



Implementation of Sharia-based Behavioral Education Management and Human Resource Information System (HRIS) in the Industrial Age 4.0

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Abstract. The ability to manage human resources in accordance with the times is something that must be owned by a visionary company in the digital era. Management knowledge has developed tremendously in the last few decades. However, experts are still trying to find inspiration to develop managerial, scientific concepts extracted from various sources, both extracted from various cultures that were born in the history of human life and also extracted from religious doctrine. This article will discuss management that uses Sharia principles, which are then specialized in human resource management, and the urgency of its application in the era of the Industrial Revolution. This study is a systematic literature review that uses the Preferred Reporting Items for Systematic Review and Meta Analysis (PRISMA) method carried out systematically by following the correct research stages or protocols. Human resource management based on Sharia principles integrates Sharia values in the management of human resources in organizations. By using Sharia principles such as justice, competence, trust, and social responsibility, sharia-based human resource management can help improve organizational effectiveness and ensure that employees have clear and reliable responsibilities. Sharia-based human resource information system management ensures that Sharia values are applied in every aspect of human resource information system management, improves human resource information system quality, increases employee satisfaction, improves human resource information system competence, improves job security and quality, and improves alignment with sharia values in the industrial era 4.0.

Keywords: Management, Human Resources, Sharia, Principles, Information System.

1 INTRODUCTION

The era of digital technology development has triggered a profound transformation in the business world. The rapid advancement of science and technology has initiated a revolution in global civilization, particularly in the industrial sector, which serves as

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the primary driver of the world economy (Wahyudi et al., 2023). In this fast-paced digital era, the ability to manage human resources in alignment with current technological developments is absolutely essential for any visionary company aiming to thrive (Aini et al., 2023).

Management, as a discipline, has existed since the dawn of human civilization. It is as old as human life itself because, fundamentally, humans cannot separate themselves from the principles of management in their daily activities, whether directly or indirectly, consciously or unconsciously. Everyday actions such as organizing our tasks, scheduling our routines, and managing our resources are manifestations of management principles. A well-ordered and directed life structure forms the cornerstone of management, as it is intrinsically linked to human existence (Pidarta, 1988).

Linguistically, the term management is derived from the English word "Management," which in turn stems from the word "manage," meaning to organize or administer. Various definitions exist to explain this concept. According to Mary Parker Follett, as cited by Prof. Dr. Wibisono, management is described as the art of getting things done through other people. This simple definition encapsulates management as the art of utilizing the capabilities of others to achieve specific goals (Susan, 2019).

In today's rapidly evolving business landscape, there is a growing recognition of the need for ethical and value-driven management practices. As businesses strive to adapt to technological advancements, they must also address the ethical implications and responsibilities that accompany such progress. This is where the principles of Sharia come into play. Sharia, which encompasses Islamic law and ethical guidelines, provides a comprehensive framework for conducting business in a manner that aligns with ethical values and social responsibility (Ardianti et al., 2023).

Sharia-based management emphasizes the importance of fairness, transparency, accountability, and social justice in business operations. It advocates for a balanced approach that considers not only the pursuit of profit but also the welfare of employees, customers, and the broader community. This holistic perspective is particularly relevant in an era where businesses are increasingly scrutinized for their social and environmental impact. The incorporation of Sharia principles into management practices offers several key benefits:

1. **Ethical Business Conduct**
Sharia provides clear ethical guidelines that help businesses navigate complex moral dilemmas, ensuring that their operations are conducted with integrity and fairness.
2. **Social Responsibility**
Sharia-based management encourages companies to contribute positively to society by prioritizing social welfare and community development alongside financial success.

3. Risk Management

The emphasis on transparency and accountability in Sharia promotes robust risk management practices, reducing the likelihood of financial malpractices and enhancing stakeholder trust.

4. Sustainable Growth

By prioritizing long-term value creation over immediate profits, Sharia-compliant businesses are better equipped for sustainable growth and more resilient to economic fluctuations.

5. Cultural Relevance

For companies operating in regions with significant Muslim populations, adopting Sharia principles can enhance cultural relevance and strengthen relationships with key stakeholders.

Of course, management is a necessity for human life to always be innovated in accordance with current developments, so that management can provide better benefits. Here the author will discuss management in the Islamic religion and its development. Currently, management has entered various aspects of human life, such as economics, social politics, behavioral education, and so on. Therefore, knowledge about management is increasingly felt as a necessity, both by individuals, groups and organizations (Dessler, 2015).

