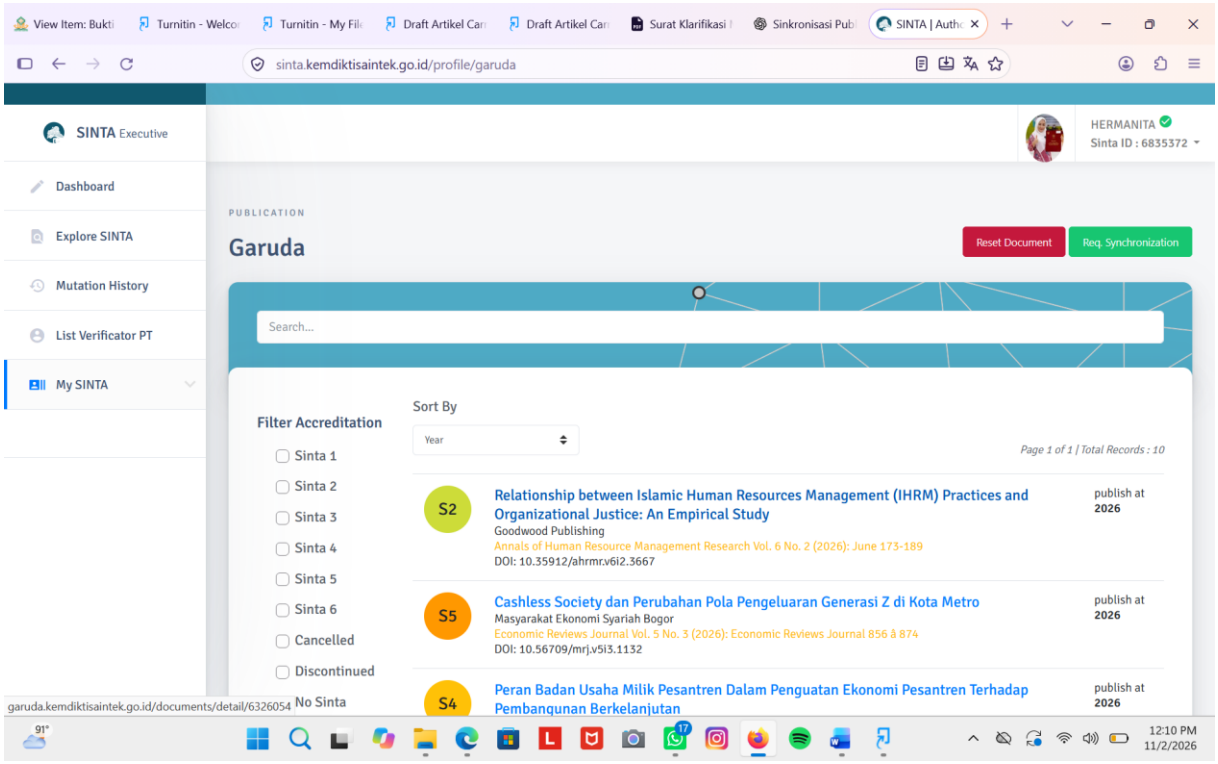
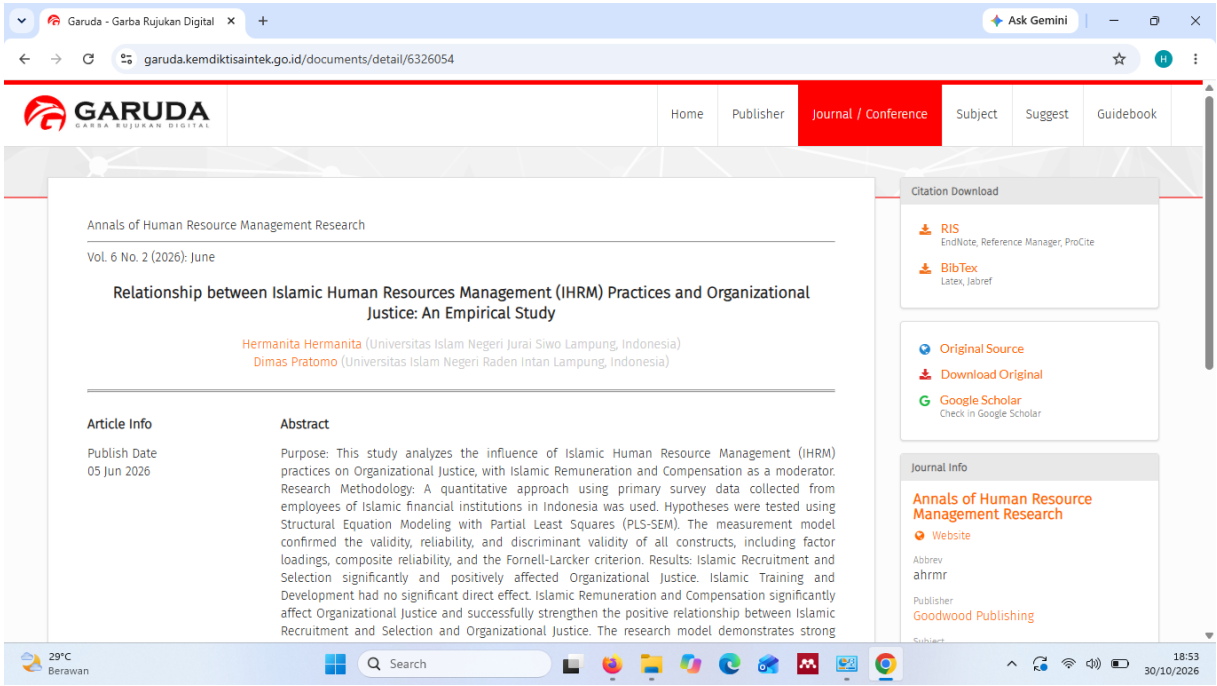
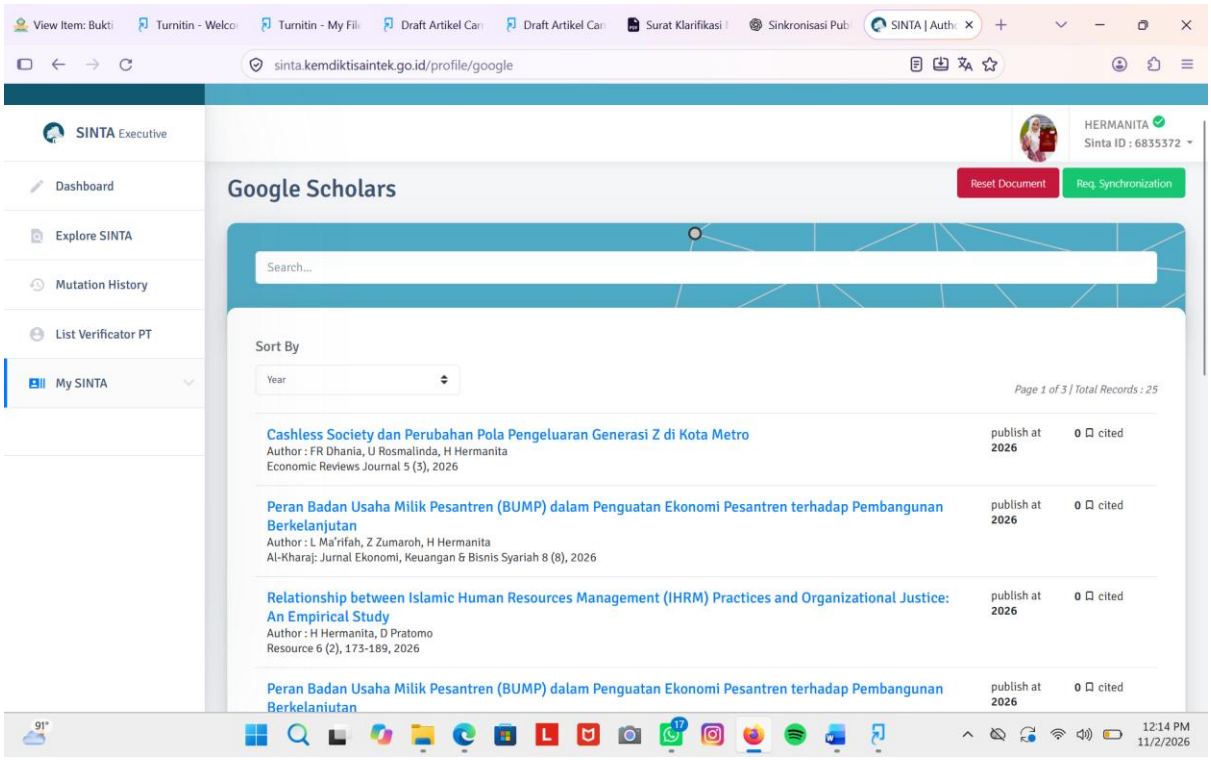
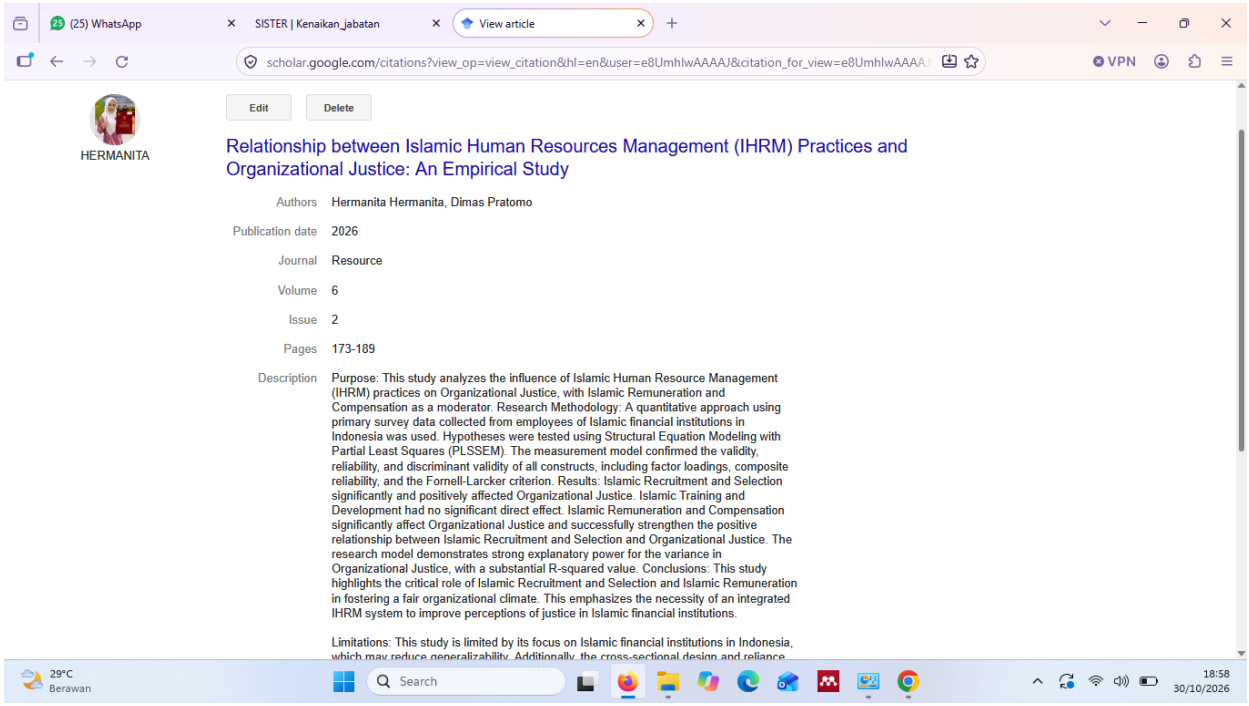
Sinkronisasi Google Schoolar, Sinta dan Garuda






SINTA Executive
Dashboard
Explore SINTA
Mutation History
List Verificator PT
My SINTA
HERMANITA
Sinta ID : 6835372
Google Scholars
Reset Document
Req. Synchronization
Search...
Sort By
Year
Page 1 of 3 | Total Records : 25
Cashless Society dan Perubahan Pola Pengeluaran Generasi Z di Kota Metro
Author : FR Dhania, U Rosmalinda, H Hermanita
Economic Reviews Journal 5 (3), 2026
publish at 2026
0 cited
Peran Badan Usaha Milik Pesantren (BUMP) dalam Penguatan Ekonomi Pesantren terhadap Pembangunan Berkelanjutan
Author : L Ma'rifah, Z Zumaroh, H Hermanita
Al-Kharaj: Jurnal Ekonomi, Keuangan & Bisnis Syariah 8 (8), 2026
publish at 2026
0 cited
Relationship between Islamic Human Resources Management (IHRM) Practices and Organizational Justice: An Empirical Study
Author : H Hermanita, D Pratomo
Resource 6 (2), 173-189, 2026
publish at 2026
0 cited
