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Analysis of Human Resource Recruitment in an Islamic Perspective

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Article Information:	ABSTRACT
	This writing examines employee recruitment and Islamic views on recruitment that occurs in organizations. The purpose of this writing is to find out how recruitment is implemented in general and from an Islamic perspective in an organization. This writing is a literature review in which data is obtained from books, journals and related articles that explain recruitment. The results of this paper indicate that the principle of justice is needed in carrying out recruitment so that no party feels disadvantaged and abused in order to get qualified employees to help realize organizational goals. **Keywords**: *Islamic Perspective, Organization, Recruitment*

INTRODUCTION

Human resource management (MSDI) is the most important part of management related to human relations and roles in organizations (Tang dkk., 2018). To achieve company goals. It is expected that there is a need for quality human resources (Ph.D., University of Tehran, Kish International Campus, 7644430055, Kish Island, Iran dkk., 2020). In this regard, the first step taken by the company is the recruitment process to find potential workers who can be developed to carry out the production process in the company.

Responsibility in carrying out recruitment is very large because it will have a direct impact on the quality of human resources obtained later. So we need recruiters who are fair, capable, and not easily influenced (Singh dkk., 2020). Fairness in recruitment is very important so that no one feels disadvantaged, be it the company or the prospective worker (Al-Romeedy, 2019; Jawaad dkk., 2019;

Teimouri dkk., 2018). In Islam it has also been emphasized that justice is important so that no party is harmed, but in reality there are still those who recruit employees because there is a family relationship and there is often an element of bribery . The achievement of organizational goals is determined by the success of the initial recruitment process. The purpose of writing this article is to describe; 1) definition of recruitment, 2) objectives of recruitment, 3) principles of recruitment, 4) processes and sources of recruitment, 5) recruitment process based on Islamic views.

RESEARCH METHODOLOGY

The writing method used is a literature study with a descriptive exploratory approach (Ng dkk., 2020) with data collection techniques through journals, books, and articles related to research.

RESULT AND DISCUSSION

Understanding Recruitment

Recruitment is a company's effort to find a number of prospective employees who meet certain criteria and qualifications (Garavan dkk., 2018). Recruitment is also interpreted as the provision of prospective workers who meet company standards and is a great opportunity for companies to get qualified and diverse prospective workers (Boas dkk., 2020). In recruitment, companies will also be able to find new skills and expertise from prospective applicants.

Recruitment is also interpreted as an organizational way of finding workers who have the skills and knowledge that are qualified for a job within an organization (van Esch dkk., 2019). By going through several processes that have been set by the organization (Wang dkk., 2018). The reason for the company to recruit is to get a workforce that will later realize the vision and mission of the company and will develop the company. (Koch dkk., 2018) In simple terms, recruitment can be interpreted as a process of gathering and attracting interest from people, both from outside and within the company who meet the criteria needed by the company to occupy a certain position.

Based on the explanation of the meaning of recruitment above, it can be concluded that recruitment is the process of finding workers who are in accordance with company standards and then being selected again to fill a job in the company (Puncheva-Michelotti dkk., 2018). In practice, prospective workers will make every effort to meet the company's qualification standards. The company conducts recruitment to get a qualified workforce that is in accordance with company standards.

Recruitment Goals

Basically the company's goal of recruiting is to get prospective workers who are in accordance with the positions needed and who are experts in their fields (Hitka dkk., 2019). Then the company also expects a workforce that has the potential

both in quality and quality (Sánchez-Hernández dkk., 2019; Wynn & Correll, 2018). So that the company that does the recruitment will be serious about getting the expected human resources (Waples & Brachle, 2020). Adjusting the characteristics of an applicant in accordance with the company's provisions regarding the position he will have.

The purpose of recruitment is to ensure that when opening job vacancies the company already has candidates for prospective workers who are in accordance with the available (vacant) jobs ready to be selected.(Lilistian, 2020; Priartini & Rahmawati, 2020). HR is the main key to the success of an organization, for that the HR management department needs to select HR that is accepted by means of recruitment (Yusoff dkk., 2020). In carrying out the recruitment, it is expected to use minimum costs and potential human resources

Meanwhile, according to Simamora, the purpose of recruitment by companies is as follows (Pham & Paillé, 2019; Steils & Hanine, 2019): 1 To attract prospective workers so that companies have more opportunities to select prospective workers who meet organizational standards. 2) To get a workforce that is loyal to the company for a certain period of time. 3) Can improve the company's good image even though prospective workers are rejected during recruitment.