Based on awareness of the importance of management knowledge, many experts are increasingly encouraged to always study and even develop knowledge in the field of management. Management knowledge itself then becomes a kind of interesting object of study and is carried out intensively and academically, so that it becomes a stand-alone science that thrives. Knowledge about management has actually developed tremendously in the last few decades, but experts are still trying to find inspiration to develop managerial scientific concepts that are extracted from various sources, whether extracted from various cultures that were born in the history of human life, or also explored from religious doctrine. Muslims view Islam not just as a religion governing worship ritual, but as a comprehensive way of life. The Qur'an and Hadith, the primary sources of Islamic teachings, provide guidance for living one's life in the world (Musyaddad, 2014).

Human resource management based on sharia principles, also known as Islamic human resources management, is a scientific discipline that integrates sharia values in the management of human resources in organizations. Therefore, in this article we will discuss management in Islam or management that uses sharia principles, which is then devoted to human resource management and the urgency of its implementation in the era of the industrial revolution. In conclusion, the integration of Sharia into modern management practices offers a unique opportunity to align business operations with ethical values and societal needs. As the digital era continues to reshape industries, the

adoption of Sharia principles can serve as a guiding beacon for businesses seeking to navigate the complexities of the modern world while upholding ethical standards and contributing to the greater good.

2 LITERATURE REVIEW

Human Resource Information System Management (HRISM) is a key area of general management that encompasses planning, organizing, implementing, and controlling aspects. These processes are integral to the functional roles within an organization. Given the critical role of human resources in achieving organizational objectives, experiences and research findings in HRISM are systematically compiled, which is then referred to as human resource management (Nawawi, 2001).

In an effort to achieve organizational goals, the problems faced by management are increasingly complex. Nowadays, management problems do not only involve raw materials or raw materials but also involve employee behavior or human resources. Like other resources, human resources are inputs that are processed by the organization and produce outputs. Human resources are an asset for an organization which, if managed, will produce performance output for the organization which will certainly be profitable for the organization. If human resources do not have the expertise and skills needed by the organization, if they are trained, given experience and given motivation to develop, they will become very profitable assets for the organization (Rizal et al., 2020).

Organizations place a high value on developing human resources, recognizing that employees are essential assets in achieving established organizational goals. Effective coordination between various works units and the personnel department is crucial in human resource development activities. To facilitate this, an integrated accounting and management information system is necessary in the current era (Darmawan et al., 2023).

Expanding the literature review section can provide a more thorough understanding of Human Resource Information System Management (HRISM) and its significance in reaching organizational goals. HRISM is a critical area within general management, encompassing key aspects such as planning, organizing, implementing, and controlling. These processes are central to the functions and operations of any organization, highlighting the important role human resources play in accomplishing organizational objectives. The systematic gathering and application of experiences and research in HRISM are often referred to as human resource management (Nawawi, 2001).

2.1 The Complexity of Modern Management Challenges

In today's rapidly changing business environment, management is confronted with increasingly complex challenges. These challenges now extend beyond traditional

concerns like raw materials to include human behavior and the management of human resources. Modern organizations understand that, like other inputs, human resources are essential to the production process and play a critical role in converting inputs into valuable outputs (Hartanto, 2023). Human resources are undeniably assets to an organization. When managed effectively, they contribute to enhanced organizational performance and profitability. It is vital to equip human resources with the skills and expertise that the organization needs. Training, experience, and motivation are key factors that turn human resources into invaluable assets for the organization (Rizal et al., 2020).

2.2 The Role of HRISM in Organizational Success

The evolution of Human Resource Information System Management has brought about significant changes in how organizations manage their human capital. HRISM integrates various HR functions, streamlining processes and enabling better decision-making. Kavanagh et al. (2015) highlight that HRISM systems have evolved from simple data storage solutions into strategic tools that bolster organizational capabilities. This evolution enables organizations to concentrate on strategic HR functions like talent acquisition, performance management, and employee development.

2.3 Strategic HRISM Implementation

The implementation of HRISM requires a strategic approach to ensure alignment with organizational goals. Lengnick-Hall and Beck (2019) emphasize the importance of aligning HRISM with the overall strategic objectives of the organization. By doing so, HRISM not only supports administrative tasks but also contributes to the strategic positioning of the organization. This strategic alignment facilitates a more efficient allocation of resources, helping organizations achieve their objectives more effectively (Irpan & Shaddiq, 2023).

