Explaining the Basics of Management style in ISLAM

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ABSTRACT

There are different styles of leadership in the modern world that has changed as long as human life and disadvantages and barriers have been recognized upon the price of experienced social capital. But always new challenges have prevented the formulation of management stable principles. In the meantime, however, Islamic management represents a style of management for directors of the organization and management which has formed during years. Activeness essence is in Islam itself which is formed during changes of times. In this paper in addition to introducing western and common concepts of management, we will introduce supreme management concepts in Islam and its characteristics and its superiority over other ones.

INTRODUCTION

Humane Society because it consists of people with different interests and conflicting interests would essentially requires a competent management system for Organizing Community and achieving the best outcome. A requirement to management is a fundamental fact of human societies. Manager’s characteristics and different approaches to their management style makes perspective path of society movement. How many authoritarian leaders and managers who have destroyed a society's apathy and also how much executives with tact and efficiency have been saved communities to fall into the abyss of destruction and have led to the growth and prosperity. There are different styles of management, each have been conducted in terms of human different social life. And naturally had their own shortcomings, disadvantages, advantages and benefits in efficiency and effectiveness of the organization. Infrastructure of management is a product of the eighteenth century and supplied by experts with different classifications, including the classification provided insights into the management are the pre-classical, classical and neo-classical. The classic view begins from the beginning of human history until 1910. Administrative systems and management issues such as the Sumerians, Egyptians and Persians department of the issues are raised in the group. Of influential figures of pre-classic can be named, Charles Babych,(which referred to the impact of the environment on organization). Henry Town,(which reviewed the impact of work environment on employee performance) and Adam Smith (which has proposed division of labor).

Classical theories began in 1910 and divided into 3 categories:
1. School of scientific Management, 2- administrative management School (conservative) 3- theory of bureaucracy. Classical management theories are revolving around the question of organization to achieve maximum performance. The classic considered Noted to the formal organizations and believe that informal organizations are harmful. Classical approaches consist of a purely mechanical approach to organizations and individuals. They assume human as an element of production and believe to human's no independent identity. In 1920, the neoclassical theory (human relations school) was introduced. While the West was experiencing an economic downturn, some social scientists led by Elton Mayo began to study about how people react to the amount of change in working conditions, job design and management provokes. Most of the studies performed in the Western Electric Company in Hawthorne, which later became known as the Hawthorne studies.

The neoclassical emphasis was on the human aspects of their management. Advocates of this approach believe that management should focus their attention on people; in other words, the social variables considered
more effective than physical ones. [5] evolved Human relations movement that is developed form of behavior science, namely the study of individuals and groups in the organization. [1].

Today, many of the theories of management studies are formed of combined classical and neoclassical theories. Modern theorists talk of human relations, the improvement of the organization and instead of fundamentalists are those who believe that the principles are needed to be studied before it can be applied to many managers. [5]. Nowadays, a new campaign of management, study the opinions like Systemic Management quantitative Management, on condition Management –ideal features of the organization and management roles. But in fact, to compare to other types of management styles and preferences of each one’s superiority, first you must define Management, the characteristics of the Director and as well as the purpose of management.

Management definition:
As most of the theories are presented in the west, these theories are often non-Islamic. In order to express our points of management practices in Islam it is required to bring a brief reference to the definition and management tasks from the perspective of some Western authors. General concept of management has been defined with different viewsSo that it can be said that presented definitions are equal to the number of authors in the field of management. However, management experts agree on one thing that is the proper use and rational management of the organization to reach the goal of human and material resources.

"R. Kreitner " (1980) in his book entitled "Management process to solve problems," is defined management as: “Management is the process for resolving issues related to organizational goals desirably provide effective and efficient through the use of scarce resources in a changing environment.”some Western definitions are: leadership is monitoring methods and ways to work with people in the organization in order to perform a task Or the actual management, training of human resources through work.

But in Islamic approach it introduce a supreme view towards managing director and management which seems this feature, is the characteristic of the concept of Islam distinct from other perspectives.

The distinction of Islamic approach with the other management is that based on divine source and lack of exploitation of man by man and based on transcendent values, is absolute and consistent is based on excellence, integrity and dignity of other people. Management provides human growth toward God and According to the Book and the Sunnah of the Prophet and the Imams and methods of science; technology and human expertise in various aspects of a system to achieve goals do act like a pivot.

