

# Pengaruh praktik manajemen sumber daya insani terhadap komitmen organisasi: studi pada lembaga filantropi Islam di Indonesia = The effect of Islamic human resource management practices on organizational commitment: a study at Islamic philanthropy organizations in Indonesia

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## Abstrak

Penelitian ini menguji pengaruh praktik manajemen sumber daya Insani yaitu, rekrutmen dan seleksi, pelatihan dan pengembangan, penilaian kinerja, dan kompensasi terhadap komitmen organisasi. Pengujian hipotesis dilakukan dengan menggunakan metode penelitian Partial Least Squares PLS yang diolah dengan menggunakan software SmartPLS 3.0 dengan jumlah data sebanyak 92 responden yang didapatkan dari penyebaran kuesioner kepada karyawan lembaga filantropi Islam di Indonesia.

Berdasarkan hasil pengujian dan olah data, ditemukan bahwa diantara empat dimensi praktik manajemen sumber daya Insani, penelitian ini menemukan bahwa pelatihan dan pengembangan, penilaian kinerja, dan kompensasi memiliki pengaruh yang signifikan terhadap komitmen organisasi, sedangkan rekrutmen dan seleksi tidak memberikan pengaruh yang signifikan terhadap komitmen organisasi diantara karyawan lembaga filantropi Islam.

Penelitian ini memiliki implikasi, yaitu pentingnya penerapan prinsip Islam dalam praktik manajemen sumber daya manusia pada organisasi yang berbasis Islam. Selain itu, menjadi bahan pertimbangan bagi divisi sumber daya manusia untuk memaksimalkan praktik manajemen sumber daya Insani yang mempengaruhi secara signifikan terhadap pembentukan komitmen organisasi diantara karyawan.

.....This research examines the effect of Islamic human resource management practices such as recruitment and selection, training and development, performance appraisal, and compensation on organizational commitment. The hypotheses were tested by using Partial Least Squares PLS research method which is processed by using SmartPLS 3.0 software using data taken from 92 respondents obtained from questionnaires distributed to employees of Islamic philanthropy organization in Indonesia.

Based on the results of testing and data processing, it was found that training and development, performance appraisal, and compensation have a significant effect on organizational commitment, while recruitment and selection do not have a significant effect on organizational commitment among employees of Islamic philanthropy institutions.

The implication of this research is the importance of applying Islamic principles in the practice of human resource management in Islamic based organizations. Moreover, this study has the implications of being the consideration for human resources division to maximize the practice of Islamic human resource management that significantly affects the formation of organizational commitment among employees.