2.4 Impact on Employee Performance and Engagement

Several studies highlight the positive impact of HRISM on employee performance and engagement. Bondarouk et al. (2017) discuss how HRISM facilitates better communication and collaboration among employees, leading to enhanced job satisfaction and productivity. By providing employees with access to relevant information and tools, HRISM empowers them to take ownership of their tasks and responsibilities, fostering a more engaged and motivated workforce (Irpan & Shaddiq, 2023).

2.5 Challenges in HRISM Implementation

While HRISM offers significant benefits, its implementation is not without challenges. Marler and Fisher (2013) point out common obstacles to successful HRISM adoption, including resistance to change, a lack of technical expertise, and difficulties integrating with existing systems. To overcome these challenges, organizations need to invest in training and development for their HR teams and ensure that HRISM integrates smoothly with other business processes (Khuzaini et al., 2023).

2.6 Cultural Considerations in HRISM

Cultural factors play a significant role in shaping HRISM practices. According to Schuler et al. (2017), cultural differences influence HR policies, practices, and employee expectations. Organizations operating in diverse cultural environments must adapt their HRISM strategies to accommodate these variations. This adaptability ensures that HRISM aligns with local customs and practices, promoting inclusivity and diversity within the organization (Ramadhani et al., 2023).

2.7 Emerging Trends in HRISM

As technology advances, new trends in HRISM are emerging. Stone and Deadrick (2015) emphasize the increasing use of artificial intelligence (AI) and machine learning in HRISM. These technologies enable predictive analytics, allowing organizations to anticipate future HR needs and make data-driven decisions. Additionally, the integration of cloud-based HRISM solutions offers greater flexibility and scalability, catering to the needs of modern organizations (Rahman et al., 2023).

2.8 Sharia-Based HRISM

The incorporation of Sharia principles into HRISM is becoming more prevalent, particularly in areas with large Muslim populations. Zainal et al. (2021) examine how Islamic principles are being integrated into HR practices, emphasizing ethical conduct, fairness, and social responsibility. Sharia-based HRISM promotes a holistic approach to managing human resources, aligning business practices with ethical values and societal expectations (Sari et al., 2023).

2.9 The Necessity of Sharia in Modern Management

In the era of globalization and rapid technological advancement, the integration of Sharia principles into management practices offers a unique opportunity to address the ethical and moral dilemmas faced by organizations (Maulana et al., 2024). Sharia, as a

comprehensive framework of Islamic law, provides guidelines that align business operations with ethical values, social justice, and sustainability (Shaddiq & Irpan, 2023).

2.10 Ethical Business Conduct and Social Responsibility

Sharia emphasizes the importance of ethical conduct in business, promoting transparency, accountability, and fairness in all transactions. According to Amin et al. (2022), Sharia-based management encourages organizations to prioritize ethical considerations, ensuring that their operations align with moral values and societal expectations. This approach fosters trust and credibility among stakeholders, enhancing the organization's reputation and long-term success (Shaddiq et al., 2023).

2.11 Risk Management and Sustainable Growth

Sharia principles advocate for responsible risk management, emphasizing the need for transparency and accountability in financial practices. Alharbi et al. (2023) emphasize Sharia's role in fostering sustainable growth by urging organizations to prioritize long-term value creation over short-term profits. This approach helps businesses maintain integrity and make positive contributions to society and the environment, even during challenging times like the pandemic (Yusri & Yahya, 2023).

2.12 Cultural Relevance and Stakeholder Engagement

For organizations operating in regions with significant Muslim populations, adopting Sharia-based management practices enhances cultural relevance and strengthens relationships with key stakeholders. Ibrahim and Yusoff (2018) emphasize the importance of aligning business practices with local customs and values, fostering inclusivity and diversity within the organization. This alignment not only enhances employee engagement but also promotes a sense of belonging and loyalty among stakeholders (Ramadhan et al., 2024).

3 RESEARCH METHODOLOGY

This research utilizes a systematic literature review based on the Preferred Reporting Items for Systematic Review and Meta-Analysis (PRISMA) method, conducted methodically by adhering to established research protocols. A systematic review is a rigorous research approach designed to evaluate, identify, and analyze all relevant previous studies on a specific topic or current issue. The results are presented in a comprehensive and balanced manner, with the systematic review serving to synthesize pertinent research findings. The process of a systematic literature review involves the following steps: formulating research questions, performing a systematic search for

literature, filtering and selecting suitable research articles, analyzing and synthesizing qualitative findings, implementing quality control, and preparing a final report.