From The Quran and hadith point of view, management has important role in society changings.In other words, those people who are responsible for thought leadership and those who have accepted the responsibility of the social and administrative issues the two leading play role in corruption or modification of society.

Holy prophet of Islam said that if the two classes are good, people will smell good and when they are corrupt, nation will be corrupt someone asked: O Messenger of Allah, what are they? He said they are scholars and rulers of society.

So for any transformation one must invest on these two groups. In view of Islam the position of management has great importance in the management of decline or progress of individuals. So the holy religion recommends that managers should be chosen based on the principle of commitment and expertise.

Management in Islam:
Psychologically, leadership is the ability and power to influence the behavior of individual members of a group or an organization, the objectives of the group, providing methods for research purposes and creating some social norms by a group. Concordance of leadership definition with leader of Islam life style, and Islamic ideology's rapid advancement, shows originality and strong leadership and management of it. Management in Islam is an ideology. That is a must. Musts also always stems from the existence, worldview. If we do not know the existence, you do not know musts. In Islamic management system as said in the document 53 Imam Ali's letter, management consists of the 13 categories, divided as follows:

Legislative, financial, economic, defense, and civil engineering, social, legal, commercial, military, administrative, political, industrial, manufacturing, welfare and protection of religious and moral beliefs. In The Islamic management system all the raised issues are important but the manager duty that will be on his other duties; Religion (religious and moral affairs) namely pay attention to god commands by he and his partners to implement the commandments of God and pleasing to God.

Organization in Islam:
The Holy Quran says: this verse indicates management, God is manager and the man is his caliphate in the land.

The management system of Islam is strongly emphasized the hierarchy so that its transgression was forbidden even for holy prophet himself. To the extent that the Almighty God says to the prophet:

If he [the Prophet Muhammad] it was closed some told us, I would take his right hand hard, then we cut his jugular vein. And none of you could stop the torment.
Obedience of the management system of the former Governors of Allah and the Messenger and those who believe is necessary. In this regard, the Quran says:

With the seal of the Muslim community in sending messengers task management is with the Imams (AS) who is the guardian, interpreter and the advertiser of Islam.

And now also according to Islamic belief Imam (as) is alive, but by the grace of God are in the Greater Occultation and the universe blessing source. And as are absent for the sake of god will, his successors are on duty to lead people and solve their problem which this task is manifested in Valie-Faghih theory.

So the management and organization of the command hierarchy in Islam, continues by Prophet after God and the then Imams and will led to Valie Faghih and whoever he assigns. The assigned ones assign the lower level managers in order to pace in Islam determined way.

Thus, with the formation of the Islamic management in the community affairs will be put in the hands of the righteous people who their criteria is just God and is the standard practice of Islam according to the Sharia.

Islamic management assumes hierarchy necessary. But until that superior orders are in accordance with the divine regulations and directives. In The Islamic management system all of the organizational rules should be set around God and divine law and executing the orders of his superiors is necessary when it is in accordance with the principles of God's law and is on the right track, otherwise it is not necessary.

Objectives of Islamic management:

Certainly manager's objectives are impressed of management. Islamic society requires some kind of management should has congruence with the objective of growth and excellence and human values and religious and pay attention to the moral principles and ideals of the Islamic association.

In The study of the human condition, we do not have any group or nation to succeed in life and be stable unless there are managers who manage them materially and spiritually.

The manager in this style of management meets the requirements and commitments which influence his management. For the required assumptions of the managing director the following can be noted:

