

The Practices of Islamic Human Resource Management (IHRM) and Turnover Intention at an Islamic Religious Council of Malaysia

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ABSTRACT

Turnover has become a worldwide problem that has puzzled organizations, researchers and experts for years. This study is focus on practices of practices of Islamic Human Resource Management (iHRM) that consists of Islamic Staffing, Islamic human resources management, Islamic performance management and Islamic compensation and turnover intention among employees at Islamic Religious Council. This study consists of three research objective. First research objective is to identify the level of the iHRM. Second, is to identify level of turnover intention. Third purpose is to investigate the relationship between iHRM and turnover intention. 300 questionnaires were distributed to all employees at one of Islamic Religious Council in Malaysia as sample for this study and stratified random sampling method was used in this study. This research also finds that level of iHRM and turnover intention is in highest score. The relationship between iHRM and turnover intention also has positive effects. The research is one of few studies that examine the relationship between iHRM and turnover intention.

Keywords: Turnover Intention, Islamic Human Resources Management (iHRM), Islamic Staffing, Islamic Human Resources Management (iHRD), Islamic Performance Management, Islamic Compensation.