

# Human Resource Development in Sharia Economics: Research Map and Current Issues

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## ABSTRACT

This study explores the scholarly landscape of human resource development (HRD) within the domain of Sharia economics through a bibliometric analysis using VOSviewer. Drawing data from the Scopus database covering the years 2000 to 2024, the research identifies key themes, authorship patterns, and international collaborations related to HRD in Islamic economic contexts. The co-occurrence, overlay, density, and co-authorship visualizations reveal that while Islamic economics, Islamic banking, and sharia compliance are dominant themes, HRD-specific terms remain marginal in the academic discourse. Influential authors such as Hassan M.K. and Rabbani M.R. are at the forefront of institutional and policy discussions, while Indonesia emerges as a central hub in international collaboration. However, the limited integration of HRD concepts points to a significant gap between institutional growth and human capital readiness. This study concludes by emphasizing the need for more integrated, ethically grounded, and competency-driven HRD models to support the sustainable development of Sharia-based economic systems.

**Keywords:** *Sharia Economics, Human Resource Development, Islamic Finance, Bibliometric Analysis, VOSviewer*

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## 1. INTRODUCTION

The rapid growth of the Islamic economy, often referred to as Sharia economics, has marked a significant transformation in the global economic landscape. Fueled by the increasing demand for financial products and services that adhere to Islamic principles, Sharia economics now spans across various sectors, including banking, insurance (takaful), capital markets, halal food, tourism, and more [1], [2]. As the global Muslim population continues to rise and awareness of ethical finance strengthens, the Islamic economy is increasingly being integrated into national economic strategies, particularly in Muslim-majority countries. In Indonesia, for instance, the Islamic economic sector is considered a strategic pillar of national development, with government support reflected through institutions such as the National Committee for Sharia Economy and Finance (KNEKS) [3].

Despite the promising growth of Sharia economic sectors, the development of human resources (HR) remains one of the most crucial and challenging factors. The quality of human capital in Sharia economics directly impacts the performance, governance, and innovation capacity of institutions operating within this system [4]. Competence in Sharia principles, combined with modern business acumen, is increasingly demanded from professionals in Sharia finance, halal industries, and academic institutions. Nevertheless, reports and empirical studies have shown a persistent gap between the demand for competent Sharia-compliant professionals and the available talent pool [5]. This situation calls for a structured and strategic approach to human resource development (HRD) in Sharia economics.

Academic interest in HRD within Sharia economics has grown considerably in the past two decades. Researchers have explored various aspects, including the integration of Islamic values in organizational behavior, the effectiveness of Sharia-compliant leadership, competency-based training models, and the impact of HRD policies on institutional performance [6], [7]. However, these studies remain dispersed across disciplines such as Islamic economics, business administration, and

human resource management. There is a lack of consolidation in identifying core research areas, theoretical foundations, and practical implications. A comprehensive research mapping is needed to evaluate the evolution of scholarly discourse, identify dominant themes, and assess gaps in the existing literature.

Moreover, the evolving nature of the workplace, marked by digitalization, the gig economy, and the post-pandemic shift in work cultures, poses new challenges for HRD in Sharia-based institutions. Institutions must now address not only technical competency and religious compliance but also soft skills, digital literacy, and ethical adaptability. Additionally, the need to design HRD frameworks that are both Islamically grounded and globally competitive remains a pressing issue [8]. In this context, countries seeking to become leaders in Islamic economics must invest in scalable, context-relevant, and inclusive HRD models that respond to both traditional religious values and contemporary human capital trends.

Against this backdrop, there is a growing need to map the scholarly landscape on human resource development in Sharia economics. By doing so, we can better understand how the field has evolved, what theoretical lenses have been applied, which areas have been sufficiently explored, and which remain underdeveloped. Bibliometric studies and systematic reviews can offer valuable insights by highlighting the most influential works, author networks, institutional collaborations, and thematic concentrations [9]. Furthermore, identifying current issues (from talent scarcity and curriculum gaps to policy limitations) will help inform more effective strategies for academic research, policy design, and institutional practice.

