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are
what
matters*

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Human Development Index

based on Islamic Values

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Human Resources is one of the most important assets. Human development emphasizes the strength and range of human choices, while HR development focuses on the power of creativity, pioneering, and productivity in the context of developing human resources. Actually, the development of human resources in the form of social processes is a facilitator in realizing human development. The human development index is proposed to evaluate, measure and compare the scale of a country's development is achieved from a harmonious average of the following three indices: (1) per capita income (measures the state of the economy and has worldly welfare); (2) life expectancy at birth (measures health

situation); and (3) literacy level (measures the level of knowledge and wisdom).

Based on the Indonesian Human Development Index (HDI) in 2020, the growth of the HDI at the regional national level faced challenges with slowing growth

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due to the COVID-19 pandemic that hit Indonesia and most countries in the world. The slowdown in HDI growth is generally caused by slowing growth in life expectancy and education, as well as declining real per capita spending as a result of contraction in economic growth. Therefore, can we create an advanced Islamic society by relying on these indices, so that human development is realized from the basics of Islamic thought? Nevertheless, most will consider it less relevant, because it is certain that the fundamentals of Islamic thought are different from those accepted and recorded by development experts and global dominant approaches.

The economic-managerial index of human development based on Human Resources Management from the point of view of Islam and the Qur'an, it depends on the assumption that the Qur'an has called itself as book of human guidance. Where the concept of human development which is an index or condition for obtaining a better and superior life and is proportional to Islamic thought which can be formulated and presented for various aspects of human resources including economic-managerial. In this approach, human resources are the basic capital and natural resources are a side factor of socio-economic development. Therefore, the HRM system is generally a facilitator of the development process (Branine and Pollard, 2010). Seeing human centrisim based on Islamic principles is fundamentally different from other theories

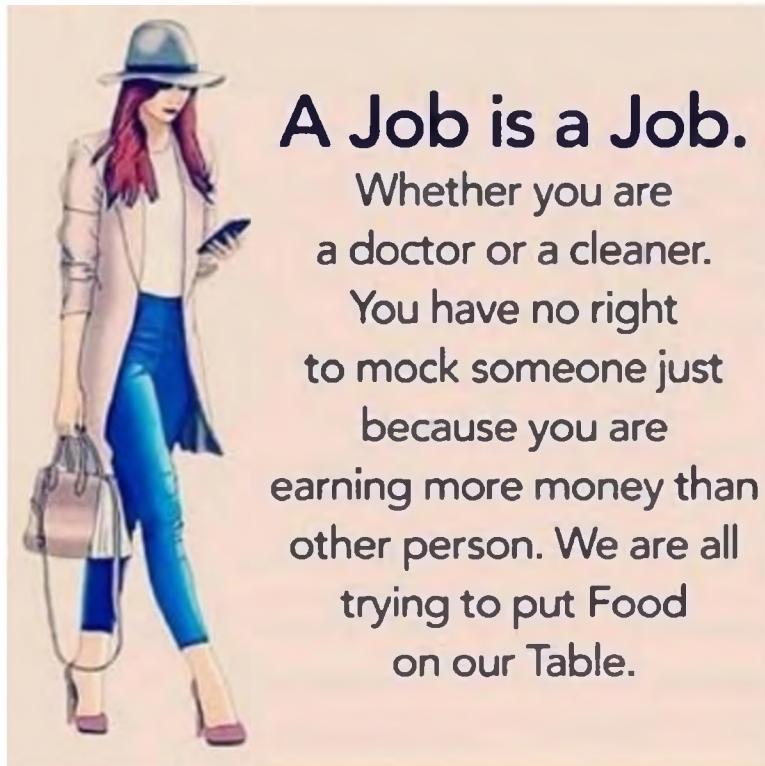
of economic development. In other words, the expansion of human abilities and potentials is not one-dimensional, but includes all aspects and dimensions that include human social, individual, physical, spiritual, and material needs. Therefore, the Islamic HRM system emphasizes human capabilities in scientific, skill and behavioral aspects to achieve economic growth and finally emphasizes on expanding human choices in spiritual and material needs. This is because in Islamic teachings, humans are not degraded and every human resource development activity is integrated (Khandkk., 2010).

In the human development approach, expanding human choices according to their will means having a better life. Although several authors including Amartya Sen have considered development as human-centrism and its goal is human welfare, it must be recognized that human welfare embodied in human development is different from the human development approach. Islam is about humans and their happiness which is called healthy, and pure life or "Hayat-e-Tayyebah". If man increases his spiritual trend he will be truly Happy, Holy Quran, Chapter Al-Shams (91), Verses 1-9; and if he destroys himself with sin, he will fail, and he is indeed a dwarf (Quran, Chapter Al-Shams (91), Verse 10). Thus, Islamic human development is a process of expanding human capacity through justifying instincts and fulfilling human spiritual and material



Simplify, slow down, be kind.
And don't forget to have art
in your life – music, paintings,
theater, dance, and sunsets...

Eric CARLE



Source: Twitter



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