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<tr>
<td>KOD/NAMA KURUSUS</td>
<td>BSMH3163 PENGURUSAN SUMBER MANUSIA DALAM PERSPEKTIF ISLAM</td>
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<td>TARIKH</td>
<td>11 NOVEMBER 2009</td>
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<tr>
<td>MASA</td>
<td>9.00 AM – 11.30 AM (2 ½ JAM)</td>
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<td>TEMPAT</td>
<td>DMS, Negeri</td>
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**ARAHAH:**

1. Kertas ini mempunyai **LIMA (5)** soalan dalam **LAPAN (8)** halaman bercetak tidak termasuk kulit hadapan.
2. Jawab semua soalan di atas kertas atau booklet yang disediakan.

**NO. MATRIK:**

(perkataan) (nomber)

**NOMBER K.P.:**

**PENSYARAH:**

**KUMPULAN:**

NO. MEJA:

**JANGAN BUKA KERTAS SOALAN INI SEHINGGA DIBERITAHU**
SOALAN 1/QUESTION 1 (20 MARKAH/MARKS)

a. Huraikan DUA (2) perbezaan antara pengurusan sumber manusia dari perspektif Islam dan pengurusan sumber manusia konvensional

Elaborate TWO (2) differences between Islamic human resource management and a conventional human resource management. (6 Markah/Marks)

b. Huraikan DUA (2) ciri menjadikan sesuatu pekerjaan itu sebagai ibadah

Elaborate TWO (2) characteristics that make one job as ibadah (6 Markah/Marks)

c. Ilmu pengetahuan merupakan alat penting dalam kehidupan manusia bagi mencapai kebahagiaan hidup di dunia dan akhirat. Jelaskan DUA(2) peranan ilmu pengetahuan pada diri manusia

Knowledge is an important tool to achieve blissful in the world and hereafter. Explain TWO (2) role of knowledge for mankind. (8 Markah/Marks)

SOALAN 2/QUESTION 2 (20 MARKAH/MARKS)

a. "... ... ... ...
Maksud: Dan juga (lebih baik dan lebih kekal bagi) orang-orang yang menyahut dan menyambut perintah Tuhannya serta mendirikan sembahyang dengan sempurna dan urusan mereka dijalankan secara bermesyuarat sesama mereka dan mereka pula mendermakan sebahagian dari apa yang Kami beri kepadanya. (Surah Asy-Syura: 38)

Meaning: "Those who harken to their Lord, and establish regular prayer; who (conduct) their affairs by mutual Consultation; who spend out of what We bestow on them for Sustenance"

Ayat di atas menekankan kepentingan syura/rounding dalam Islam. Bincangkan TIGA (3) kepentingan syura kepada organisasi.

The above verse highlights the importance of syura/consultation in Islam. Discuss THREE (3) importance of syura to the organization (12 Markah/Marks)

"Pay the laborer his wages before his sweat dries up" - Caliph Umar. This principle has been used in Islamic approach for workers' compensation. Comment on this principle by elaborating TWO (2) points based on the common practices in Malaysia whereby the organization pays employee based on monthly salary. (8 Markah/Marks)

SOALAN 3/QUESTION 3 (10 MARKAH/MARKS)

Satu daripada takrifan Islam adalah jawapan kepada tiga persoalan berikut iaitu:

One of the definitions of Islam is the answer to three questions below, that is:

1. Dari mana kita datang?
   Where do we come from?
2. Ke mana kita akan pergi?
   Where do we go next?
3. Untuk apa kita dihidupkan?
   For what reason are we created?

Bagaimanakah anda boleh mengaitkan tiga persoalan tersebut dalam melaksanakan tanggungjawab anda sebagai pengurus yang menjalankan amanah Allah dalam mengurus organisasi?

How do you relate the three questions mentioned above while you are performing your duty as a manager who is oblige to Allah in managing organization?