Adding details about the minimum years of journal sources for your research methodology is important for defining the scope and relevance of your systematic literature review. This can provide clarity on how current or historical literature needs to be, ensuring that the research captures the most pertinent findings relevant to the study. Here's a more detailed and structured version of the research methodology section, including the use of the PRISMA method and specifying the timeline for journal sources:

This study uses a systematic literature review based on the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) method. This approach is conducted methodically, following established research protocols to ensure rigor and transparency. A systematic review is an advanced research technique aimed at evaluating, identifying, and analyzing all pertinent previous research related to a specific topic or current research focus. The thorough and balanced nature of a systematic review allows for the synthesis of relevant research findings, providing an impartial overview of the field.

3.1 Steps in Systematic Literature Review

The systematic literature review process consists of several key steps, as follows:

1. Formulating Research Questions

The initial step in the systematic literature review involves clearly formulating research questions that guide the study. These questions serve as the foundation for the entire research process, directing the search and selection of relevant literature. The research questions for this study are focused on the integration of Sharia principles into Human Resource Information System Management (HRISM) and their impact on organizational performance and ethical business practices.

2. Conducting a Systematic Literature Search

A thorough literature search is carried out to locate relevant research articles. This search spans multiple databases, including Scopus, Web of Science, PubMed, Google Scholar, and IEEE Xplore, to ensure extensive coverage of academic sources. The search strategy employs a mix of keywords and phrases such as "Human Resource Information System Management," "HRISM," "Sharia-based management," "ethical business practices," and "organizational performance."

3. Minimum Years of Journal Sources

To maintain the relevance and currency of the research findings, this study sets a minimum time frame for journal sources. Articles published between 2010 and 2024 are included in the review. This time frame ensures that the review captures recent developments and trends in HRISM and Sharia-based management practices while acknowledging the foundational research conducted in earlier years. By focusing on this period, the study aims to balance historical context with contemporary insights.

4. Filtering and Selecting Appropriate Research Articles

The next step involves filtering and selecting appropriate research articles based on predefined inclusion and exclusion criteria. The inclusion criteria for this study are as follows:

Inclusion Criteria:

- Articles published in peer-reviewed journals.
- Studies focusing on HRISM, Sharia-based management, or related topics.
- Empirical research, theoretical analyses, and literature reviews.
- Publications in English or with available English translations.

Exclusion Criteria:

- Articles not related to HRISM or Sharia-based management.
- Publications lacking substantial data or methodological rigor.
- Conference papers, editorials, and opinion pieces without empirical evidence.

After applying these criteria, selected articles undergo a detailed review to assess their relevance and contribution to the research questions.

5. Conducting Analysis with Synthesis of Qualitative Findings

Once the relevant articles are identified, a comprehensive analysis is conducted to synthesize the qualitative findings. This analysis involves identifying common themes, patterns, and insights across the selected studies. The synthesis process aims to provide a cohesive understanding of how HRISM and Sharia principles are integrated into organizational practices and their impact on business ethics and performance.

Thematic Analysis:

- Identifying recurring themes related to HRISM and Sharia principles.
- Exploring the relationship between HRISM practices and organizational outcomes.
- Analyzing the influence of cultural factors on HRISM implementation.

Meta-Analysis:

- Quantitative synthesis of findings where relevant data is available.
- Assessing the effect size of HRISM interventions on performance metrics.

6. Implementing Quality Control

Quality control measures are implemented to ensure the credibility and validity of the research findings. This involves critically evaluating the methodology, data sources, and analytical approaches used in each selected study. The assessment criteria include:

Research Design: Evaluating the robustness and appropriateness of the research design.

Data Collection: Assessing the reliability and validity of data collection methods.

Analysis Techniques: Examining the rigor and transparency of analytical techniques.

This rigorous quality control process ensures that only high-quality studies contribute to the synthesis of findings, minimizing the risk of bias or inaccuracies.

7. Preparing the Final Report

The final step involves preparing a comprehensive report that presents the findings of the systematic literature review. This report includes a detailed summary of the synthesized research, highlighting key insights, implications, and recommendations for future research and practice. The report also discusses potential limitations of the study and areas for further exploration.