Despite the increasing importance of human resource development in supporting the expansion of Sharia economics, there remains a lack of coherent and integrative understanding of the research landscape in this area. Studies are fragmented across various domains, lacking a unified conceptual framework and practical convergence. Furthermore, the challenges faced by HRD in Sharia institutions such as skill mismatches, insufficient training models, low research capacity, and the absence of a standardized HRD policy grounded in Islamic ethics have not been adequately addressed. Without a clear map of existing research and current issues, policymakers, educators, and practitioners struggle to formulate effective strategies to enhance human capital in the Sharia economic ecosystem. This study aims to conduct a comprehensive mapping of academic research on human resource development in Sharia economics, identifying key themes, methodological approaches, influential works, and collaboration networks.

## 2. METHODS

This study employed a bibliometric analysis approach using VOSviewer to map the structure and development of academic research on human resource development (HRD) in the context of Sharia economics. Bibliometric analysis was chosen as it provides a systematic and objective means of reviewing large volumes of academic literature, allowing for the identification of trends, patterns, and knowledge gaps in the field. The data were retrieved from the Scopus database, which offers comprehensive coverage of peer-reviewed literature across disciplines. The search was conducted using keywords such as *“human resource development,” “Islamic economics,” “Sharia economics,” “Islamic human resource management,”* and *“Sharia-compliant HR”*. The inclusion criteria were limited to journal articles and conference papers published between 2000 and 2024, written in English, and containing at least one of the keywords in the title, abstract, or keywords field.

The bibliographic data extracted from Scopus were imported into VOSviewer, which was used to perform and visualize the co-occurrence analysis of keywords, citation networks, and

authorship collaboration patterns. VOSviewer allows for the creation of network maps based on bibliographic coupling, co-authorship, co-citation, and term co-occurrence. In this study, co-occurrence analysis of author keywords was the primary focus to identify the most prominent themes and conceptual clusters in the literature. The minimum number of keyword occurrences was set to five to ensure relevance and focus, while the clustering technique within VOSviewer revealed the thematic structure of the field by grouping related terms into visual clusters.

### 3. RESULTS AND DISCUSSION

#### 3.1 Network Visualization

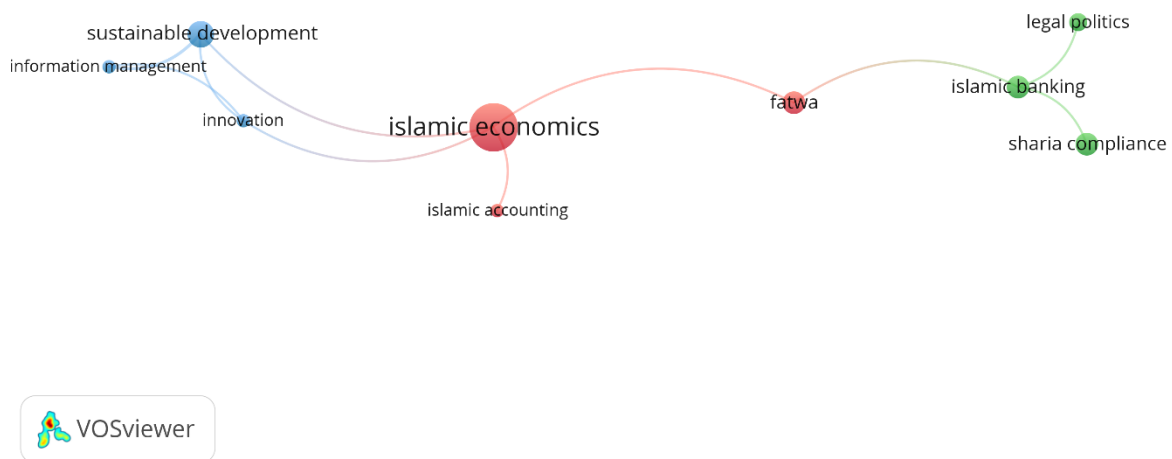


Figure 1. Network Visualization

Source: Data Analysis Result, 2025

The term “Islamic economics” appears as the central node in the visualization, confirming its role as the main anchor of the research field. This suggests that it serves as the foundational theme connecting various subfields such as Islamic banking, Sharia compliance, fatwa, sustainable development, and accounting. Its prominent size indicates high frequency and centrality in the dataset, meaning most of the scholarly discussions revolve around this term directly or indirectly. The keyword's central placement highlights its bridging role between policy, legal frameworks, economic development, and financial systems grounded in Islamic principles. On the right side of the map, a green cluster emerges that includes “Islamic banking,” “sharia compliance,” and “legal politics.” This cluster reflects the thematic concentration on institutional, regulatory, and financial mechanisms within Islamic economics. The co-occurrence of legal and political terms suggests that much of the literature investigates the alignment of Islamic banking practices with national legal systems and Sharia rulings. Research in this cluster tends to explore governance structures, regulatory standards, fatwa compliance, and ethical financial models within Islamic finance.

