



A review of Islamic management and conventional management

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Abstract

Management has been shaped in different ways throughout history and in different ways, has provided the basis for the sustainability and consistency of civilizations and governments. One of management categories that has gained much popularity over the years is Islamic governance, which deals with the production, consumption, and distribution of the Islamic world. In general, employees do not work in an organizational vacuum, but rather they bring culture, work-related values and religious beliefs in the workplace [2]. In this article, we have tried to look at the dimensions of conventional management and Islamic management.

Keywords: management, Islamic management, conventional management

Introduction

Management in human life has a special place and leadership has long been considered by thinkers and researchers and they have always been concerned about Leadership and its various angles, including the factors that have led to the creation of an effective and successful leadership. Basically, people have been and are looking for optimal use of resources through management and leadership, and it is possible to claim that the principle of management is leadership. In fact, through the type of interaction between the leader and the follower, the boss and the employee, in fact, the task of leadership in management is a manifestation of the human skill of managers. This issue, the importance of leadership is doubled [1]. With the advancement of science and increasing human awareness in the use of its capabilities and capabilities, the influence of management in human progress has also been expanded, along with various different theories that were viewed from different perspectives by human beings. The common theme of all these theories is to be targeted and pay attention to the result of the work. In this regard, the person has sometimes been considered the same tool, and sometimes it is considered at higher levels [3]. Management is one of the disciplines of the humanities and is one of the main means of life and the focus of social activities. All managers, leaders, and planners orient and follow their ideologies, values, beliefs,

norms and beliefs, management, leadership and planning. Therefore, in order to explain the process of management and leadership, it is necessary to recognize the foundations of their ideology and knowledge. And rooted in the difference between managers in Islamic schools and other schools, their views on human status and human values [1]. In this article, we will review a comparative study of Islamic management and Conventional management.

Comparative study

In order to achieve the ideal management, one must be concerned about the development of people who later contribute to the development of the organization and the community. Tawhid, the main principle of Islamic management, acts in the current way and reflects the honest and affectionate idea of God in His commands [4]. In the contract, conventional management practices that base their values on logic lead to a serious separation between private property and public ownership [4]. Religious activities, values and spiritual needs are considered separately and should not be mixed, preventing human growth. Work never relates to religious values and should not put private norms and attitudes at work. Conventional management also emphasizes the idea of motivation and the value of work by the West [5].

Table 1: A comparison between goals

	Conventional management	Islamic Management
goals	<ul style="list-style-type: none"> ▪ Realizing the goals of the organization ▪ Facilitate, accelerate and improve the flow of the organization ▪ Increase efficiency ▪ Increased effectiveness ▪ Increased organizational growth ▪ Sustainable organization development ▪ Increasing Organizational Productivity 	<ul style="list-style-type: none"> ▪ Establishing justice in the organization ▪ Respect the rights of the organization ▪ Education for people and spiritual education and ethical values ▪ Creating an opportunity for growth, a decent perfection in the organization ▪ Providing opportunities and actualizing the potential of individuals and creating creativity and innovation. ▪ Supporting, reinforcing, assisting and assisting people in the organization rather than auditing, inspecting and criticizing

<ul style="list-style-type: none"> ▪ Proper use of the factors of production ▪ Creating unity and coordination in activities and goals [6, 7] 	<ul style="list-style-type: none"> ▪ Creating a forum for exchanging views among people in the organization ▪ Establishing the spirit of equality and brotherhood ▪ Solve personal, organizational and social problems [6, 7, 8]
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A Conventional management is a professional, requiring science and art, which makes it experience rich and productive. The quality of management, quantitatively, is, respectively, science, then experience, and ultimately art. However, the nature of management of qualitative publication

is from the beginning of art, then science and ultimately experience, but Islamic management has a scholastic, moral value and is based on revelation, the Qur'an and the religion [4].

Table 2: A comparison between natures

	Conventional management	Islamic Management
nature	<ul style="list-style-type: none"> ▪ Division of labor ▪ A careful study of work through experience and job analysis ▪ Accurate recruitment and employee training ▪ Pay appropriate salaries and benefits^[9] <p>Henri Fayol:</p> <ul style="list-style-type: none"> ▪ Division of labor ▪ Authority and responsibility ▪ Discipline ▪ Unity of Command ▪ Unity of management ▪ Adherence to individual interests of collective interests ▪ Staff salary ▪ Focus ▪ Hierarchy ▪ Discipline ▪ Equality ▪ Stability of staffing period ▪ innovation ▪ Collective motivation^[10] 	<ul style="list-style-type: none"> ▪ Available Principles <ul style="list-style-type: none"> ➢ The principle of monotheism ➢ The principle of justice ➢ Principle of the centrality of the Quran, tradition and moral values ➢ The principle of wisdom ➢ Principle of Leadership and Guidance ➢ The principle of inviting to goodness ➢ The principle of stability in the right ▪ Principles created by Islamic scholars [7]

Table 3: A comparison between feature

	Conventional management	Islamic Management
feature	<ul style="list-style-type: none"> ▪ Expertise and management science ▪ Intelligence, talent, lust and art ▪ Motivated to manage ▪ People know your organization ▪ Flexible and morally critical ▪ Regular and accurate ▪ Have confidence ▪ Experience ▪ Belief in the principle of partnership ▪ Intimate and friendly relationships with employees [11] 	<ul style="list-style-type: none"> ▪ Courage and assertiveness ▪ Stability in the right position ▪ Sufficiency and Power ▪ Fidelity and Competency ▪ Discipline ▪ Being a model ▪ Flexibility ▪ Compliance promise and action ▪ Personality balance ▪ The organization needs it ▪ Science to religion ▪ The full recognition of the goals of Islam^[12]

Discussion

The evolution of management has continued for a long time ago. In this review, we have compared the Islamic management and conventional management and some of the features. The classical theories considered people to be economically rational, and ignored the impact of social relationships and unofficial structures, motives and feelings of individuals. The theories presented in the course of the evolution of management were sometimes problematic, for example, Taylor's colleagues accused him of a lack of a sense of friendship, and the workers' horror from the hour, the

second, and the dismissal of service as a result of the slowness of the strike led to the promise of Taylor's philosophy of scientific management contrary to the spirit of American democracy. Taylor had a negative view of the social aspects of the work, and believed that whenever the staff worked collectively, the efficiency of each of them fell to the level of the weakest member of the group. Many managers saw his methods as unimpaired in their power and authority. Baharestan [5] in his article compares the relationship between human relations in Islamic management and conventional management, which achieved the results of Table 4.

Table 4: Comparing human relationships ^[5]

	Identification	Accept	Agreement	satisfaction	Encouragement and favorable spirit	Growth and Sustainability
Conventional management	Human needs and motivations	Expertise	Based on expedient relationships	It depends on the pleasures of instinct	By providing material supplies	Efficiency and productivity of the organization
Islamic Management	The nature and dimensions of human existence	Rights and human dignity	Based on human relationships and faith	Based on God's satisfaction	By providing the expediency of affairs	Perfection and excellence of man of affairs

In Islamic management, all decisions and goals are based on Islamic values, while in the conventional management, decisions and goals are based on the organizational-human interests. In Islamic management, the organization and its goals are the means of human development and perfection, and management is a divine responsibility. However, in the conventional management, people are the means of realizing the goals of the organization, and management is considered merely as an official. In Islamic management, people are divine trusts, and the authority and responsibility are based on divine criteria, but in the conventional management, individuals are the means of realizing the goals of the organization ^[5].

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