(10 Markah/Marks)
SOALAN 4/QUESTION 4 (25 MARKAH/MARKS)

MTUC menghentam majikan yang tidak prihatin (Versi Melayu)

Khamis, 13/8/2009: Majikan yang mengancam untuk memotong gaji atau mengurangkan bilangan hari cuti sakit yang diambil oleh pekerja mereka yang menunjukkan simptom selessema H1N1 daripada cuti tahunan pekerja diingatkan bahawa tindakan mereka adalah suatu penghinaan terhadap undang-undang buruh.

Menurut Rajasekaran, iaitu Setiausaha Agung Kongres Kesatuan Sekerja Malaysia (MTUC), majikan tiada hak untuk mengambil tindakan sedemikian ke atas pekerja mereka yang telah dicadangkan oleh doktor untuk berkuarantin di rumah apabila terdapat simptom selessema tersebut. Menurutnya lagi, “Pekerja berhak untuk mendapat bayaran menurut bilangan hari dia tidak dapat hadir bekerja.”

Rajasekaran berkata adalah salah jika pihak majikan hanya memikirkan untuk menjimatkan wang syarikat bilamana kebajikan pekerja patut juga diutamakan. Menurut Rajasekaran, “Ini akan menggalakkan pekerja hadir bekerja dan berpura-pura sihat disebabkan takut gaji mereka dipotong atau cuti tahunan mereka dikurangkan.” Akibatnya pekerja yang terlibat boleh menyebabkan risiko jangkitan kepada rakan sekerja lain. Majikan perlu ada kesedaran sivik dan membantu negara dalam menangani penularan H1N1.

Menurut Rajasekaran, kuarantin diri adalah langkah mesti bagi mencegah penularan virus A (H1N1). Majikan perlu memahami kepentingan praktis ini. Menurutnya lagi, “Adalah termaktub dalam Akta Pekerjaan Malaysia bahawa pekerja berhak sepenuhnya mendapat bayaran cuti sakit, dengan syarat cuti sakit tersebut dikeluarkan oleh pengamal perubatan yang berdaftar.”

Beliau seterusnya menggesa pekerja-pekerja yang gaji mereka dipotong apabila tidak hadir bekerja atas arahan doktor untuk berkuarantin di rumah untuk membuat laporan kepada kesatuan sekerja mereka. Jika sekiranya syarikat di mana mereka bekerja tidak mempunyai kesatuan sekerja, mereka boleh membuat laporan di Jabatan Buruh yang berdekan.

Berdasarkan artikel dari keratan akhbar di atas, sila jawab soalan-soalan berikut:

a. Huraikan secara ringkas LIMA (5) fakta yang terdapat dalam artikel di atas. (15 markah)

b. Anda adalah salah seorang pekerja yang mempunyai simptom selessema H1N1 dan diarahkan oleh doktor bertauliah untuk tidak hadir kerja dan berkuarantin di rumah selama seminggu. Majikan anda mengancam akan memotong gaji anda selama tempoh
tersebut. Selain daripada membuat aduan kepada kesatuan sekerja di tempat anda bekerja, apakah nasihat yang boleh anda sampaikan kepada majikan atau ketua anda tentang salahlaku tersebut agar dia faham konsep hubungannya dengan Allah dan sesama manusia dalam menjalankan tanggungjawabnya sebagai ketua. Bincangkan berserta justifikasi daripada al-Quran atau Hadis atau Seerah yang sesuai.

(10 Markah)

**MTUC slams uncaring employers (English version)**

Thursday, August 13th, 2009: Employers who threaten to cut their employers’ salary, or deduct the number of days of medical leave taken by staff with symptoms of the H1N1 flu from their annual leave, have been warned that they are flouting labour laws.

Malaysian Trades Union Congress (MTUC) secretary general Rajasekaran said employers do not have the right to take such action on employees with flu symptoms who have been recommended to be quarantined at home by doctors. “The employee has the right to be paid for the number of days they are off.” he said.

Rajasekaran said it was wrong for employers to think of saving the company some money when it is the welfare of their employees that should be the priority. “This might encourage workers to come to work and pretend to be okay, for fear of losing their salary or have their annual leave deducted,” he said.