Another visible grouping relates to “fatwa” and “Islamic accounting,” which are closely linked to the main node. This cluster reflects the normative and jurisprudential dimensions of Sharia economics. The appearance of “fatwa” as an adjacent but distinct node suggests that many studies investigate the interpretive authority of Islamic legal opinions in shaping financial decision-making and accounting practices. This area emphasizes the theological and doctrinal basis for economic behavior and provides essential ethical legitimacy to operational frameworks in Islamic institutions.

To the left, the blue cluster includes keywords such as “sustainable development,” “innovation,” and “information management.” This group signifies an emerging research trend that integrates Islamic economics with development goals and digital transformation. The intersection with innovation and sustainability implies that researchers are examining how Islamic economic principles contribute to the Sustainable Development Goals (SDGs), particularly in ethical finance, environmental stewardship, and inclusive growth. It also reflects increasing scholarly attention to technology adoption, information systems, and innovation within Sharia-compliant frameworks.

The visualization reveals that while certain clusters are thematically coherent, there appears to be limited integration between them. For example, the legal-political cluster is loosely connected to the sustainability-innovation cluster, indicating a gap between regulatory/financial research and developmental/digital discourse. Additionally, human resource-related terms are absent, suggesting that HRD in Sharia economics remains underrepresented in the mainstream bibliometric discourse. This points to a potential research gap where scholars could explore how innovation, regulation, and ethics intersect with workforce development in Islamic economic institutions.

### 3.2 Overlay Visualization

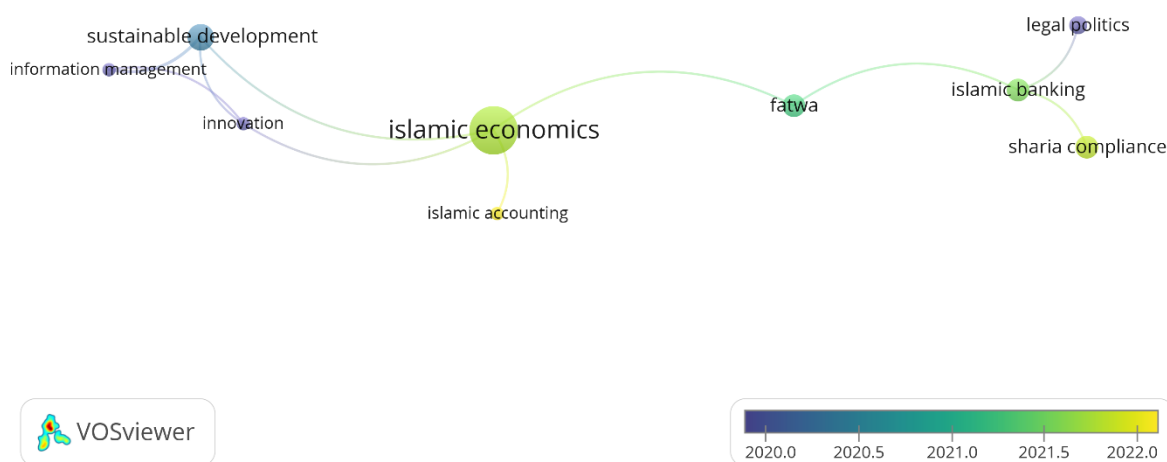


Figure 2. Overlay Visualization

Source: Data Analysis Result, 2025

The keyword “Islamic economics” appears at the center of the network and is marked in yellow-green, indicating that this term has been consistently used in publications up to 2022, making it one of the most recent and active focal points. Closely linked terms such as “Islamic accounting” and “sharia compliance” also appear in the yellow spectrum, suggesting that these areas are gaining recent scholarly attention. This points to a growing interest in integrating ethical compliance and standardized accounting practices within Islamic economic frameworks, reflecting the maturation and institutionalization of the field in recent years. Terms such as “legal politics,” “sustainable development,” and “information management” are shaded in blue to dark green, indicating that studies in these areas peaked around 2020 to early 2021. This suggests that initial waves of research were directed at exploring the intersection between Islamic economic principles and broader socio-political or developmental concerns. While still relevant, these topics may have paved the way for more recent studies focusing on implementation mechanisms, such as compliance tools and financial

