

A PROPOSED MODEL FOR STRATEGIC HUMAN RESOURCE MANAGEMENT (SHRM) AND MOSQUE PERFORMANCE

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ABSTRACT

This paper reviewed about the Strategic Human Resource Management (SHRM) factors towards the Mosques performance. The SHRM factors determined that suits with the mosques context are selective staffing, extensive training, team empowerment, knowledge and information sharing, and motivation. This paper tends to classify how those SHRM factors can directly or indirectly affect the performance of the mosques specifically in the management scope. In addition, the SHRM factors identified in this are those which related to the context of the mosque. The relationship between structure SHRM and mosque performance is proved by the use of Structural Equation Model (SEM) as recommended. Then, the hypothesis can be generated based on the model of the proposed research and the literature review. It is being shown that the SHRM could improve the mosque performance better to be as a benchmark for others mosque in Malaysia especially and as well as in the world. Moreover, the better organized mosque would lead to increased performance and develop more.

KEYWORDS: Strategic Human Resource Management (SHRM) Mosque Performance, Selective Staffing, Extensive Training, Team Empowerment, Knowledge and Information Sharing, and Motivation