

INTISARI

WINDA IKA PRATIWI

19/449899/PMU/09905

2021

JUDUL:

Pendekatan Prinsip Syariah untuk Pengukuran Reflektif dan Tindakan Manajemen Sumber Daya Manusia pada UMKM

ISI:

Tujuan dari penelitian ini adalah untuk mengetahui bagaimana pendekatan prinsip syariah untuk pengukuran reflektif dan tindakan manajemen sumber daya manusia pada UMKM. Penelitian ini menggunakan metode kualitatif deskriptif dengan alat analisis Diagram Affinitas dan *L-Shaped Matrix*. Secara spesifik, penelitian ini memfokuskan pada tindakan pihak manajemen serta tindakan reflektif karyawan terkait penerapan manajemen sumber daya manusia dengan prinsip syariah, prioritas tindakan manajemen dan prioritas tindakan reflektif karyawan. Data yang digunakan penelitian diambil dari wawancara Manajer HRD, Manajer Pusat, serta karyawan. Hasil penelitian mendapatkan lima ruang *L-Shaped Matrix* dalam menjawab pertanyaan penelitian yaitu (1) ruang kiri yang berisi 20 tindakan manajemen, (2) ruang kanan berisi prioritas tindakan manajemen berupa poin-poin kontrak kerja, (3) ruang atas berisi 18 tindakan reflektif karyawan, (4) ruang tengah menjelaskan kekuatan hubungan antara tindakan manajemen dan tindakan reflektif karyawan, dan (5) ruang bawah berisi prioritas tindakan reflektif karyawan berupa ketaatan karyawan terhadap syariat Islam.

Kata Kunci: Manajemen Sumber Daya Manusia Syariah, UMKM, *L-Shaped Matrix*.

ABSTRACT

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TITTLE:

Sharia Principles Approach to Reflective Measurement and Human Resource Management Measures in UMKM

CONTENT:

This study aims to discover how to approach sharia principles for reflective measurement and human resource management actions in UMKM. This research uses a descriptive qualitative method with Affinity Diagram and L-Shaped Matrix analysis tools. Specifically, this research focuses on the Management works and the reflective actions of employees related to the implementation of Human Resource Management with Sharia Principles, priorities for management actions, and priorities for employee reflective actions. The data used in this study were taken from interviews with HRD Managers, Center Managers, and employees. The results of the study found five L-Shaped Matrix spaces in answering research questions. They are (1) the left room which contains 20 management actions, (2) the right room contains priority management actions in the form of work contract points, (3) the upper room contains 18 employee reflective actions, (4) the middle room explains the strength of the relationship between management actions and employee reflective actions, and (5) the lower room contains priorities for employee reflective actions in the form of employee obedience to Islamic Law.

Keyword: Sharia Human Resource Management, UMKM, *L-Shaped Matrix*.