innovation in Islamic finance. The right-hand cluster—featuring “Islamic banking,” “fatwa,” and “sharia compliance”—is gradually transitioning to lighter shades, indicating continued and emerging interest, particularly from mid-2021 to 2022. This shift implies a move from conceptual or theoretical discussions to more practical and regulatory concerns, such as the issuance of fatwas, governance in Islamic banking, and ensuring compliance with Islamic law. It also highlights an evolving discourse that emphasizes the operationalization of Islamic economic principles, reinforcing the urgency of aligning policy, institutions, and human resources with Sharia-based financial and economic systems.

### 3.3 Citation Analysis

Table 1. The Most Impactful Literatures

| Citations | Authors and year | Title  |
|-----------|------------------|--|
| 36        | [10]             | Building the Values of Rahmatan Lil 'Alamin for Indonesian Economic Development at 4.0 Era from the Perspective of Philosophy and Islamic Economic Law   |
| 29        | [11]             | Islamic Banking and Economics: Concepts and Instruments, Features, Advantages, Differences from Conventional Banks, and Contributions to Economic Growth |
| 24        | [12]             | Economics During Global Recession: Sharia-Economics as a Post COVID-19 Agenda  |
| 23        | [13]             | Sharia governance standards and the role of AAOIFI: a comprehensive literature review and future research agenda   |
| 20        | [14]             | TWENTY YEARS OF ISLAMIC BANKING IN INDONESIA: A BIBLIOSHINY APPLICATION  |
| 20        | [15]             | Financial and Accounting Principles in Islamic Finance   |
| 16        | [16]             | Fintech innovations, scope, challenges, and implications in Islamic Finance: A systematic analysis   |
| 12        | [17]             | The Urgency of Fatwa in The Law of Sharia Economics in Indonesia   |
| 12        | [18]             | The developmental policy of halal product guarantee in the paradigm of maqasid shariah in Indonesia  |

