Islamic Values and Da'wah-Based Human Resource Development Strategy Through Syarifuddin Outbound And Leadership Development (SOLID)

Strategi Pengembangan Sumber Daya Manusia Berbasis Nilai-Nilai Keislaman dan Dakwah Melalui Syarifuddin Outbound And Leadership Development (SOLID)

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Abstract
This study aims to identify and analyze Islamic values and Da'wah-based human resource development strategies implemented by Syarifuddin Outbound and Leadership Development (SOLID) in Lumajang district. SOLID, as a human resource development organization, focuses on improving individual capacity through outbound activities, skills training, and leadership seminars, with an approach that instills Islamic moral and spiritual values. Most importantly, the existence of SOLID is also a form of Islamic propagation or preaching, which shows that Muslims are also capable of innovating in the field of human resource development. This research uses a case study method with a descriptive qualitative approach, utilizing data from in-depth interviews, observations, and documentation analysis to understand the pattern of character and skills development applied. The findings show that SOLID successfully integrates values such as honesty, responsibility, and fairness in each of its activities, which not only improves participants' technical competencies, but also shapes the character of ethical and Islamic leadership. This strategy contributes to the development of human resources who not only excel professionally but also have a solid moral foundation. The results of this study are expected to be a reference for HR development institutions that want to integrate Islamic values in their training programs.

Keywords: Strategy, Islamic HR Development, Islamic Values.

Abstrak

Penelitian ini bertujuan untuk mengidentifikasi dan menganalisis strategi pengembangan sumber daya manusia (SDM) berbasis nilai-nilai keislaman dan dakwah yang diimplementasikan oleh Syarifuddin Outbound and Leadership Development (SOLID) di Kabupaten Lumajang. SOLID, sebagai organisasi pengembangan SDM, memfokuskan pada peningkatan kapasitas individu melalui kegiatan outbound, pelatihan keterampilan, dan seminar kepemimpinan, dengan pendekatan yang menanamkan nilai-nilai moral dan spiritual Islam. Terpenting, keberadaan SOLID juga menjadi bentuk syiar atau dakwah Islam, yang menunjukkan bahwa kaum muslimin juga mampu melakukan inovasi di bidang pengembangan SDM. Penelitian ini menggunakan metode studi kasus dengan pendekatan kualitatif deskriptif, memanfaatkan data dari wawancara mendalam, observasi, dan analisis dokumentasi untuk memahami pola pengembangan karakter dan keterampilan yang diterapkan. Temuan menunjukkan bahwa SOLID berhasil mengintegrasikan nilai-nilai seperti kejujuran, tanggung jawab, dan keadilan dalam setiap kegiatannya, yang tidak hanya meningkatkan kompetensi teknis peserta, tetapi juga membentuk karakter kepemimpinan yang beretika dan berakhlak islami. Strategi ini berkontribusi pada pengembangan SDM yang tidak hanya unggul secara profesional tetapi juga memiliki landasan moral yang kokoh. Hasil penelitian ini diharapkan menjadi referensi bagi lembaga pengembangan SDM yang ingin mengintegrasikan nilai-nilai keislaman dalam program-program pelatihan mereka.

Kata Kunci: Strategi, Pengembangan SDM, Nilai Keislaman

Introduction

Human resource development (HRD) is a crucial aspect in improving the quality of community life and the competitiveness of a region (Zuhri et al., 2019). In Lumajang district, the challenges in human resource development are very relevant, especially considering the abundant potential of resources that have not been fully utilized optimally. Quality human resources depend not only on technical skills, but also on integrity, ethics, and moral values instilled early in life (Melé, 2014). In this context, Islamic values, which serve as the moral and ethical foundation for Muslim societies, play an important role in shaping individual character and creating responsible leaders with integrity (Ibrahim et al., 2024). This link between human resource development and Islamic values needs to be the focus of attention in an effort to improve the quality of human resources in the region.

