

ABSTRAK

Alfian Ardiansyah Analisis Penerapan Nilai Nilai Syariah Dalam Manajemen Sumber Daya Manusia Pada Industri Konveksi Arjuna Collection Di Tasikmalaya

Penerapan nilai-nilai syariah dalam manajemen sumber daya manusia penting untuk menciptakan lingkungan kerja yang adil, amanah, dan berkah. Arjuna Collection di Tasikmalaya menjadi objek penelitian karena dinilai telah menerapkan prinsip-prinsip Islam dalam pengelolaan SDM nya. Penelitian ini menggunakan metode kualitatif deskriptif dengan pendekatan studi kasus. Data diperoleh melalui wawancara mendalam, observasi langsung, dan dokumentasi. Subjek penelitian meliputi pemilik dan karyawan Arjuna Collection. Analisis data dilakukan melalui reduksi data, penyajian data, dan penarikan kesimpulan dengan tetap memperhatikan prinsip validitas dan kredibilitas. Hasil menunjukkan bahwa nilai-nilai syariah seperti tauhid, keadilan, ihsan, ukhuwah, dan musyawarah telah diterapkan dalam berbagai aspek MSDM. Rekrutmen dilakukan secara adil dan transparan, pelatihan mencakup pembinaan spiritual, hubungan kerja dibangun dengan musyawarah dan kebersamaan, serta evaluasi kinerja berbasis KPI yang objektif dan berlandaskan nilai ihsan. Penerapan nilai-nilai syariah di Arjuna Collection berjalan baik dan berkesinambungan, menciptakan budaya kerja Islami yang harmonis, produktif, serta membawa keberkahan bagi seluruh pihak.

Kata Kunci: Nilai-nilai Syariah, Manajemen Sumber Daya Manusia, Konveksi, Arjuna Collection.

ABSTRACT

Alfian Ardiansyah Analysis of the Implementation of Sharia Values in Human Resource Management at the Arjuna Collection Convection Industry in Tasikmalaya

The implementation of Sharia values in human resource management is essential to create a fair, trustworthy, and blessed work environment. Arjuna Collection in Tasikmalaya was chosen as the research object because it is considered to have applied Islamic principles in its human resource management practices. This study uses a qualitative descriptive method with a case study approach. Data were obtained through in-depth interviews, direct observations, and documentation. The research subjects include the owner and employees of Arjuna Collection. Data analysis was carried out through data reduction, data presentation, and conclusion drawing while maintaining validity and credibility principles. The results show that Sharia values such as tauhid (monotheism), justice, ihsan (excellence), ukhuwah (brotherhood), and musyawarah (consultation) have been implemented in various aspects of human resource management. Recruitment is conducted fairly and transparently, training includes spiritual development, working relationships are built through consultation and togetherness, and performance evaluation is based on objective KPI systems grounded in ihsan values. The implementation of Sharia values at Arjuna Collection has been carried out effectively and sustainably, creating an Islamic work culture that is harmonious, productive, and brings blessings to all parties involved.

Keywords: *Sharia Values, Human Resource Management, Convection Industry, Arjuna Collection.*