Source: Scopus, 2025

### 3.4 Density Visualization

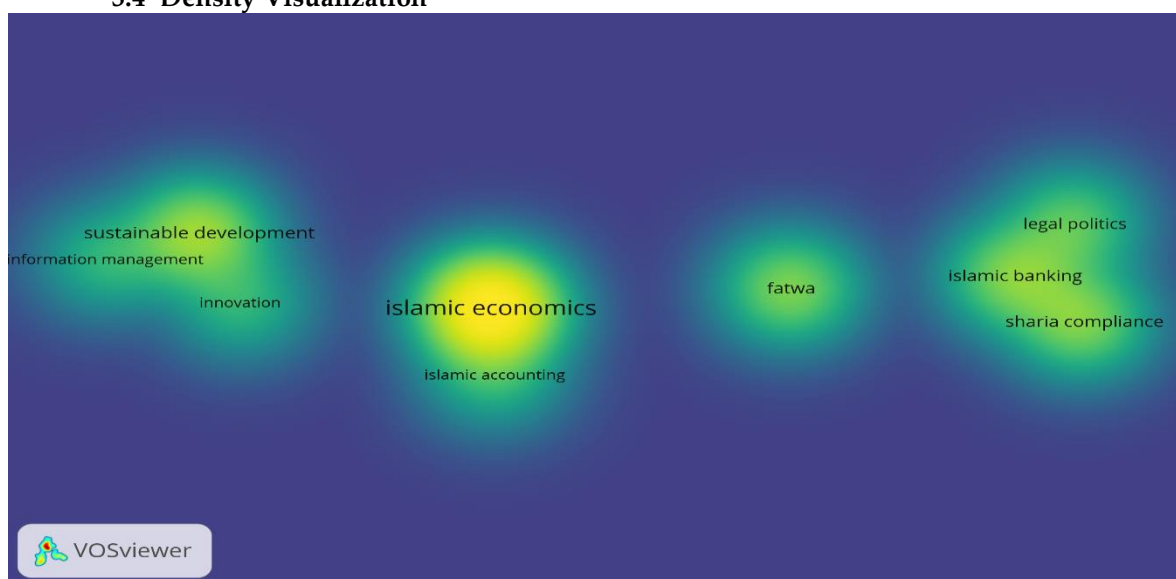


Figure 3. Density Visualization

Source: Data Analysis Result, 2025

Based on the **density visualization from VOSviewer**, the keyword **“Islamic economics”** stands out as the most densely populated and frequently occurring term, indicated by its **bright yellow glow**. This signifies its central role as the dominant research theme and intellectual hub within the academic landscape. Surrounding it are closely related terms like **“Islamic accounting”** and **“fatwa,”** which also show moderate density (green to yellow), suggesting consistent scholarly engagement. These terms reflect the foundational aspects of Islamic economic thought—its principles, regulatory interpretations, and accounting practices—indicating that researchers prioritize the structural and normative dimensions of the field.

Meanwhile, the clusters on the left and right represent thematic subfields. On the **left**, terms like **“sustainable development,” “innovation,”** and **“information management”** reflect the integration of Islamic economics with global challenges and digital transformation, though with slightly less intensity (green). On the **right**, the cluster of **“Islamic banking,” “sharia compliance,”** and **“legal politics”** indicates a strong focus on institutional and legal aspects of the field. The relatively high density here implies active research on regulatory frameworks and financial applications. Together, these density patterns suggest that while Islamic economics remains the anchor, growing attention is being paid to both its development implications and practical governance challenges.

### 3.5 Co-Authorship Network

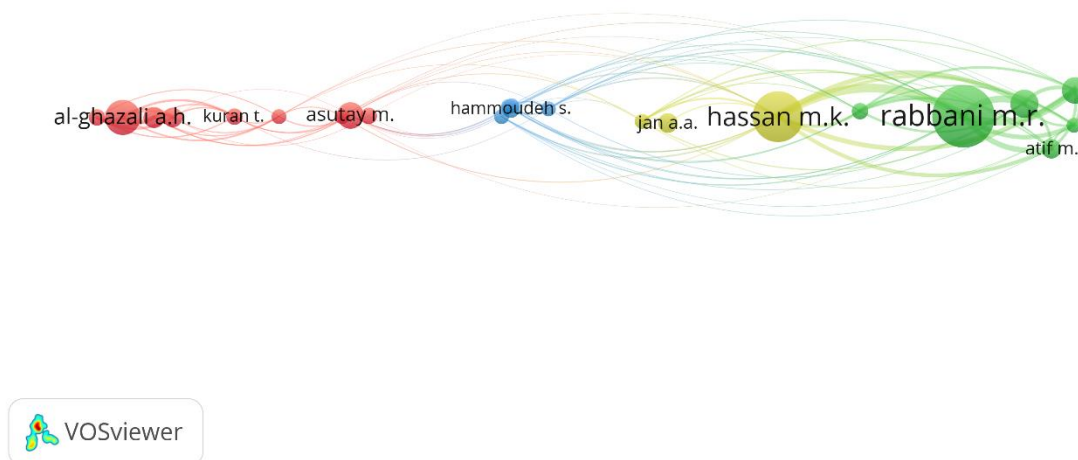


Figure 4. Author Visualization

Source: Data Analysis Result, 2025

Figure 4 visualization illustrates the intellectual structure of influential scholars in the field of Islamic economics and related domains. The network reveals several prominent clusters, with Rabbani M.R. and Hassan M.K. (in green and yellow clusters) emerging as central figures with high co-citation frequencies, indicating their pivotal roles in shaping contemporary discourse. These authors form a tightly connected network with others such as Jan A.A. and Atif M., suggesting frequent scholarly references to their frameworks or collaborative themes. On the left side, authors like Al-Ghazali A.H., Kuran T., and Asutay M. (in red) represent foundational or critical voices, often contributing to the philosophical or institutional critiques of Islamic economics. The transitional blue

node, Hammoudeh S., appears to bridge classical and contemporary clusters, indicating a cross-cutting influence.