“As a result, they put their own colleagues at risk of being infected. Rajasekaran added that employers should be more civic-conscious and help the country in its efforts to curtail the spread of A (H1N10).

“Self-quarantine is a compulsory step in the fight to curb the spread of the A (H1N1) virus,” said Rajasekaran. “An employer should understand the importance of this practice.” Rajasekaran said that it is stated in the Malaysian Employment Act that employees are fully entitled to paid sick leave, provided that it is endorsed by a registered medical practitioner.

He urged workers who have had their pay deducted for not coming to work because doctors have ordered them to be quarantined, to lodge a report with their employees’ union. “In the event that the company does not have a union, they can go to the nearest labour department to lodge their complaint,” Rajasekaran added.
Based on the above article cited from newspaper cutting, answer the following questions:

a. Identify FIVE (5) factual information available in the above article (15 Marks)

b. You are one of the staffs with flu H1N1 symptoms and were instructed by qualified doctor to be quarantined at home for a week. Your employer threatens to cut your salary throughout that period. Besides lodge a report with your union about your employer's misbehavior, what advice that you can deliver to your employer so that he understands the concept of his relationship with Allah and other people (hablul minallah wa hablul Minan nas) in performing his role as a leader in organization. Discuss with justification from Quran or Hadith or Seerah of which is applicable. (10 Marks)

SOALAN 5/QUESTION 5 (25 MARKAH/MARKS)

Sila baca petikan artikel berikut dan jawab soalan-soalan yang diberikan.

Firma memberhentikan 70 pekerja kerana kemosotan ekonomi global (Versi Melayu)

BUTTERWORTH: Sebuah syarikat lektronik telah memberhentikan hampir 70 pekerja pengurusan, termasuk enam pengurus disebabkan kelembapan ekonomi dunia. Venture Electronics Services (M) Sdn Bhd, yang dahulunya dikenali sebagai Iomega (M) Sdn. Bhd, dalam surat penamat perkhidmatan kepada pekerja yang terbabit menyatakan bahawa langkah ini adalah selaras dengan amalan penyekutuan dan penjajaran penyekutuan semula syarikat.


Syarikat ini yang terletak di Zon Perindustrian Bayan Lepas telah beroberasi sejak 1996, menyediakan kontrak dan perkhidmatan reka bentuk asli perindustrian.

Surat tersebut juga menyatakan bahawa pekerja yang diberhentikan akan dibayar pampasan berdasarkan Akta Pekerjaan 1955 dan berdasarkan terma dan syarat dalam surat pelantikan mereka.

Ganjaran yang akan diberikan termasuklah gaji terakhir pekerja sehingga 2 hb Disember, gaji sebagai ganti terhadap notis penamat, tunai terhadap baki cuti tahunan yang tidak diambil dan
lain-lain ganjaran. Seorang pekerja yang diberhentikan yang enggan menyatakan namanya menyatakan ketidakpuasan hati terhadap cara pelaksanaan proses pemberhentian ini.

"Bila saya datang bekerja pada 2 hb Disember, penyelia saya menyatakan bahawa saya tidak lagi bekerja disyaratkan ini bersama dengan 70 lagi pekerja lain serta enam orang pengurus".

"Beliau juga menyatakan bahawa keputusan ini telah diambil oleh pihak pengurusan syarikat dan pampasan akan diberikan mengikut Undang-undang Buruh" katanya

Bagaimanapun mengikut pekerja tersebut, syarikat tidak mengamalkan dasar "masuk akhir-keluar kemudian" sebagai alasan yang biasa dilakukan oleh kebanyakan syarikat apabila menamatkan perkhidmatan pekerja.

Beliau juga menyatakan bahawa pemberhentian ini berlaku pada masa yang tidak sesuai disebabkan anak-anaknya akan mula bersekolah pada bulan hadapan.