One of the pressing issues is how effective human resource development strategies can be implemented to answer these challenges, especially in the context of character building and leadership in accordance with Islamic values. In this case, Syarifuddin Outbound and Leadership Development (SOLID) is an organization that seeks to answer this challenge. SOLID is an organization that focuses on developing human resources in Lumajang district through outbound activities and leadership training designed to integrate Islamic values in each of its programs. With this approach, SOLID hopes to produce individuals who not only have adequate technical skills, but also strong character, able to adapt and compete in the globalization era without losing their identity and Islamic values.

This research aims to explore and analyze the strategies implemented by SOLID in developing Islamic values-based human resources. Through a qualitative approach, the research will explore participants' experiences, identify key elements of the training program, and evaluate its impact on improving individual competencies and character. In this effort, researchers will conduct

in-depth interviews and participatory observations to obtain comprehensive data on the effectiveness of the program.

The study of human resource development strategies (HRD) in SOLID refers to various perspectives in previous research. Research (Maghfiroh, 2021) in "Analysis of Human Resource Development in Sharia Perspective" highlights the importance of sharia principles in HR development. The study shows that the sharia perspective can encourage individuals to develop their potential with a strong foundation of moral values. Its relevance to SOLID's strategy appears in the integration of Islamic values such as honesty and responsibility in their HR development program, which is expected to build leadership character based on Islamic ethics. Research (Hamer et al., 2020) in "Preparing Superior Human Resources Through Cultivating Religious Values in Religious Activities" also shows that faith-based activities can strengthen religious values in the community. The activities in Pehawang Island Village that emphasize the cultivation of religious values in young people are relevant to the SOLID program that focuses on Islamic value-based activities to build human capital excellence. This study supports SOLID's approach of using religious activities and training as a medium for religious character building. In addition, research (Kulsum & Muhid, 2022) in "Character Education Through Islamic Religious Education in the Era of Digital Revolution" highlights the importance of Islamic religion-based character education as a response to the challenges of the digital era. This relevance is reflected in the SOLID program which utilizes faith-based training and seminars to form strong youth characters who are ready to face the challenges of the modern era. (Mubarok, 2021) in "Development of Human Resource Management in Islamic Education Institutions" states that superior human resources require the development of a structured management system based on Islamic values. This study is in line with the SOLID approach in implementing HR program management that focuses on increasing individual capacity with an Islamic ethical foundation. Similarly, research (Kurniawan, 2013) in "Human Resource Development in the Perspective of Islamic Philosophy Epistemology" supports the importance of an Islamic philosophical approach in comprehensive human resource development. Kurniawan asserts that Islamic philosophical values can form the foundation of individual character. This is in accordance with SOLID's method of integrating Islamic perspectives in training and character development programs to achieve the goal of superior and moral human resources.

By conducting this research, it is expected to make a significant contribution to the development of training models that integrate Islamic values. The results of this research are also expected to be a reference for other institutions that want to implement similar strategies in HR development. In addition, this research is expected to provide insights for policy makers in formulating programs that support value-based HR development in Lumajang district, so that the contribution to strengthening community character and leadership can be optimally realized.

Methods

This research uses a qualitative method with a case study design to deeply understand the Islamic values-based human resource development strategy implemented by Syarifuddin Outbound and Leadership Development (SOLID) in Lumajang District. Data were collected through in-depth interviews with administrators, instructors, and participants, direct observation of the implementation of activities, as well as analysis of documentation that includes guidelines and activity reports. This approach allows researchers to get a comprehensive picture of the application

of Islamic values, such as honesty, responsibility, and justice, in various programs run by SOLID (Pramuja, Ishari, Arifin, et al., 2024)

Data analysis was conducted using the Miles and Huberman interactive model, which includes data reduction, data presentation, and conclusion drawing. The data obtained were reduced to filter out relevant information, presented in narrative and matrix form, then conclusions were drawn to answer the research questions. With this method, this research is expected to be able to concisely and deeply describe SOLID's strategy in integrating Islamic values, which not only builds participants' technical competence but also leadership character based on Islamic morals (Pramuja, Ishari, & Arifudin, 2024).