Recruitment Principles

Recruitment has the following principles (Pelletier & Sonenberg, 2019; Supplee dkk., 2018): 1) Humanity principle is the principle that assumes there is no difference between human beings, all are equal both in terms of abilities, desires, self-esteem, aspirations and dreams. 2) Democratic principle, shows mutual respect and cooperation in doing work. 3) Principle of The Right Man On The Right Place, it is the principle that places the workforce according to the field, expertise, and knowledge possessed by the workforce. 4) Principle of Equal Pay For Equal Work is the awarding of awards to employees who have achieved certain targets. 5) Principle of Unity of Direction and Unity of Purpose, employees in carrying out work focus on one direction, namely realizing company goals. 6) Principle of Unity of Command, that is, every employee at work has references that will be directed by his superiors. Each employee has only one supervisor.

Recruitment Process and Resources

Recruitment Process (Hervouet dkk., 2018; Hughes dkk., 2019): 1) Determining available job vacancies in the company, the company must first see which positions are more urgent to fill and which positions must be replaced. 2) Develop recruitment procedures. HRD will compile procedures and requirements for carrying out recruitment in terms of job specifications and job descriptions, as well as the tasks to be filled by prospective workers. 3) Publish information on job vacancies to the general public. Try to do this so that many prospective job applicants come and candidates should be obtained in accordance with company standards and qualifications. 4) Sort and provide information to prospective employees who meet company standards and qualifications. HRD will select the applicant who meets the

requirements and qualifications set by the company, then the applicant will be contacted or summoned for an initial interview.

Recruitment Resources (Van Looy dkk., 2019): 1) Internal Recruitment is recruitment where prospective employees are recruited internally, namely those from within the organization who are already working for that organization. recruitment by transferring employees from one department to another, promotion of employees, namely old employees who have the potential to be transferred to a higher position. Some of the advantages of internal recruitment include that the workforce from within is tied to the company and the workforce from within does not require too much introduction and training than potential external applicants and the latter is safer because the company knows the capabilities of employees. 2) External Recruitment is taking prospective workers from outside the organization by recruiting workers who are enabled to choose the best workers outside the organization. The weakness of external recruitment is that it takes a lot of time due to various considerations such as abilities, skills, work experience and others. 3) The difference between internal recruitment and external recruitment is that the first candidate applicants for internal recruitment have limitations, because it is only the scope of an organization, while external recruitment of prospective workers the jobs that are obtained are more talented because they come from outside the organization so it's normal to get more qualified and fresh ones.

Recruitment in Islam

Recruitment in the Islamic view is a very urgent problem because it relates to performance results and the realization of organizational goals (Lakomy, 2021). In carrying out recruitment, the organization should choose suitable and appropriate applicants. Provisions for recruitment in Islam are found in QS. Al-Qashash (28): 26 which means:

"And one of the two (women) said: "O my father! Make him a person who works (for us), in fact the best person you take as a worker (for us) is someone who is strong and can be trusted."

From the paragraph above it is emphasized that the workforce employed is a strong employee. In the time of the prophet, the manpower employed for the warlords to be chosen was a manpower who had the physical strength to carry out his duties. Nowadays, it can be applied with a health certificate from a doctor or hospital in order to have proof of health. The verse above also explains that what can be accepted as a workforce is a workforce that is trustworthy, honest and responsible (Keswara & Wijayanti, 2021). Honesty is the main capital for every employee because with honest and trustworthy nature a harmonious atmosphere will be created within the organization and every employee feels that he is being watched by Allah SWT.

Recruitment is a determinant of success HR planning process, because the recruitment process is the first step before the selection and placement of workers (Ezel, 2021). Because in Islam a job that starts with good will produce good things

too, and vice versa if the work starts with bad it will result in failure. Islam provides several rules for consideration in the recruitment process as follows (Shaw & Bandara, 2018): 1) *merit system,* is the award and remuneration because the services provided are of high quality. 2) Piety to God, to achieve a goal of an organization then, must be pious. 3) Prohibition of recruiting by way of nopetism and favoritism, as well as all forms of bribery and collusion in Islamic management and administration.

From the description above, we can see that in practice there are still many organizations or organizations that carry out the recruitment process, only choosing family, acquaintances, close friends, not according to the applicant's expertise and field (Fesharaki & Sehhat, 2018). And it's not uncommon for someone to apply for a job using insiders and bribes (Maskuroh dkk., 2023). Such a thing is not permissible because it can eliminate the opportunity for other applicants who have qualified expertise. In Islam the above practice is also prohibited because it can cause injustice, damage and tyranny for other job applicants (Toumi & Su, 2023). Because the Al-Qur'an and Hadith confirm that bribery is something that is prohibited and forbidden in the Shari'ah and is a major sin because it causes harm and tyranny (Mirhosseini dkk., 2023). Nepotism in recruitment that only chooses family members is not allowed.

CONCLUSION

The recruitment process should apply rules that are in accordance with positive law and Islamic law. And in accordance with the processes and provisions that apply within the organization so as not to cause injustice to other people and the organization. Because in the recruitment process, rules have been determined that have been considered by HRD and company leaders before recruiting.

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