



# Implementation of Islamic Human Resource Management Policy in Improving Employee Job Satisfaction Literature Review Study

Mumpuni Gati Lintang<sup>1</sup>, Khuzaini<sup>2</sup>, Syahrial Shaddiq<sup>3</sup>

<sup>1,2</sup> Muhammad Arsyad Al Banjari Islamic University of Kalimantan (UNISKA), Banjarmasin, Indonesia, <sup>3</sup> Lambung Mangkurat University (ULM), Banjarmasin, Indonesia

**Abstract.** This research investigates Islam-based Human Resource Management (HRM) and its impact on employee job satisfaction. Through a systematic analysis of various literatures, this study explores the concepts, principles, and applications of Islamic-based HRM, as well as the challenges associated with its implementation. Findings from the literature suggest that Islam-based HRM has the potential to create a more just, empathetic, and Islamic values-oriented work environment. However, challenges such as integration of Islamic principles into existing management frameworks, understanding and acceptance of Islamic-based HRM among leaders and employees, and potential conflicts between Islamic principles and prevailing regulations were also identified. Nonetheless, with deep understanding and strong commitment, organizations can overcome these challenges and reap great benefits from the implementation of Islamic HRM. This research provides a solid foundation for further developments in the field of Islamic HRM and highlights the great potential it has in creating a better and more sustainable work environment.

**Keywords:** Islamic Human Resource Management, HRM, Human Resources.