Research Result

The results of this study reveal that Syarifuddin Outbound and Leadership Development (SOLID) has successfully implemented an Islamic values-based human resource development strategy that has a wide impact in Lumajang district. Not only focused on the scope of the school, SOLID programs include a variety of educational institutions, communities, and professionals. Some of the educational institutions involved include SMK WYSN, SMK Syarifuddin, MTs Syarifuddin, MTs Manbaul Hikam, IAI Syarifuddin, SMP 2 Pasirian and MA in Lumajang district. In addition, youth communities such as those at Cafe D'Burno also participated. The SOLID approach makes the youth as the main object, with the aim of shaping the Islamic and resilient leadership character in the younger generation. The SOLID program also receives support from the corporate sector, both private and public, which participates in human resource development through collaboration and active participation, so that its scope becomes more comprehensive. Leadership is the process by which one individual influences other group members toward the achievement of specified group or organizational goals. (Greenberg & Baron, p. 501) (Massora, 2022). From there SOLID can form an HR development which through the process of leadership can influence others to achieve a goal as described in the book.

No.	Aspects of Islamic Development	Implementation by SOLID	Impact on Participants
1.	Formation of Islamic Morals and Ethics	Planting the values of honesty, responsibility, and justice in every activity.	Shaping the character of participants who are noble and have Islamic ethics in daily interactions.
2.	Development of Islamic Leadership Skills	Basic Islamic Leadership Training (LDDK) program for students in MA, SMK, and MTs in Lumajang.	Improving participants' ability to lead fairly and wisely in accordance with Islamic leadership principles based on deliberation and social responsibility.
3.	Sharia-based Professional Competence Enhancement	Technical training combined with ethical and sharia principles.	Creating individuals who are professionally competent and adhere to sharia ethics,

			making them more integrity in their work.
4.	Strengthening Spiritual Intelligence	Spiritual awareness building through reflection on life purpose and Islamic values in training activities.	Participants are able to maintain inner peace and develop emotional balance in facing life's challenges.
5.	Effective Time Management	Time discipline in daily activities, including timings for worship in the training program.	Improve participants' ability to manage time effectively and structurally, which also has a positive impact on productivity.
6.	Islamic Cooperation and Brotherhood	Emphasis on teamwork and ukhuwwah (brotherhood) in training activities.	Establish a harmonious environment, with solid cooperation and mutual respect between participants.
7.	Work Motivation Based on Allah's Ridha	Inviting participants to interpret activities as worship and a means to achieve Allah's pleasure.	Participants are more motivated and have high integrity, carrying out tasks with sincere intentions for the common good, not just for personal gain.
8.	Support from Private and Public Companies	Companies in Lumajang participate in Islamic HR development through collaboration with SOLID.	Improving the quality of human resources in companies that are more professional and ethical, and able to work according to Islamic values, having a positive impact on the work environment and company productivity.
9.	Involvement of Educational Institutions	LDDK and training programs are held in schools such as SMK, MA, MTs, and colleges in Lumajang.	Creating a young generation that has an Islamic character and is ready to contribute positively to society, both in schools, universities, and other youth communities.
10.	Social Welfare and Care for Others	Fostering social awareness in the training environment as well as applying the	Participants become more concerned about others and prioritize common welfare,

		principle of helping each other in the community.	creating a harmonious culture of help both in schools, companies, and in other social environments.

Table 1.1

SOLID implements Islamic HR development with an approach that not only focuses on improving technical skills, but also the formation of Islamic character and ethics. The values of honesty, responsibility, and justice are at the core of this program. Through activities such as the Basic Islamic Leadership Training (LDDK) implemented in various schools in Lumajang, SOLID introduces the concept of Islamic leadership that emphasizes the principles of deliberation and justice in every decision. This approach trains participants to be ethical, responsible, and capable leaders.

