

INTISARI

Penelitian ini bertujuan menguji peran praktik manajemen sumber daya manusia (MSDM) dalam memediasi penerapan prinsip-prinsip Islami dan kinerja organisasional persepsian. Rancangan dan metodologi penelitian kuantitatif digunakan di dalam penelitian ini. Data yang dikumpulkan merupakan persepsi dari 165 sampel responden karyawan yang bekerja pada 11 perusahaan yang memiliki praktik MSDM formal. Variabel praktik MSDM dibagi menjadi 5 dimensi praktik yang diukur menggunakan 19 item pertanyaan. Kinerja organisasional persepsian diukur menggunakan 8 item pertanyaan yang menggambarkan kinerja internal organisasi dan kinerja pasar dari perusahaan. Penerapan prinsip-prinsip Islami diukur menggunakan 10 item pertanyaan. Model hipotesis yang dikembangkan berdasarkan modifikasi terhadap penelitian Rana dan Malik (2017) yang membagi praktik MSDM menjadi 5 praktik yaitu rekrutmen-seleksi, pelatihan karyawan, penilaian kinerja, sistem kompensasi, dan keterlibatan karyawan. Pengujian hipotesis dilakukan menggunakan model mediator parallel berganda dengan pendekatan *bootstrap confidence intervals*. Hasil penelitian menunjukkan bahwa praktik rekrutmen-seleksi, pelatihan karyawan, penilaian kinerja, dan sistem kompensasi, memediasi hubungan antara penerapan prinsip-prinsip Islami pada lingkungan perusahaan terhadap kinerja organisasional. Penelitian ini memiliki implikasi praktis terkait upaya perusahaan meningkatkan kinerja perusahaan. Organisasi dinilai perlu untuk semakin menerapkan prinsip-prinsip Islami pada lingkungan perusahaan guna mencapai kinerja yang diinginkan.

Kata Kunci: praktik manajemen sumber daya manusia, kinerja organisasional persepsian, penerapan prinsip-prinsip Islami

ABSTRACT

This study aims to investigate the role of human resources management (HRM) practice on mediating the relationship between Islamic principles application and perceived organizational performance. A quantitative design and methodology is used in this study. The data in this study are perception of employees that was collected from 165 respondent samples who worked in 11 firms which conduct formalized HR management. The HR practices are divided into 5 broad dimensions which measured using 19 items of questionnaire. The perceived organizational performance are measured using 8 items which is represent the internal and market performance. The application of Islamic principles measured using 10 items of questionnaire. The model of hypothesis developed based on modification from the previous research conducted by Rana and Malik (2017) who divided HRM practices into 5 practices namely recruitment-selection, employee training, performance appraisal, compensation systems, and employee involvement. The hypothesis testing is carried out using parallel multiple mediators model with bootstrap confidence intervals approach. The results showed that recruitment-selection practices, employee training, performance appraisals, and compensational systems play significant role on mediating the relationship between the application of Islamic principles and organizational performance. This study has a practical implication in relation to the company's effort to improve its performance. It is considered necessary for organizations to improve the application of Islamic principles in human resource management practice in order to achieve better firm performance.

Keywords: human resources management practice, perceived organizational performance, application of Islamic principles