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RELIGIOUS BASED MANAGEMENT PLANNING ON HUMAN RESOURCES ENGINEERING IN THE ENVIRONMENT WORK

Abstract: *This article highlights the importance of Human Resource Development (HRD) in achieving organizational goals and objectives in the era of globalization. The article argues that HRD is a critical parameter for organizations to attain competitive advantage and survive in the highly competitive global market. Human Resource Management (HRM) is an organizational function that plays a vital role in recruiting, managing, and navigating employees to work towards a common goal. The article cites various studies that show how ineffective and inefficient human resources can negatively impact an organization's performance. The article emphasizes the need for organizations to focus on HR development as their primary asset, which includes improving employee performance, career advancement, competency improvement, and talent development. Ultimately, the article concludes that organizations can increase productivity, quality, customer satisfaction, and organizational effectiveness by effectively managing their employees.*

Keywords: *Human Resource Development (HRD), Human Resource Management (HRM), Organizational competitiveness, Employee productivity, Career advancement, Competency improvement, Talent development, Organizational effectiveness.*

1. Introduction

This era is characterized by very attractive global competition. The competition that occurs becomes material for study for the development of the resources of a company/institution/organization. Human Resources (HR) is an important asset for any organization to achieve competitive advantage in the era of globalization. Therefore, Human Resource Development (HRD) is an important parameter for organizations to achieve goals and objectives in order to continue to exist on the National

and International level.

HRM is an organizational function that focuses on the recruitment, management and navigation of employees in working for an organization which is realized through synergy to strengthen mutuality towards a common goal. Susan (2012) stated that HRM is a strategic and comprehensive approach to managing people, workplace culture, and the environment to effectively and productively contribute to organizational goals and objectives. In recent years, many good companies have performed poorly due to ineffective and efficient human resources

(Townsend and Wilkinson, 2010; Okoye and Ezejiyor, 2013).

Most organizations ignore HR development as their main asset. Okoye and Ezejiyor (2013) said that business in an organization is filled with uncertainty regarding the understanding of employee contributions in increasing organizational productivity and profitability. This is what causes a lot of unskilled workforce, uncompetitive organizations, high levels of poor performance, and low productivity. Various efforts have been made by the organization by emphasizing its employees regarding improving performance for the sake of beneficial outputs and outcomes as long-term effects (shodhganga.inflibnet.ac.in).

Human resource management (HRM) efforts aim to improve employees in handling various types of tasks in order to strengthen organizational competitiveness and adaptation to the environment, especially external turbulence (Jumawan, 2015) while at the same time benefiting employees for career advancement, competency improvement, and talent development. HRM increases productivity with high quality, satisfied customers and beneficial impact on the organization. In line with what was stated by Pfeffer (1998) that "the key to long-term success has been, and will continue to be, how organizations manage their employees, because creating meaningful work and otherwise keeping employees happy is central to fostering organizational effectiveness". Often organizations experience serious problems in managing employees to work optimally.

In line with Simon (1997) that "the basic challenge for all organizations is "inducing their employees to work toward organizational goals". In fact, to achieve long-term and sustainable success, organizations need human resources that create meaningful work (according to the talents and competencies of employees). In addition to talent and competence, organizations need to

pay attention to aspects of the resilience or toughness of employees at work so that an organization can continue to exist in the long term. Many competitive business organizations have emerged recently. However, the existence of these business organizations did not last long. This is because employers do not pay attention to aspects of the resilience or toughness of employees in recruiting. In fact, in addition to talent and skills, a job really requires resilience at work. This was made possible by management planning in human resource engineering not going well so that the achievement of goals did not go according to the desired goals.

Planning is a concept that realizes structured ideas and ideas and is manifested in working papers, as a basis for developing strategic and tactical steps for developing human resources in the work environment, so that engineering human resources is an impossible part, because it is a crucial part in improving productivity performance in the work environment itself.

Usmalian (2011; 48) says planning everything is also a concept taught in Islam. Rasulullah SAW said: "Whoever is someone who always plans every business, then he will be forgiven by Allah" (HR. Thabrani). As well as several verses of the Qur'an that teach to prepare (planning) for tomorrow.

