

## ABSTRAK

Skripsi dengan judul “Rekrutmen dan Seleksi karyawan di Nusantara Mart Rejotangan Tulungagung Dalam Perspektif Syariah” ini ditulis oleh Mohammad Wahyudi, NIM. 17402153049, pembimbing Dyah Pravitasari, S.E., M.S.A.,

Tujuan dari penelitian ini untuk mendalami mengenai tahapan rekrutmen dan seleksi karyawan pada suatu organisasi perusahaan di nilai dari aspek syariah, penelitian ini di lakukan karena terdapat karakteristik pada tahapan rekrutmen dan seleksi karyawan di NUsantara Mart Rejotangan dimana seluruh calon karyawan diwajibkan harus beragama islam dan dalam tahapan seleksi mengandung unsur keagamaan.

Fokus penelitian ini meliputi : 1. bagaimana pelaksanaan rekrutmen dan seleksi karyawan di NUsantara Mart Rejotangan Tulungagung. 2. kendala apa saja yang di hadapi NUsantara Mart Rejotangan Tulungagung dalam pelaksanaan rekrutmen dan seleksi karyawan dalam perspektif syariah. 3. bagaimana solusi yang di lakukan NUsantara Mart Rejotangan Tulungagung dalam menghadapi kendala pelaksanaan rekrutmen dan seleksi karyawan dalam perspektif syariah.

Metode dalam penelitian ini menggunakan metode kualitatif diskriptif dengan jenis studi kasus dimana peneliti melakukan eksplorasi secara mendalam terhadap suatu program dan kejadian proses dan aktivitas terhadap satu orang atau lebih.

Hasil penelitian menunjukkan bahwa tahapan rekrutmen di NUsantara Mart Rejotangan di mulai dari melihat kekurangan karyawan dan selanjutnya melakukan perundingan, rekrutmen di lakukan secara terbuka, dengan kriteria harus beragama islam. Pada proses tahapan seleksi sendiri dilakukan berbagai macam tes seperti pengetahuan umum dan melakukan tahapan tes tambahan berupa tes keagamaan seperti solat lima waktu dan baca doa Qunut. Proses rekrutmen sudah sesuai dengan syariah dimana dilihat dari kecakapan kompeten dan kejujuran, proses tahapan seleksi sudah memenuhi kriteria syariah yaitu meliputi keahlian (*kaffah*), etos kerja (*himattul'amal*), terpercaya (*amanah*). Kendala dalam pelaksanaan rekrutmen NUsantara Mart Rejotangan kesulitan menentukan kriteria yang tepat, lalu dalam proses seleksi kendala yang muncul adalah banyaknya pelamar membuat NUsantara Mart Rejotangan kesulitan dalam pelaksanaan dan pemilihan, untuk meminimalisir kendala yang terjadi NUsantara Mart Rejotangan selalu melakukan pembenahan maupun perbaikan.

**Kata kunci:** Manajemen Sumber Daya Manusia, Rekrutmen, Seleksi karyawan.

## ABSTRACT

This thesis entitled "Employee Recruitment and Selection at Nusantara Mart Rejotangan Tulungagung in a Sharia Perspective" was written by Mohammad Wahyudi, NIM. 17402153049, supervisor Dyah Pravitasari, S.E., M.S.A.,

The purpose of this study is to explore the stages of recruitment and selection of human resources employees in a company organization in terms of sharia aspects, this study was conducted because there are characteristics at the recruitment and selection stages of employees in NUsantara Mart Rejotangan where all prospective employees are required must islamic and in the selection stage contains religious elements.

The focus of this study includes: 1. how the implementation of employee recruitment and selection in NUsantara Mart Rejotangan Tulungagung. 2. What obstacles are faced by NUsantara Mart Rejotangan Tulungagung in the implementation of employee recruitment and selection in sharia perspective. 3. how is the solution that is done by NUsantara Mart Rejotangan Tulungagung in facing constraints in the recruitment and selection of employees in the perspective of sharia

The method in this study uses a descriptive qualitative method with the type of case study in which the researcher explores in depth a program and the events and activities of one or more people.

The results showed that the recruitment stage at NUsantara Mart Rejotangan started from looking at employee shortages and then negotiating, recruitment was conducted openly, with the criteria of having to be Muslim. In the selection process itself, various tests are carried out, such as in general, and additional stages of the test are in the form of religious tests such as the five prayer prayers during the Qunut prayer. The recruitment process is in accordance with sharia which is seen from competent skills and honesty, the selection process has met the criteria of sharia which includes expertise, work ethic trusted .Obstacles in the recruitment of NUsantara Mart Rejotangan difficulties in determining the right criteria, then in the selection process the obstacles that arise are the number of applicants making NUsantara Mart Rejotangan confused in the implementation and selection, to minimize the constraints that occur NUsantara Mart Rejotangan always make improvements and improvements.

**Keywords:** Human Resource Management, Recruitment, Employee Selection.