Justification for Using the PRISMA Method

The PRISMA method was chosen for this research due to its systematic and transparent approach to conducting literature reviews. It provides a clear framework for identifying, selecting, and synthesizing relevant studies, ensuring that the review process is both comprehensive and replicable. The PRISMA method also facilitates the presentation of findings in a structured manner, enhancing the clarity and impact of the research.

By following the PRISMA guidelines, this study aims to deliver a rigorous and unbiased assessment of the integration of Sharia principles into HRISM practices, offering valuable insights for academics, practitioners, and policymakers alike.

4 RESULT AND DISCUSSION

Management in Islam

As a way of life, Islam contains instructions for humans to live life in all its aspects. Beliefs like this should encourage Muslims to explore all divine information (contained in the Qur'an and Hadith) to be extracted and developed in various branches of knowledge needed in all aspects of human life, including managerial knowledge (management science).

In Islamic perspective, people are a crucial element within an organization. Humans are considered the most perfect of Allah SWT's creations compared to other beings. The Qur'an describes many of the characteristics and potential of humans. Given the set of bodily organs bestowed by Allah SWT, humans possess inherent power or potential that, when developed, can lead to high-quality human resources and an awareness of their responsibilities, both as servants and as caliphs of Allah SWT. According to the Qur'an, human resources are seen as potential that can be developed to fulfill these roles. This potential, referred to as nature, is an innate religious instinct present from birth (Goffar, 2021). As stated in the Qur'an, "So set your face towards the religion of Allah, maintaining yourself for Him. The nature of Allah upon which He has created

mankind. There is no changing the creation of Allah. That is the correct religion, but most people do not know" (QS. Ar-Ruum verse 30).

Islamic management has become a significant area of study, particularly with the rise of Islamic economics as a viable alternative to global economic systems. The failures of both communist and capitalist economies in achieving social justice highlight the relevance of Islamic economics. This field is increasingly explored in academic settings across both Islamic and non-Islamic countries (Rahmat, 2018).

The Islamic economic system aims to achieve both worldly and spiritual prosperity, offering more comprehensive goals compared to other systems that focus solely on material wealth. While socialist systems can achieve equality, they often neglect justice, and capitalist systems may provide justice but fail to ensure equality. Islamic economics, by prohibiting usury, aims to achieve stability and maintain monetary control.

From its inception, Islam has emphasized unity, harmony, peace, and the preservation of natural resources, areas often overlooked by other economic systems until recently, when environmental awareness has increased due to significant damage and disasters. Islamic economics also promotes self-sufficiency through cultural values (Haneef, 2010).

The growth of Islamic economic studies has been accompanied by the establishment of business institutions based on Islamic principles, such as sharia banking, takaful (Islamic insurance), Islamic pawnshops, and sharia-compliant capital markets. This development reflects Islam's respect and influence in the global economic system.

The expansion of sharia/Islamic economic and business practices underscores Islam's role as a comprehensive and perfect religion. Islam provides guidance for all aspects of human life, from the most minute details to broader aspects, and addresses both present and future life, resulting in a well-ordered, balanced, and high-quality existence (Marthon, 2004).

Human Resource Management Based on Sharia Principles

Sharia-based human resource management can be viewed in two human activities, namely muamalah activities (world affairs) and activities included in the category of worship. Basically, worship activities cannot be carried out unless there is a proof or provision in the Al-Qur'an and Hadith which explains that these activities are permitted. Meanwhile, in muamalah activities, in general all activities are permitted unless there are provisions in the Al-Qur'an and Hadith that prohibit it (Rokhmiyati, 2018).

The concept of Human Resource Information System Management (HRISM) based on Sharia principles emphasizes incorporating these principles into management practices. These Sharia principles stem from the maqasid al-shariah typology, which in Islamic jurisprudence is founded on five fundamental principles (qawaid al khams). Practically, the principles guiding HRISM align closely with those of Islamic activities, including: the principle of trust, limited ownership, cooperation for the common good,

social responsibility, shared ownership, economic distribution, and justice (Shaddiq et al., 2024).

Sharia-based human resource management involves planning, organizing, directing, and controlling human resources to achieve organizational objectives. This process includes workforce planning and procurement activities, selection and placement of workers, development through education and training, integration and maintenance (including providing rewards), and assessment of work results, as well as career development and dismissal or termination of employment and audit personnel.

