

ABSTRAK

Skripsi dengan judul “Penerapan Manajemen Sumber Daya Manusia Islami Dan Dampaknya Terhadap Kinerja Karyawan Di PT. Rama Manggala Gas Dan Bengkel Mayangkara Group Blitar” ini ditulis oleh Andhika Putra Agusta, NIM. 17402163176 Fakultas Ekonomi dan Bisnis Islam Jurusan Ekonomi Syariah pembimbing Dr. H. Dede Nurrohman, M. Ag.

Penelitian ini dilatarbelakangi oleh perkembangan manajemen sumber daya manusia dalam lingkungan bisnis saat ini begitu pesat yang menyebabkan setiap perusahaan harus mengelola SDM agar siap menghadapi perkembangan zaman. Salah satu upaya yang dilakukan Mayangkara Group yaitu menerapkan Manajemen Sumber Daya Manusia Islami dalam meningkatkan kinerja karyawan melalui kegiatan MESM, kegiatan keagamaan dan pemberian *reward*.

Rumusan Masalah dalam penelitian ini adalah : 1) Bagaimana penerapan manajemen sumber daya manusia Islami di PT. Rama Manggala Gas dan Bengkel Mayangkara Group ?, 2) Bagaimana dampak kinerja karyawan setelah diterapkannya manajemen sumber daya manusia Islami di PT. Rama Manggala Gas dan Bengkel Mayangkara Group ?. Tujuan dalam penelitian ini adalah : 1) Mengetahui penerapan manajemen sumber daya manusia Islami di PT. Rama Manggala Gas dan Bengkel Mayangkara Group Blitar, 2) Mengetahui dampak pada kinerja karyawan setelah diterapkannya manajemen sumber daya manusia Islami di PT. Rama Manggala Gas dan Bengkel Mayangkara Group Blitar.

Penelitian ini menggunakan metode penelitian kualitatif deskriptif. Data yang digunakan dalam penelitian ini adalah data primer maupun data sekunder yang diperoleh peneliti dari wawancara, observasi, dan dokumentasi.

Dari hasil penelitian ini ditemukan bahwa : A) Penerapan manajemen sumber daya manusia Islami di PT. Rama Manggala Gas dan Bengkel Mayangkara Group, 1) Rekrutmen, harus memiliki karakter *religious*, lowongan pekerjaan dibuka menurut kebutuhan unit usaha dan informasi diberitahukan melalui media sosial perusahaan 2) Seleksi, seleksi administrasi, tes tulis dan tes wawancara serta tes pengetahuan tentang keagamaan 3) Kontrak Kerja, masa *training* selama 3 bulan, masa PKWT selama 1 tahun setelah itu menjadi karyawan tetap 4) Penilaian Kerja, melalui teguran dan surat peringatan dan dibantu dengan pengawasan tim khusus dari MSDM dan penilaian dari owner perusahaan 5) Pelatihan dan Pengembangan, pembekalan dasar mengenai K3, diklat mengenai bidang pekerjaan dan kegiatan Manajemen Emosional Spiritual Mayangkara (MESM) 6) Kompensasi, pemberian gaji di setiap awal bulan, pemberian beasiswa bagi anak karyawan dan pemberangkatan umroh karyawan. B) Dampak kinerja karyawan setelah diterapkannya manajemen sumber daya manusia Islami di PT. Rama Manggala Gas dan Bengkel Mayangkara Group 1) Kegiatan Manajemen Emosional Spiritual Mayangkara (MESM) 2) Kegiatan Keagamaan 3) Pemberian *reward*.

Kata Kunci : Manajemen Sumber Daya Manusia, Islami, Kinerja

ABSTRACT

Thesis with the title “Application of Islamic Human Resource Management and Its Impact on Employee Performance at PT. Rama MAnggala Gas and Mayangkara Group Blitar Workshop” was written by Andhika Putra Agusta, NIM. 17402163176 Faculty of Economics and Islamic Business, Departement of Sharia Economics, Supervisor Dr. H. Dede Nurrohman, M. Ag.

This research is motivated by the development of human resource management in today’s business environment that is so rapid that every company must manage its human resources to be ready to face the times. One of the efforts made by Mayangkara Group is implementing Islamic Human Resource Management in improving employee performance through MESM activities, religious activities and giving rewards.

The formulations of the problems in this study are: 1) How is the application of Islamic human resource management at PT. Rama Manggala Gas and Mayangkara Group Workshop?, 2) How is the impact of employee performance after the implementation of Islamic human resource management at PT. Rama Manggala Gas and Mayangkara Group Workshop? Purpose in this study are : 1) Know the application of Islamic human resource management at PT. Rama Manggala Gas and Mayangkara Group Workshop, 2) Know the impact of employee performance after the implementation of Islamic human resource management at PT. Rama Manggala Gas and Mayangkara Group Workshop.

This research uses descriptive qualitative research methods. The data used in this study are primary data and secondary data obtained by researchers from interviews, observation, and documentation.

From the results of this study found that: A) The application of Islamic human resource management at PT. Rama Manggala Gas and Mayangkara Group Workshop, 1) Recruitment, must have a religious character, job vacancies are opened according to the needs of the business unit and information is notified through company social media 2) Selection, administrative selection, written tests and interview tests as well as tests of religious knowledge 3) Work contract, training period for 3 months, PKWT period for 1 year after that become permanent employees 4) Job Appraisal, through warnings and warning letters and assisted by the supervision of a special team from HRM and an assessment from the company owner 5) Training and Development, basic supplies regarding K3, education and training regarding the field of work and activities of Mayangkara Spiritual Emotional Management (MESM) 6) Compensation, providing salaries at the beginning of each month, providing scholarships for employees' children and employee Umrah departures. B) The impact of employee performance after the implementation of Islamic human resource management at PT. Rama Manggala Gas and Mayangkara Group Workshop 1) Mayangkara Spiritual Emotional Management Activities (MESM) 2) Religious Activities 3) Giving rewards.

Keywords: Human Resource Management, Islamic, Performance