In addition to building leadership character, SOLID also pays attention to improving participants' professional competencies while adhering to sharia values. Participants are given training that strengthens their practical skills, which can be applied in the world of work, both as leaders and team members. They are directed to maintain Islamic ethics in their daily work, creating individuals of high integrity who are not only technically excellent, but also have a strong moral foundation.

The aspect of spiritual intelligence is also a focus, where participants are invited to understand the purpose of life and maintain inner calm in the face of pressure or challenges. By strengthening spiritual awareness, participants are able to manage emotions and undergo activities in a balanced manner. Time management discipline is also a major concern; participants are familiarized with an effective time structure, including in organizing worship schedules and professional activities. This discipline boosts their productivity, while teaching them the importance of respecting time, which is in line with Islamic teachings.

In addition, the value of ukhuwwah or brotherhood is reinforced in SOLID's programs, which are designed to enhance cooperation and mutual respect among participants, both students and employees of the companies involved. This conducive environment builds strong team bonds, creating a harmonious and productive working atmosphere. Participants are also taught to view their work as an act of worship for the sake of Allah, which increases their intrinsic motivation to work and learn, making their work higher quality and more meaningful.

The SOLID program not only has a positive impact on participants, but also brings tangible benefits to participating private and public companies, improving the quality of human resources that are not only professional, but also ethical. Participating companies feel the benefits of increasing the capacity of employees who work with integrity and Islamic principles. With a comprehensive approach and based on Islamic values, SOLID's HR development program makes a major contribution in producing competent individuals with Islamic character. This approach can be a reference for other institutions that want to apply Islamic values in their HR development, producing individuals who are ready to contribute professionally and ethically in the work environment and in the wider community. The results of this study are an important reference for institutions that want to integrate Islamic values to create qualified, highly motivated, and ready to make a positive impact.

Research Discussion

This discussion focuses on the implementation of Islamic HR development by Syarifuddin Outbound and Leadership Development (SOLID) in Lumajang. SOLID combines technical skills learning with Islamic values-based character education, involving the introduction and application of Islamic values of honesty, responsibility, justice, and cooperation and brotherhood. The strategy includes an approach that not only strengthens participants' professional competencies, but also forms a solid character according to Islamic teachings. Programs such as the Basic Islamic Leadership Training (LDDK) in various schools show how SOLID strives to embed Islamic values in leadership education for the younger generation.

Honesty and Responsibility

Honesty is one of the main values that SOLID applies in every training program, especially in leadership training. Honesty, in accordance with the word of Allah in Surah Al-Baqarah verse 42, is an attitude that does not confuse between true and false, and does not hide the truth that is already known:

$$\text{لَا تَلْبِسُوا الْحَقَّ بِالْبَاطِلِ وَتَكْتُمُوا الْحَقَّ وَأَنْتُمْ تَعْلَمُوْنَ ۝}$$

Meaning: *"And do not confuse the true with the false, and do not hide the truth when you know it."*

This verse confirms that honesty is a must in Islam, both in human relations and in carrying out personal responsibilities. In the context of HR development at SOLID, honesty is seen as the foundation for creating leaders who can be trusted and respected by those around them. This attitude is not only applied in formal situations such as work or learning, but also in every daily action, so that participants are expected to be able to carry out the mandate with a consistent honest attitude.

Honesty in an Islamic perspective is also closely related to a sense of responsibility. In Surah Al-Baqarah verse 286, Allah says:

$$\text{لَا يُكَلِّفُ اللهُ نَفْسًا اِلَّا وُسْعَهَاۗ}$$

Meaning: *"Allah does not burden a person but according to his ability."*

This verse teaches that each individual is given a responsibility according to his or her ability, and carrying out this responsibility honestly is part of faith. SOLID instills this understanding in participants so that they realize that every mandate or task given must be carried out with full dedication and according to their respective abilities. By emphasizing that honesty is not just a necessity, but also a moral obligation that complements responsibility, SOLID directs participants to always keep the trust and not exceed their limits, and not to neglect the tasks that have been entrusted to them.