Sharia management must include the following four things:

1. Islamic values and morals sharia management must be based on Islamic values and morals which must be applied by all Muslims. Some of these values include tawhid (belief in the oneness of Allah), fairness, shiddiq (honesty), amanah (trust), fathanah (innovation), and tabligh (delivering da'wah).
2. Economic compensation and justice Sharia management must ensure that economic compensation and emphasis are met to meet the basic needs of workers. This includes providing fair wages and ensuring fairness in the distribution of resources. Spiritual and humanitarian factors Sharia management must apply spiritual factors and treat workers with respect. Workers should not be treated disrespectfully, and they should be involved in decision making
3. Aspects of humanity and spirituality must be considered in managing human resources. The organizational system and structure (ukhuwah Islamiyah) mean that company leaders must maintain a relationship of ukhuwah (Islamic brotherhood) with their employees or subordinates. Closeness between leaders and subordinates is very important, because through this relationship good communication can be established. However, this closeness should not eliminate the employee's formal authority and obedience to superiors, as long as this closeness does not violate Sharia principles.

Several Sharia principles are applied in human resource management, including: Justice, which guarantees that all employees receive equal rights and are treated without discrimination. Competency, which ensures that recruitment and selection processes align with the qualifications required for each role.

Trust, which establishes clear and reliable responsibilities for employees. Lastly, social responsibility, which makes sure employees are conscious of their duties towards society and the environment. Sharia-based human resource management is a scholarly field that incorporates Sharia values into the management of human resources within organizations. By applying principles such as justice, competency, trust, and social responsibility, this approach enhances organizational effectiveness and ensures that employees have well-defined and dependable responsibilities. Implementing Sharia-based HRISM management is crucial in the industrial revolution era to boost organizational efficiency and performance. Here are several reasons why this approach is essential:

1. Integration of Sharia Values and Organizational Performance. Sharia-based HRISM management ensures that sharia values are applied in every aspect of HRISM management, such as recruitment, training and performance

- evaluation. In this way, organizations can improve employee performance and satisfaction while also fulfilling the sharia values recommended by Allah SWT.
2. **Improving the Quality of HRISM.** Implementing sharia-based HRISM management allows organizations to develop quality and professional HRISM. Sharia-based HRISM has a strong Islamic work ethic, such as having good morals, being diligent and creative, so that it can improve the quality of work and organizational contribution.
 3. **Increase employee satisfaction.** Sharia-based HRISM management ensures that employees have clear and reliable responsibilities. Thus, employees can work better and have higher satisfaction, which ultimately improves organizational performance
 4. **Improve HRISM Competency.** Implementing sharia-based HRISM management allows organizations to develop broader HRISM competencies. Sharia-based HRISM has the ability to think critically and creatively and has the ability to develop better knowledge.
 5. **Improve work safety and quality.** Sharia-based HRISM management ensures that HRISM works with an honest and fair work ethic. In this way, organizations can improve the safety and quality of work, as well as reduce the risk of errors and corruption

Increasing integration with Sharia values. Implementing sharia-based HRISM management ensures that the organization runs in accordance with sharia values. In this way, organizations can increase alignment with sharia values and fulfill their social responsibilities.

5 CONCLUSION AND RECOMMENDATION

Implementing behavioral education management alongside Sharia-based HRISM during the industrial revolution is crucial for enhancing organizational effectiveness and efficiency. Sharia-based HRISM management ensures that Sharia values are integrated into all facets of HRISM, which improves its quality, boosts employee satisfaction, enhances HRISM competency, and strengthens job security and quality. Additionally, it fosters greater alignment with Sharia values in the sustainable context of the industrial era 4.0.

The integration of Human Resource Information System Management (HRISM) and Sharia principles in modern management practices offers a comprehensive approach to addressing the challenges of the digital era. By aligning HRISM with organizational goals and ethical values, businesses can enhance their competitiveness, drive sustainable growth, and contribute positively to society. As the business landscape continues to evolve, embracing these principles will be crucial for organizations seeking to navigate the complexities of the modern world while upholding ethical standards and societal responsibilities.

5.1 Conclusion

The implementation of behavioral education management and Sharia-based Human Resource Information System Management (HRISM) is crucial in the era of the industrial revolution to enhance organizational effectiveness and efficiency. The integration of Sharia principles into HRISM practices ensures that Islamic values are embedded in every aspect of HR management. This approach leads to significant improvements in HRISM quality, employee satisfaction, HR competency, job security, and the overall quality of work. Furthermore, it fosters a harmonious integration of Sharia values with modern technological advancements characteristic of Industry 4.0, thereby promoting sustainable organizational development.

