

RINGKASAN

Penelitian ini bertujuan untuk mengkaji implementasi manajemen sumber daya insani dalam meningkatkan kinerja karyawan dilihat dari aspek *Habluminallah*, *Habluminannas* dan *Habluminalalam*. Aspek-aspek yang diteliti mencakup rekrutmen dan seleksi, pelatihan dan pengembangan, kompensasi serta penilaian kinerja. Metode yang digunakan adalah kualitatif dengan pendekatan deskriptif, dengan data diperoleh melalui observasi, wawancara, dan dokumentasi. Analisis data dilakukan melalui beberapa tahapan yakni reduksi data, penyajian data, dan penarikan kesimpulan. Hasil penelitian menunjukkan bahwa pengelolaan karyawan di AMDK Bariklana telah mengedepankan prinsip-prinsip Islam yakni konsep *Habluminallah*, *Habluminannas*, dan *Habluminal'alam*. Perusahaan tidak hanya berfokus pada produktivitas material, tetapi juga pada peningkatan kesadaran spiritual. Rekrutmen dilakukan secara sederhana dengan memperhatikan keterampilan dan nilai islam, sementara pelatihan teknis disediakan pada awal masa kerja. Kompensasi telah disusun dengan adil. Penilaian kinerja dilakukan secara berkala, mengedepankan disiplin dan perilaku islami. Namun tantangan dalam hal kedisiplinan terhadap beberapa karyawan masih kerap terjadi.

Kata Kunci: *Manajemen Sumber Daya Insani, Kinerja Karyawan, AMDK Bariklana*

SUMARRY

*This research aims to examine the implementation of human resource management in improving employee performance from the *Habluminallah*, *Habluminannas* and *Habluminalalam* aspects. The aspects studied include recruitment and selection, training and development, compensation and performance appraisal. The method used is qualitative with a descriptive approach, with data obtained through observation, interviews and documentation. Data analysis was carried out through several stages, namely data reduction, data presentation, and drawing conclusions. The research results show that employee management at AMDK Barikana has prioritized Islamic principles, namely the concepts of *Habluminallah*, *Habluminannas*, and *Habluminal'alam*. The company focuses not only on material productivity, but also on increasing spiritual awareness. Recruitment is carried out simply by paying attention to Islamic skills and values, while technical training is provided at the start of the employment period. Compensation has been arranged fairly. Performance assessments are carried out periodically, prioritizing discipline and Islamic behavior. However, challenges in terms of discipline for some employees still occur frequently.*

Keywords: *Human Resource Management, Employee performance, AMDK Bariklana*