan metode penelitian kualitatif deskriptif. Teknik penelitian ini berupa wawancara langsung kepada karyawan yang bekerja di kantor ACT Yogyakarta, relawan dan donatur. Untuk mengetahui peningkatan kinerja karyawan dalam penerapan manajemen sumber daya manusia Islami di ACT Yogyakarta, maka peneliti menggunakan beberapa indikator yaitu dari nilai keIslaman, sistem dan struktur organisasi, proses rekrutmen, kontrak kerja, kepuasan kerja, kompensasi, pelatihan dan pengembangan, dan fasilitas ibadah yang ada di kantor ACT Yogyakarta. Penerapan manajemen SDM Islami dijelaskan dengan kata sifat yang secara abstrak dalam peningkatan kinerja karyawan. Dengan manajemen SDM Islami, kinerja karyawan ACT Yogyakarta menilai kompetensi diukur sangat baik, bekerja secara profesionalitas, disiplin terhadap waktu, niat dan motivasi yang baik, tanggung jawab atas pekerjaanya, dapat bekerja sama, memiliki ketrampilan dan kreativitas, dituntut untuk tepat waktu, dan efisien dalam melakukan tugas dengan jumlah karyawan.

Kata kunci: Penerapan, Manajemen sumber daya manusia Islami, Kinerja Karyawan, Aksi Cepat Tanggap (ACT) Yogyakarta

ABSTRACT

THE IMPLEMENTATION OF ISLAMIC HUMAN RESOURCES MANAGEMENT IN IMPROVING THE EMPLOYEES' WORK PERFORMANCE IN THE ACT (*AKSI CEPAT TANGGAP*) YOGYAKARTA

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The implementation of Islamic human resource management can influence the performance of employees in the Fast Action Response (ACT) Yogyakarta. ACT began to be established in 2004 as a humanitarian institution as well as an Islamic missionary institution. The ACT has implemented Islamic human resource management to date and has been proven to improve employee performance. The purpose of this study was to determine employee performance improvement in the application of Islamic human resource management at ACT Yogyakarta with descriptive qualitative research methods. This research technique is in the form of direct interviews with employees who work in the Yogyakarta ACT office and volunteer. To find out the increase in employee performance in the application of Islamic human resource management at ACT Yogyakarta, the researchers used several indicators, namely from Islamic values, organizational systems and structures, recruitment processes, work contracts, job satisfaction, compensation, training and development, and worship facilities that in the ACT Yogyakarta office. The application of Islamic HR management is explained in adjectives abstractly in improving employee performance. With the management of Islamic HR competencies is measured very well, work professionally, discipline with time, good intentions and motivation, responsibility for the work, can work together, have skills and creativity, are required to be on time, and efficient in carrying out tasks with the number of employees.

Keywords: Implementation, Islamic Human Resource Management, Employee's Work Performance, ACT (Aksi Cepat Tanggap) Yogyakarta

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