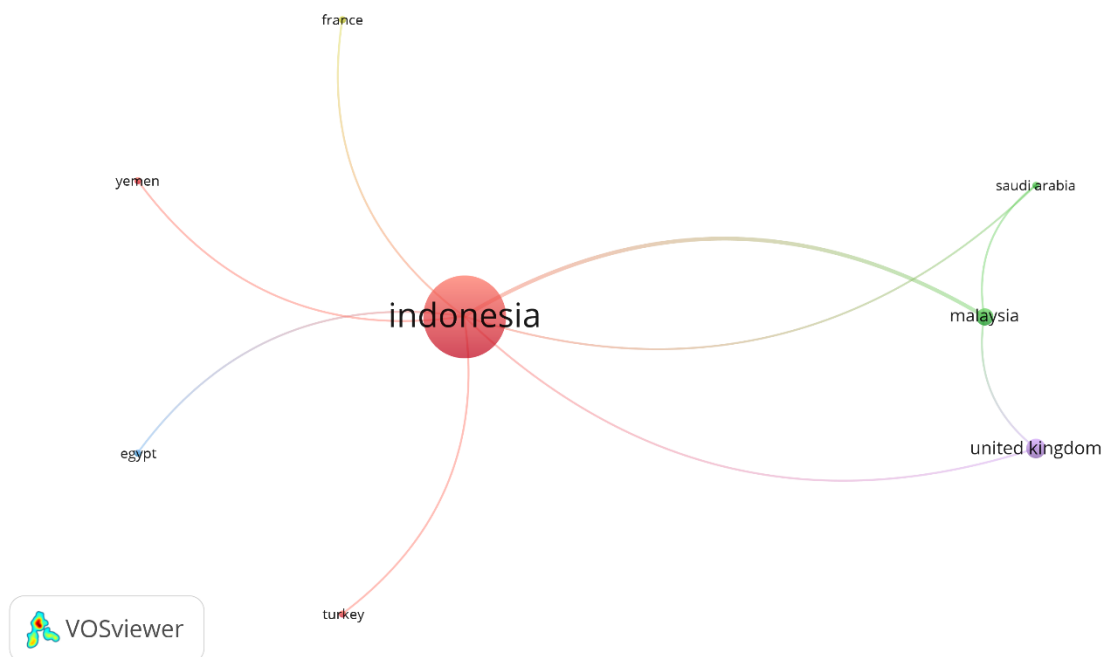


Figure 5. Country Visualization

Source: Data Analysis Result, 2025

Figure 5 country collaboration network reveals that Indonesia plays a central and dominant role in international research on Islamic economics and related fields. Its large node size and multiple connection lines indicate strong co-authorship and scholarly partnerships with various countries. Notably, Indonesia has robust collaborative ties with Malaysia, Saudi Arabia, and the United Kingdom, suggesting regional and global integration of research activities—especially in Islamic finance and policy development. Additionally, Indonesia's connections with Egypt, Turkey, France, and Yemen demonstrate its outreach to both traditional Islamic scholarship centers and Western academic institutions. This visualization underscores Indonesia's leadership position in shaping global Islamic economic discourse, while also highlighting opportunities for deeper multilateral cooperation across diverse cultural and academic contexts.

### Discussion

The bibliometric analysis conducted using VOSviewer provides valuable insights into the intellectual landscape, emerging themes, and geographical distribution of research related to human resource development (HRD) within the broader framework of Sharia economics. The visualization of keywords, co-authorship networks, and country collaborations highlights not only the thematic density of Islamic economics but also reveals structural gaps in HRD-specific discourses, signaling the need for more focused and integrative research agendas.

The centrality of the term "Islamic economics" across all three visualizations (co-occurrence, overlay, and density) confirms its foundational role in the discourse. This keyword connects several important subfields including *Islamic accounting*, *sharia compliance*, and *Islamic banking*, reflecting the strong institutional and operational focus of existing literature. However, the absence of direct HRD-related terms such as "training," "capacity building," "human capital," or "competency development" signals a fragmentation or underrepresentation of HRD in Islamic economics scholarship. This gap is critical, as the sustainability and advancement of Sharia-compliant



institutions fundamentally depend on human capital that is not only technically skilled but also ideologically aligned with Islamic ethical principles.

