

# **A Study on The Human Resource and Knowledge Management of Islamic Banking in Indonesia**

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## ***Abstract***

*This study aims to describe the profile of knowledge management and human resource management of Islamic Banking in Indonesia. The findings of this study are expected to be a reference for banks in Indonesia, in particular Islamic bank, in policy planning related to knowledge management based on HR practices. The variables include recruitment and selection, training, compensation, performance appraisal and knowledge management. The population is Islamic commercial bank in Central Java, with a sample of five banks. Data are collected through a questionnaire survey and in-depth interviews with management. The data analysis is applied through descriptive methods. The findings show that training program is considered as the best human resource management practice if compared to others, but, it is still less optimal to support knowledge management process. Then, support for sharing of knowledge, skill, and experience among colleagues is still limited. That is need to establish Communities of Practice (CoP) which is an informal group of employees. It is expected to be more effective for knowledge sharing*

**Keywords:** *Human resource management practices, knowledge management, CoP.*