The urgency of a plan is intended to be able to position an appropriate human resource in the right position and time. Planning is also a sunatullah because nature and everything in it and everything that befalls it has been planned by Allah SWT beforehand so that the natural system is able to run automatically well until now even until the end of the world arrives. Thus, human resource planning will also affect the sustainability and existence of an organization in the work environment.

Management planning in the work environment is the key to success in achieving goals, having abundant human

resources without being accompanied by the ability in good management planning, it is difficult to reach the goals to be achieved. Human resource management planning plays an important role in the successful management of an organization or work environment anywhere, be it a company, government agency, or educational institution and so on.

HR Management develops and works through a human resource management system that is integrated with other parts of a management. In general, there are five functional areas in effective human resource management: staffing, human resource development, compensation, safety and health, and staff relations. Planning in these five areas is absolutely necessary so that the provision and development of staff, compensation systems, safety and health systems and relations between staff are properly prepared and directed in line with organizational goals.

Nawawi (2005; 137-139) states that human resource planning can be interpreted as: first, a process that involves a series of activities such as forecasting or estimating, efforts to meet the needs of the organization's workforce within a certain period in the future including efforts to match internal and external HR with job vacancies that are expected to be needed, managing HR flow and utilizing available resources effectively and efficiently. HR flow arrangements are intended to determine certain requirements for new HR who will replace outgoing HR with resources that work effectively and efficiently.

Second, as a strategy for developing the contribution of human resources to the organization in order to achieve success. Quality resources owned by the organization will have an impact on increasing the organization's competitive ability. All tasks and work are carried out in a direction towards the success of the organization. Human resource planning is a process of carrying out one of the management functions

Machine Translated by Google includes activities, forecasting, fulfillment and management of the workforce so that it is efficient and effective as possible in order to achieve organizational success.

Human resource planning should be based on compatibility with strategic planning and organizational operational planning. Incompatibility will be a burden to the organization and can be a hindrance in the future. In addition, human resource planning must also be based on the results of job analysis. By using the information in job/position descriptions, qualitative and quantitative needs can be predicted so that the organization can run effectively and efficiently (Nawawi, 2011; 141).

Religion-based management planning is crucial and strategic in human resource engineering, this should be disclosed more for organizations/companies/government agencies and even educational institutions to do, because outwardly everyone always wants to do good in managing a better tomorrow.

This description wants to review the importance of paying attention to religious-based management planning in the engineering of human resources in the work environment so that employees have resilience or toughness at work.

2. Research Methodology

This study uses a literature study, namely a series of activities related to data collection methods through reading and recording, as well as managing research materials (Prabawati et al., 2018; Rizani et al., 2021). Literature studies were carried out by searching books, articles, national and international journals as well as using dictionaries and thesauruses. The literature used is adapted to the title of the study on religious-based management planning in human resource engineering in the work

environment.

3. Results and Discussion

Human Resource Management, or abbreviated HRM is a science or method of how to optimally manage the relationships and roles of resources owned by individuals so that a goal is achieved. The definition of management according to Marwansyah is the utilization of human resources within the organization through the functions of human resource planning, recruitment and selection, human resource development, career planning and development, compensation and welfare, occupational safety and health, and industrial relations.

Marwansyah (2010) according to Flippo Human Resource Management is called personnel management, namely planning, organizing, directing and terminating employment, compensation, incentives, maintaining and terminating employment with human resources to achieve individual, organizational and community goals

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(Flippo;1995: 4)

According to Sastrohadiwiryo, Human Resource Management is replaced with workforce management, namely utilization, coaching, knowledge, regulation, development, elements of the workforce. Good and bad employees or employees to achieve maximum efficiency and effectiveness according to the organization (Sastrohadiwiryo; 2002; 57).

4. Conclusion

In conclusion, HRM is the process of planning, organizing, implementing, and controlling human resources in an organization to achieve goals effectively and efficiently. Human Resource Management has a broad scope, one of the meanings and limitations used is human resource management, which are the policies and practices needed by someone to carry out aspects of human resources from a manager's position.

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