In examining the thematic evolution over time using the overlay visualization, it becomes clear that more recent research (2021–2022) has shifted toward practical issues of implementation, such as *sharia compliance*, *Islamic accounting*, and *Islamic banking*. These emerging themes are marked in yellow, suggesting renewed interest in ensuring that institutional practices conform to Islamic norms. However, the lack of direct attention to HR systems, recruitment, professional development, and educational curriculum in this context implies that institutional reforms may be focused more on structural and legal mechanisms than on the people who drive those institutions.

The cluster involving sustainable development, innovation, and information management, as seen in both co-occurrence and density visualizations, suggests a growing intersection between Islamic economic principles and global development goals. These themes, while not explicitly HRD, open up opportunities for integrating workforce development through the lens of *green skills*, *digital competencies*, and *innovation management*. A more deliberate alignment between Islamic HRD and the SDGs, particularly Goals 4 (quality education), 8 (decent work), and 9 (innovation), could bridge the theoretical values of Sharia economics with practical developmental outcomes.

On the author co-citation map, key scholars such as Hassan M.K., Rabbani M.R., and Jan A.A. occupy central positions, indicating their influence in shaping the discourse on Islamic economics and finance. While these scholars have contributed significantly to Islamic financial systems, ethical frameworks, and policy integration, the network also reveals a divide between classical thinkers (e.g., Al-Ghazali A.H., Kuran T., Asutay M.) and contemporary institutional analysts. This segmentation suggests a need for cross-pollination between normative Islamic thought and modern HRD theory—particularly in designing Islamic leadership models, ethical training programs, and performance evaluation frameworks rooted in Sharia.

The country collaboration map reinforces Indonesia's strategic leadership in Islamic economics research, with strong co-authorship ties to Malaysia, Saudi Arabia, and the United Kingdom. These collaborations are vital for exchanging models of HRD that are adaptable across institutional and cultural contexts. Indonesia's prominent role also provides an opportunity for the country to lead the development of standardized HRD frameworks for Islamic economic institutions in Southeast Asia. Despite this, the visualization also shows limited multilateral collaboration, suggesting the potential for greater South–South cooperation among Muslim-majority countries to develop HRD policies informed by shared religious and economic values.

The current state of literature reveals three major issues surrounding HRD in Sharia economics. First is the mismatch between educational outputs and institutional needs. Islamic economic institutions frequently report a shortage of qualified human resources who possess both technical skills (e.g., financial management, digital literacy) and deep knowledge of Sharia principles. This issue is compounded by insufficient integration between Islamic universities and industry demands, which limits the relevance of academic curricula to real-world challenges [19]. Second, there is a lack of standardized competency models tailored for Islamic organizations. While some Islamic banks and zakat institutions have internal HR development systems, these are often fragmented and not benchmarked against national or international HRD standards. There is an urgent need to design Sharia-based HRD models that include ethical training, Islamic work culture, career development pathways, and leadership succession planning, grounded in both Islamic jurisprudence and contemporary HR theories [20]. Third, the policy and institutional support for HRD remains weak and under-coordinated. Although national agencies like KNEKS in Indonesia or INCEIF in Malaysia aim to strengthen Islamic economics, their focus is often skewed toward financial innovation and regulatory development rather than capacity-building. What is needed is a national-level HRD policy for Islamic economics that mandates collaboration between ministries of education, finance, and religious affairs, aligning human capital development with long-term Sharia economic planning.



## CONCLUSION

Based on the bibliometric analysis conducted through VOSviewer, this study concludes that while *Islamic economics* serves as the central and most developed theme in the academic discourse, the topic of *human resource development (HRD)* remains significantly underexplored within this domain. The visualizations reveal growing interest in areas such as *sharia compliance*, *Islamic banking*, and *sustainable development*, yet there is a clear absence of direct engagement with HRD concepts such as training, competency development, and talent management. Moreover, despite Indonesia's leadership in publication volume and international collaboration—particularly with Malaysia and the United Kingdom—there remains limited multilateral synergy focused on workforce development. To ensure the sustainable growth of Sharia-compliant institutions, future research must bridge this gap by integrating HRD into the core of Islamic economic scholarship, aligning educational systems, institutional strategies, and policy frameworks with the ethical and operational needs of the Islamic economy.

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