In addition, honesty in SOLID is not only understood as "not lying," but more deeply, it is about having the courage to speak the truth, despite the risks or challenges. Through the training program, participants are encouraged to speak the truth, even in difficult situations or under pressure. This teaches them not to compromise on the principles of truth and justice, which is one of the characteristics of a good leader. This attitude is in line with the principle in Islam that honesty is part of faith and will shape one's personality to be stronger and more resilient.

The training also demonstrates how honesty can strengthen interpersonal relationships and create a trusting environment. When participants learn to be honest, they not only become trustworthy individuals, but also positively impact their team and work environment. This honesty promotes transparency in communication and strengthens the bonds between participants, forming a harmonious environment conducive to working together.

Overall, the honesty practiced by SOLID provides a solid moral foundation for participants to become responsible and trustworthy individuals. With this principle of honesty, SOLID shapes a generation of leaders who are not only technically skilled, but also have a character that holds fast to the values of truth and justice.

Justice and Deliberation

The values of justice and deliberation are the main pillars in SOLID's HR development approach, which aims to form leaders with integrity and wisdom. Justice instilled by SOLID is in line with Allah's word in Surah An-Nisa verse 58:

وَإِنَّ اللَّهَ يَأْمُرُكُمْ أَنْ تُؤَدُّوا الْأَمَانَاتِ إِلَى أَهْلِهَا وَإِذَا حَكَمْتُمْ بَيْنَ النَّاسِ أَنْ تَحْكُمُوا بِالْعَدْلِ ۚ إِنَّ اللَّهَ نِعِمَّا يَعِظُكُمْ بِهِ ۗ إِنَّ اللَّهَ كَانَ سَمِيعًا بَصِيرًا

Meaning: *"Verily, Allah enjoins you to deliver the trust to its owner. And when you judge between men, judge justly. Verily, Allah gives you the best teaching. Indeed, Allah is All-Hearing, All-Seeing."*

This verse emphasizes the importance of fairness in every aspect of life, especially in resolving trusts and making decisions. In the context of the training provided by SOLID, the principle of justice is translated into every decision-making process where participants are taught to prioritize the principle of justice over personal interests. Participants are guided to always consider the balance of rights and obligations, so that the decisions made truly reflect true justice.

SOLID also practices fairness in shaping the mindset of participants to not only focus on results, but also pay attention to the process and impact of every decision made. This includes being fair in valuing different opinions and avoiding discrimination or unequal treatment at work. Justice is understood as a moral imperative that teaches participants to be impartial and able to listen to every voice objectively.

In addition, the justice instilled by SOLID is strengthened through the principle of deliberation or shura, which is also hinted at in this verse. Justice and deliberation go hand in hand in the process of making the right and wise decisions. By using the deliberation approach, participants are trained to listen to each other, consider the opinions of team members, and provide equal opportunities for everyone to speak. It reinforces the principle that decisions are not based on individual or group interests, but for the common good.

The deliberation implemented by SOLID also aims to build mutual respect among participants, where each team member is seen as important and valued for their contribution. By involving all parties in the decision-making process, participants learn that being fair not only means being neutral, but also being able to open up to other views to reach a mutually beneficial agreement. This approach ensures that fairness manifests in the form of active participation, and decisions made through consensus result in decisions that are more robust and grounded in principles of truth.

Overall, SOLID builds a solid foundation of justice by making deliberation as the main practice in leadership training. By understanding the value of justice through deliberation, participants are expected to become wise leaders, able to prioritize the principles of justice in every decision, and have a positive impact on the community and its environment.

