

ABSTRACT

Until this time, there is a great deal of business management literature that is used in education in Indonesia derived from Western management practices. In some of these literatures, there is a presumption that management science is separate from religion. In fact, Indonesia is a religious country. Thus, the writer tries to provide alternative research result which is related to management based on religion. In this research, the writer will discuss about the practice of Islamic-based management.

Islamic-based management is a management practice which is based on Islamic values derived from al-Quran and al-Hadith in all its management activities. Islamic-based management will be more appropriate to be practiced by the leader and staff who have a good understanding of Islamic values so that the management can work effectively. This research will analyze the relevance and role of Islamic values in business management based on the understanding of the leader and staff in the company.

The method which is used in this research is qualitative method with phenomenology study approach. The writer choose to use the method in order to be more focus on understanding the practice of Islamic-based management at Hotel Grasia Semarang based on the perspective and life experience of the interviewees. The research result indicates that the leader and staff of the company have a good understanding of Islamic religious values related to business management. These values include trust and responsibility, justice, ihsan, mutual help, halalalan thayyiban, and deliberation. The other values which are not deeply discussed in this research are honesty, mutual respect, and humanity.

Keywords: *Islamic-based management, Islamic management values, principles of business management in Islam.*