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A study on managerial language of Islam

Majid Daneshgar^{a*}, Faisal bin Ahmad Shah^b, Zulkifli bin Mohd Yusof^c,
Gholamreza Nuei^d, Mustafa bin Abdullah^e, Jilani ben Touhami Meftah^f, Azar
Mirzaei^g

^{a/b/c/d/e/f} Academy of Islamic Studies, University of Malaya, Kuala Lumpur, 50603, Malaysia

^g Center for Qur'anic Research, University of Malaya, Kuala Lumpur, 50603, Malaysia

Abstract

The purpose of this study is to examine the managerial language of Islam and its features. Many of Muslim scholars have declared that there are several types of managerial languages in Islamic sources. Most of Muslim countries have also applied managerial language of Islam to enhance their economical-sociological level in the world. Managerial language of Islam influences on people's actions through encouraging, warning, trusting and respecting. On the other hand, many of contemporary scholars' managerial typology is compatible managerial language of Islam such as French and Raven' (1959) typology and Naderi's (2005) power theory. This paper considered managerial language of Islam from three viewpoints, i.e. the Qur'an, tradition or hadith and scholars' viewpoints. Moreover, this paper investigated the compatibility of managerial language of Islam with some modern managerial theories and how Islam talks with people.

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1. Introduction

Ever since the dawn of human life on this planet, the Man has always sought to understand more about his environment and his abilities. In this way he reached many discoveries. Then, he developed his knowledge and territories. He tended towards the scientific issues for fixing the problems. Meanwhile, many people learned several things from their especial religion such as the way of living. One group of

*Majid Daneshgar. Tel.: +603 7967 6010; fax: +603 7967 6143.
E-mail address: daneshgar@siswa.um.edu.my

people were Muslims who referred to their scripture, i.e. Qur'an, and religious texts, i.e. traditions or *hadiths* with the purpose of finding a new way for a new life. One of the main aspects of their life was summarized in managerial category; they have used several managerial theories. In fact, it is popular among many Muslim countries to create and approve new instructions and regulations with reference to the Qur'an and tradition like the creation of Islamic banking and finance, Islamic insurance, Islamic school, and etc. Some Muslim scholars assumed that everything in regard to science is visible in the Qur'an and tradition or even can be extracted from them. The Qur'an consists of several mundane and spiritual recommendations. Hereby, Muslim thinkers assumed that all aspects of science are findable in the Qur'an; some of them have believed that the Qur'an promotes the level of human knowledge, and all types of inner knowledge or *ma'rifah* are available in the Qur'an (Whittingham, 2007). In recent centuries, Muslim scholars tried to extract, adapt and employ scientific matters with the Qur'an. Because, most of these scholars have believed that their researches are able to present the real dignity of Islam throughout the world. Such, for instance, Muslim scholars frequently made efforts and placed different topics of empirical sciences next to the name of the Qur'an such as the Qur'an and medicine, the Qur'an and biology, the Qur'an and cosmology, and etc. One of these topics is about the Qur'an and management, which researchers endeavor to clarify a relationship between the Qur'an and management. They assert that the Qur'an has a specific language entitled the "managerial language of the Qur'an", and it mostly talks about managerial power. Shafaat (2000) has also considered "the power and opposition from Islamic perspectives"; the academic journal of the *Qur'an and Science* has published an article entitled "the Managerial Miracles of the Qur'an" (Lotfi, 2010). Many scholars, hereby, considered all aspects of leadership from Islamic view. They have applied several Qur'anic verses or Islamic texts in order to prove their claims (Beekun & Badawi, 1999). Some scholars tried to apply scientific managerial theories, and adapt them with Islamic doctrines. One of these managerial theories is related to the French and Raven those who have created a managerial power typology in 1959.

2. The Importance of Research

The consideration of the French and Raven's (1959) managerial powers typology does not mean that their theory is a superior theory. But this paper considers it since French and Raven's (1959) typology is one of the oldest and popular typologies among scholars and organizations. It should be noted that the Bachman (Bachman, J.G. et al. 1966: 127-136), Student, K. R. (Student, K. R. 1968: 188-194) and Thamhain and Gemmill (Thamhain & Gemmill, 1974) have the closest typologies of managerial powers. French and Raven's (1959) division and their definitions of managerial (social) powers are close and relevant to the purpose of this paper.

3. The Managerial Language

Each category of science has a specific language, which it is a speaker for its science. One of the main languages of success in management is the language of influence and power. A successful manager permanently follows these two important factors. Influence and power elements are vital for a manager. So a manager is able to encourage workers to do the best actions. Influence is an ability to bring about change and produce results; people derive influence from interpersonal power and authority. Interpersonal power allows organization members to exert influence over others (Encyclopaedia of Business and Finance, 2001 *Gale Cengage*).

On the other hand, the power of a manager would be a social power. A knowledgeable manager is unsuccessful without using the managerial powers. As McClelland and Burnham (1976) stated that the power motive as a psychological need is to influence others toward the accomplishment of valid and accepted organizational goals (McClelland, D.C., & Burnham, D.H. 1976). Managerial powers help a manager to lead the organization and its body to the straight path in order to serve in the best form.

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