



# Building Human Resource Behavior with Integrity: An Islamic Human Resource Management (HRM) Approach

Muhammad Riyads Hafizi<sup>1</sup>, Khuzaini<sup>2</sup>, Syahrial Shaddiq<sup>3</sup>  
1,2 UNISKA Banjarmasin, 3 ULM Banjarmasin

**Abstract.** This research aims to explore how the application of Islamic Human Resource Management (HRM) principles can shape human resource behavior that has integrity and is in line with Islamic teaching values. Using a qualitative approach and in-depth literature study, this research analyzes the concept of Islamic HRM, the main values contained therein, as well as human resource management practices that are in accordance with Islamic principles. The research results show that the application of Islamic HRM can build human resource behavior that has integrity, trust, fairness and responsibility. This research also provides examples of best practices from organizations that have successfully implemented Islamic HRM principles in managing their human resources. The findings of this research provide valuable insights for human resource practitioners, organizational leaders, and academics in designing strategies to develop human resource behavior that is in line with the values of Islamic teachings.

**Keywords:** Islamic Human Resource Management (HRM), Human Resource Behavior, Integrity, Islamic Teaching Values, Trust, Justice, Responsibility.