1. Islamic management is based on Islam school and fully influenced of it so that observing Islamic principles is the manager's first duty.
2. In Islamic management system, according to Islamic values (ethics, virtue, justice, service and integrity of management, etc.) is a priority and its keeping has special significance.
3. Manager Duty, in Islamic Management is not only increase production and attention to human beings as creatures (that God created the heavens and the earth for him) and his excellence in the higher priority than production is always more important.
4. In Islamic management, manager directs man towards perfection is seen as the main task.
5. Management in Islam is like a gift that should be kept up to someone who has a capacity to spend that much attention. In fact, this responsibility cannot be entrusted to anyone.
6. The management is a set of people through the power of synergy (the Islamic administration are in order to achieve perfection) placed at the service of humanity. In this way on a field trip, people have to work for the organization to deliver the desired results and a set of (management and staff) also benefit of reflects of the results of their work both spiritually and materially.
7. In Islamic management, Director is proposed like a model and the model must regulate his behavior based on the supposed Islamic model. And the issue of management in Western societies is so important that all schools have discussed. Islam which is a divine school has presented and explained significant issues and their different dimensions. The mission of God's prophets and imams aim to deliver the message of God's prophets and Imamate and Leadership in human societies. Islamic Management is a particular style of leadership, which is based on Islamic thought and belief, of course, become familiar with this style of management one should understand the fundamentals of leadership in Islam is essential. In this style of management, individual incentives are not important, but the human values are important and therefore all efforts of the manager is based on the right and head towards the ideal of seeking truth and justice.

In The Islamic system of management, human has a great place and is a divine being that is formed of the three dimensions of physical, spiritual and emotional. He can progress up the Caliph of God, so God created everything for man, and created him for himself, as in the Hadith Qudsi god says: Therefore, in Islamic management system exploitation of human beings is prohibited but working assumed as worship, plus material bonus and spiritual rewards as well as will be followed by mental relaxation.

Unlike Western management theory which only revolves around the principle of human set organizational rules and are to achieve organizational goals, Islamic management principles based on the divine law and other principles and organizational affairs should be regulated according to it.

Islamic manager's characteristics

Fayoul Administrative Management Theory considers five characteristics necessary; the physical, intellectual, emotional, and academic experience features to the Director. In addition to the characteristics of the system of management in Fayoul theory Islamic management considered some other features including:
Faith in God, the Prophet and former Governors, humility, simple life, piety, or to avoid guilt, compassion and kindness to subordinates, discipline, openness, courage, integrity, patience, trust, virtue ...

Islamic managers provided staff in all aspects of growth and flourishing talents and cooperating chance in decision making and doing creative works, also have passionate behavior with them and do lessen organizational supervision and instead use the self-control method and mention to the staff that they are always supervised by god and for motivating them always will use spiritual encouragement and only in necessary condition punishment will be used.

Conclusion:

In contrast to all contemporary theories of management, is a comprehensive system of Islamic management. A system with Islamic identity and values rooted in the laws of God and the Qur'an. A system which was founded by the Prophet with about 1400 years of history (namely about 1300 years prior to the contemporary management theories). And its features can be found and observed in the Qur'an, the Hadith and Islamic tradition and practical Nahj-Albalaghah. The system which believes the world was created for man and his development to the utmost perfection. A system which thought of man with three dimensions: physical, emotional and spiritual. In addition, by paying attention to three dimensions and provision of the happiness in the world and the Hereafter, it will put in priority the spiritual and eternal welfare of people.

Whatever the management system of the contemporary management theories have been addressed separately in dispersed form, the form is complete and comprehensive in the Islamic management. In addition in this system, the divine and human values and morals and principles govern the management accordingly, all such products must be placed at the service of growth and excellence of human beings in all aspects. So in the Islamic management exploitation of human in any manner is prohibited and no one has the right to insult his dignity but this does not mean that Islam is banned working and more producing meantime it considered to be worship in Islam and laziness assumed as a sin in Islam. And that Muslims should all be in better utilization of the resources God has given to his benefit and also would help others and the community to achieve growth and development. The brilliant trait of Islamic management comparing to interest principle in eastern and western countries is the fact that in Islam people believe to dooms day and think that this world is like a farm in which we cultivate some crops and will harvest in the other world, this itself lead to unlimited hopefulness in human being and have positive effect on his actions and also create a self-control motivation among the staff.

In short, Islamic management system is a dynamic system with divine identity which its attitude is the comprehensive, scientific system and method-oriented approach, which aims to develop all aspects of the human in all material, spiritual and worldly and otherworldly aspects and providing Salvation.

So we can certainly say that although Islamic management system is founded about 1,400 years ago, But in addition to include all the positive aspects of contemporary management theories and it is innocent from their negative aspects, also it has unique features that in none of the modern management theory has not seen at full extent and comprehensively.

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