Peran Badan Usaha Milik Pesantren (BUMP) dalam Penguatan Ekonomi Pesantren terhadap Pembangunan Berkelanjutan
publish at 2026
0 cited
12:14 PM
11/2/2026


(25) WhatsApp
SISTER | Kenaikan_jabatan
View article
scholar.google.com/citations?view_op=view_citation&hl=en&user=e8UmhlwAAAAJ&citation_for_view=e8UmhlwAAAAJ
VPN
HERMANITA
Edit
Delete
Relationship between Islamic Human Resources Management (IHRM) Practices and Organizational Justice: An Empirical Study
Authors Hermanita Hermanita, Dimas Pratomo
Publication date 2026
Journal Resource
Volume 6
Issue 2
Pages 173-189
Description Purpose: This study analyzes the influence of Islamic Human Resource Management (IHRM) practices on Organizational Justice, with Islamic Remuneration and Compensation as a moderator. Research Methodology: A quantitative approach using primary survey data collected from employees of Islamic financial institutions in Indonesia was used. Hypotheses were tested using Structural Equation Modeling with Partial Least Squares (PLSSEM). The measurement model confirmed the validity, reliability, and discriminant validity of all constructs, including factor loadings, composite reliability, and the Fornell-Larcker criterion. Results: Islamic Recruitment and Selection significantly and positively affected Organizational Justice. Islamic Training and Development had no significant direct effect. Islamic Remuneration and Compensation significantly affect Organizational Justice and successfully strengthen the positive relationship between Islamic Recruitment and Selection and Organizational Justice. The research model demonstrates strong explanatory power for the variance in Organizational Justice, with a substantial R-squared value. Conclusions: This study highlights the critical role of Islamic Recruitment and Selection and Islamic Remuneration in fostering a fair organizational climate. This emphasizes the necessity of an integrated IHRM system to improve perceptions of justice in Islamic financial institutions.
Limitations: This study is limited by its focus on Islamic financial institutions in Indonesia,
29°C
Berawan
Search
18:58
30/10/2026