Setiausaha Kongres Kesatuan Pekerja Malaysia (MTUC) cawangan Pulau Pinang, N. Balakrishnan mengulas bahawa majikan tidak sepatutnya menjadikan alasan kelembapan ekonomi dunia untuk memberhentikan pekerja mereka. Katanya lagi "Pekerja yang merasakan mereka menjadi mangsa oleh pemberhentian terpilih ini boleh melaporkannya kepada Jabatan Perhubungan Industri dan berusaha untuk dikembalikan semula ke syarikat tersebut".

Pengurus sumber manusia syarikat tersebut bagaimanapun enggan memberikan komen.

Berdasarkan artikel di atas:

a. Dalam Islam, pekerja mempunyai hak-hak yang perlu mendapat jaminan dari majikan. Nasihatkan kepada pihak pengurusan Venture Electronics Services (M) Sdn Bhd tentang TIGA (3) hak pekerja yang perlu syarikat berikan menurut Islam. (9 Markah)

b. Anda telah dipilih untuk menjadi orang tengah di antara pekerja yang diberhentikan serta majikan. Berdasarkan dalil yang sesuai, huraiakan pandangan anda dalam menyelesaikan masalah di atas dengan merujuk perkara berikut:

i. Kepentingan kesatuan sekerja dalam Islam (4 Markah)

ii. Konsep keadilan (4 Markah)

iii. Konsep taqwa (4 Markah)

iv. Perbezaan sistem kapitalis dan Islam dalam hubungan pekerja (4 Markah)
Please read the article carefully and answer the questions

**Firm lays off 70 staff due to global downturn (English Version)**

*Source: The Star, Thursday, December 11, 2008*

**BUTTERWORTH**: An electronics services company has laid off about 70 management staff, including six managers, due to the global economic slowdown.

Venture Electronics Services (M) Sdn Bhd, formerly known as Iomega (M) Sdn Bhd, in its cessation of service letters to the affected employees, said the move was in line with the company's organisational restructuring and realignment exercise.

"We regret to inform that you have not been selected to be a part in our deployment plan. Your employment with the company will cease on Dec 3, 2008," said the company's human resources manager in the letter to the affected employees.

The company, located in the Bayan Lepas Industrial Park, has been in operation since 1996, providing contract and original design manufacturing services.

The letter also stated that the retrenched employees would be paid necessary compensation in accordance with the Employment Act 1955 and based on the terms and conditions in their appointment letters.

The benefits comprised the employee's last drawn salary till Dec 2, salary in lieu of termination notice, encashment in balance of annual leave as well as employee separation scheme benefits. A retrenched employee, who declined to be named, said he was unhappy with the manner in which the company handled the lay-off exercise.

"When I went to work on Dec 2, my superior told me that I was no longer employed by the company, along with 70 other staff and six managers.

"He said the matter was decided by the company management and that necessary compensation would be paid to me according to the labour laws," he said.

The employee, however, claimed that the company did not practice a "last-in-first-out" policy as done by most companies when downsizing their operations.

He said the retrenchment came at a bad time, as his children would be starting the new school term next month.

Malaysian Trades Union Congress (MTUC) Penang division secretary N. Balakrishnan said employers should not take opportunity of the global economic slowdown to axe their workforce.

"Those who feel they are victims of selective dismissal should lodge a report with the Industrial Relations Department and fight to be reinstated in their respective organisations," he said.
The company's human resources manager declined comment.

Based on the above article:

a. In Islam, employees have their rights that need to be guaranteed by employer. Advice the management of Venture Electronics Services (M) Sdn. Bhd on THREE (3) employees’ right according to Islam (9 Marks)

b. In order to solve this problem, you have been chosen as a moderator between the retrenched employees and the employer. Elaborate your views, with a proper evidence/dalil, with regard to the following:

i. The importance of trade union in Islam (4 Marks)

ii. Concept of justice (4 Marks)

iii. Concept of taqwa (4 Marks)

iv. Differences between capitalist and Islamic system in work relation (4 Marks)

-TAMAT/END-