Brotherhood and Cooperation (Ukhuwwah)

The value of brotherhood or ukhuwwah is one of the main pillars in SOLID's approach to HR development based on Islamic values. Through strengthening this value, SOLID creates harmonious bonds among trainees, facilitating more effective and productive cooperation. In Islamic value theory, the concept of ukhuwwah encompasses a sense of belonging and responsibility among people. This value teaches that every individual in the Muslim community should support and help each other, creating a harmonious and conducive atmosphere. Ukhuwwah emphasizes the principles of compassion, mutual respect, and mutual love, which form the basis for building positive social relationships. SOLID strives to create a training atmosphere that supports positive interactions and builds solidarity among participants. In the training, participants are not only seen as individuals with personal responsibilities, but also as part of a team that supports each other. This encourages them to collaborate, share ideas and work together towards a common goal.

SOLID applies the value of ukhuwwah through various methods, such as group activities that require collaboration and effective communication. In these activities, participants are taught to recognize and appreciate the differences that exist. By respecting each other, participants learn to embrace differences as wealth that can strengthen the team, not as a barrier. In addition, participants are taught the importance of resolving conflicts in a peaceful and constructive way. By encouraging dialog and compromise in resolving disputes, SOLID contributes to the formation of individuals with good interpersonal skills. These skills are not only useful in the training context, but can also be applied in professional and social settings.

The cooperation skills acquired by participants are expected to be applied in a broader context, both in a professional environment and in daily social interactions. By understanding and applying the value of ukhuwwah, SOLID participants are expected not only to become professionally competent individuals but also agents of change who are able to build a harmonious and mutually supportive community.

Impact on Work Environment and Society

Through the inculcation of the value of brotherhood and cooperation, SOLID seeks to form a generation of leaders who are able to strengthen unity in the midst of diversity. In the world of work, individuals who understand the value of ukhuwwah will be better able to collaborate with colleagues, develop a positive work environment, and create better results through solid teamwork. At the community level, participants who are equipped with these Islamic values are expected to contribute positively, build good social relationships, and create a peaceful and harmonious environment. With this approach, SOLID is committed to forming individuals who not only excel in technical skills, but also have a strong character and are able to create a positive impact on society.

Motivation to Work with the Intention of Worship

SOLID emphasizes the importance of interpreting work as worship, a fundamental principle in Islamic values. This is in line with the teachings in the Qur'an, Surah Al-An'am verse 162:

قُلْ إِنَّ صَلَاتِي وَنُسُكِي وَمَحْيَايَ وَمَمَاتِي لِلَّهِ رَبِّ الْعَلَمِينَ

Meaning: *"Say, truly my prayer, my worship, my life and my death are for Allah, the Lord of the Worlds."*

This verse emphasizes that every aspect of a Muslim's life, including work, should be directed to gain Allah's pleasure. In this context, SOLID seeks to direct participants to carry out

their duties and responsibilities with sincere intentions, making work a means of worship. By instilling this principle, SOLID seeks to mold individuals who are not only motivated by salary or position, but also by deep spiritual values. The realization that their work has a dimension of worship encourages participants to give their best in every task undertaken. They are expected to work with integrity, high work ethic, and a strong sense of responsibility towards their work and the people around them.

This approach also shapes individuals with high integrity. They learn that their hard work and dedication benefit not only themselves, but also society at large. This awareness of social contribution encourages them to be more sensitive to the needs of others and strive to make a positive impact in the community. Thus, their hard work is not only measured by the results obtained, but also by the benefits it brings to the surrounding environment.

In Islam, any good deed, including work, that is done with sincere intentions and to seek Allah's pleasure will be greatly rewarded. This is also in line with the moral principles taught in Islam, where every individual is required to be honest, fair and responsible. By emphasizing these values, SOLID contributes to the character building of participants who not only excel in technical skills, but also in morals and moral integrity.