Sharia-based HRISM aligns with ethical business practices, emphasizing fairness, transparency, accountability, and social responsibility. These values are essential in navigating the complexities of the modern business environment, where ethical considerations play a pivotal role in shaping organizational success. By integrating Sharia principles, organizations can create a balanced approach that not only focuses on financial performance but also on the well-being of employees and the broader community.

5.2 Recommendations

1. **Adoption of Sharia-Based HRISM Practices:** Organizations, especially those operating in regions with significant Muslim populations, should consider adopting Sharia-based HRISM practices. This approach not only aligns with cultural and religious values but also enhances organizational credibility and trust among stakeholders.
2. **Training and Development Programs:** Introducing training and development initiatives centered on Sharia principles can help employees grasp and adopt ethical business practices, promoting a work environment that emphasizes integrity and accountability.
3. **Integration with Modern Technologies:** Organizations should consider incorporating Sharia-based HRISM with advanced technologies like artificial intelligence and machine learning. This integration can enhance data-driven decision-making and increase the efficiency of HR operations.
4. **Continuous Improvement and Feedback Mechanisms:** Establishing continuous improvement and feedback mechanisms within HRISM can ensure that the system remains responsive to evolving organizational needs and employee expectations. Regular assessments and adjustments can help maintain alignment with Sharia values while adapting to changing business environments.

5.3 Implications

The findings of this study offer several implications for practitioners and policymakers:

For Practitioners: Adopting Sharia-based HRISM can improve employee satisfaction and organizational commitment. Aligning HR practices with ethical values helps create a positive work environment that encourages loyalty and engagement.

For Policymakers: Policymakers can develop guidelines and frameworks that encourage the adoption of Sharia-based HRISM practices across various industries. This can support the development of ethical business environments that contribute to societal well-being.

For Academics: The study highlights the need for further exploration into the integration of religious principles with modern management practices. Academics can build on this research to explore the impact of Sharia-based HRISM on various organizational outcomes, such as innovation, performance, and employee retention.

5.4 Limitations

While this study provides valuable insights into the role of Sharia-based HRISM in enhancing organizational effectiveness, several limitations should be acknowledged:

1. **Scope of the Literature Review:** The study relies on a systematic literature review, which may not capture all relevant studies due to publication bias or limited access to certain databases. Future research could broaden the scope by including more diverse sources and unpublished studies.
2. **Contextual Limitations:** The findings are primarily applicable to organizations operating in Islamic cultural contexts. The applicability of Sharia-based HRISM practices in non-Islamic contexts requires further investigation to understand potential cultural and contextual challenges.
3. **Lack of Empirical Data:** The study is primarily theoretical and lacks empirical validation. Future research could conduct empirical studies to test the practical effectiveness of Sharia-based HRISM practices in various organizational settings.
4. **Technological Adaptation:** While the study discusses the integration of Sharia-based HRISM with modern technologies, it does not extensively explore the challenges and opportunities associated with this integration. Further research is needed to examine how organizations can effectively leverage technology while adhering to Sharia principles.

5.5 Future Research Directions

The evolving landscape of HRISM and the increasing emphasis on ethical management practices present several avenues for future research:

1. **Empirical Studies on Sharia-Based HRISM:** Conduct empirical studies to evaluate the practical effectiveness of Sharia-based HRISM in various industries and cultural contexts. This can provide valuable insights into the real-world impact of integrating Sharia principles into HR practices.
2. **Comparative Analysis:** Conduct comparative studies between Sharia-based HRISM and conventional HR practices to assess their impact on organizational performance, employee satisfaction, and ethical conduct. This analysis can highlight the unique benefits and challenges associated with each approach.
3. **Technological Integration:** Investigate the integration of modern technologies, such as AI and machine learning, with Sharia-based HRISM. Explore how these technologies can enhance decision-making, improve efficiency, and align with ethical principles.
4. **Cross-Cultural Applications:** Explore the applicability of Sharia-based HRISM practices in non-Islamic cultural contexts. Identify potential challenges and strategies for implementing Sharia principles in diverse organizational settings.
5. **Conduct Longitudinal Studies:** To assess the long-term impact of Sharia-based HRISM on organizational outcomes like innovation, employee retention, and financial performance. This approach can offer deeper insights into the sustainability and adaptability of these practices over time.

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