By cultivating the understanding that work is worship, participants are expected to create a more positive and productive work environment. Such an environment will facilitate good collaboration between coworkers, increase job satisfaction, and reduce conflicts that may arise. Participants who consider their work as a form of worship tend to have a more proactive and cooperative attitude which in turn can improve overall organizational performance.

Overall, by emphasizing the importance of interpreting work as worship, SOLID not only shapes professionally competent individuals, but also builds strong character and integrity. Participants are taught to see their work as a devotion to Allah, which leads to increased motivation and work ethic. With this principle, SOLID is committed to producing a generation of leaders who not only excel in technical skills, but also have a high moral commitment to make a positive contribution to the society.

Shariah-based Professional Competency Enhancement

Shariah-based professional competency improvement at Syarifuddin Outbound and Leadership Development (SOLID) focuses not only on mastering technical skills, but also on the application of work ethics in accordance with Islamic teachings. SOLID understands that in the world of work, integrity and honesty are non-negotiable values. Therefore, participants are encouraged to internalize these values in every aspect of their work, in line with sharia principles.

SOLID's approach to improving professional competence also draws on character development theory which states that individuals need to be equipped with social and emotional skills, as well as moral values, in order to function effectively in a professional environment. By emphasizing that every job should be done with good intentions and in accordance with sharia values, SOLID creates awareness among participants that work is not just about earning a living, but also a form of worship.

The theory of business ethics in Islam emphasizes the importance of conducting business in a halal and ethical manner. SOLID educates participants on the importance of earning halal sustenance, where every action in a professional context must prioritize honesty and integrity. In this regard, participants are taught to make decisions that are not only materially beneficial, but also in accordance with high moral principles.

By providing practical skills that can be applied in the world of work, SOLID ensures that participants are not only ready to face professional challenges, but also able to maintain ethics in

every activity. This is expected to shape individuals who are not only technically competent, but also have the character to make a positive contribution to society.

The training programs designed by SOLID include practical elements such as time management, project management, and interpersonal skills, all framed within the context of sharia. This creates a learning environment that supports holistic development, where participants are encouraged to see the connection between their work and social responsibility.

In addition, SOLID also applies collaborative learning theory, where participants are engaged in group discussions and teamwork. This approach strengthens their understanding of the values of cooperation and collaboration and builds a strong professional network. Teamwork not only improves interpersonal skills, but also creates mutual respect and understanding of differences among participants from different backgrounds.

Thus, SOLID not only contributes to producing technically competent human resources, but also builds a solid character based on Islamic values. Through the application of sharia principles in every aspect of training, SOLID succeeds in creating a generation that is ready to compete in the professional world, while maintaining ethics and integrity based on faith. SOLID's programs serve as an example for other institutions that want to develop Islamic human resources with an Islamic values-oriented approach, producing individuals who are not only superior in skills, but also have solid character, integrity, and spirituality, ready to carry out the mandate with full responsibility.

Conclusion

The results of this study show that Syarifuddin Outbound and Leadership Development (SOLID) has successfully implemented an Islamic values-based human resource development strategy in Lumajang district. SOLID's training program integrates values such as honesty, responsibility, justice, and deliberation into the curriculum, learning modules, and practical activities, such as leadership simulations and religious reflections. This approach not only improves participants' technical skills, but also builds strong moral and ethical character. In addition, the value of brotherhood and cooperation is emphasized to create solidarity and positive relationships within the team, so that participants are trained to be trustworthy and competent leaders.

With a sharia-based approach, SOLID succeeds in building a generation of leaders who are responsible, have integrity and Islamic character. Participants are encouraged to understand the role of leadership as a mandate that must be carried out with the intention of worship, making this program not only a skill development, but also a sincere devotion. The positive impact is not only felt in the work environment, but also the surrounding community, creating a generation of leaders who are able to make sustainable contributions to society and the social environment.

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