

HRM in Islamic perspective

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HRM.....an Introduction

Some of The HRM Functions and Activities:

- Hiring
- Selection
- Health and Safety
- Performance Appraisal
- Training and Development
- Compensation and Benefits (Wages Equity)

HRM.....an Islamic perspective

- Islamic Theory: “A set of perceptions, concepts and thoughts, judgments, principles and goals connected with the training of the Muslim in accordance with Islamic asset”. To understand Human Resource Management from an Islamic perspective, there should be an acceptable level of knowledge of Islamic Sharia

The basic source of Islam...

Quran

Sunnah

All the activities in Islamic HRM are based on:
Qur'an Sayings of Prophet Muhammad (SAW).

Hiring

- “One of the women said, "O my father, hire him. Indeed, the best one you can hire is the strong and the trustworthy.” (Surat Al-Qaşaş:26)

Selection

- “Do not nominate them (officers) on account of favoritism or egoism. These two attributes reflect injustice and treachery.” (Hazrat Ali Ibn Abi Talib)

Health and Safety

- “No soul shall have a burden laid on it greater than it can bear.” (Surat Al-Baqarah:233)

Performance Appraisal

- He said, "As for one who wrongs, we will punish him. Then he will be returned to his Lord, and He will punish him with a terrible punishment". (Surat Al-Kahf:87)

Training and Development

- “And prepare for them what you were able from strength/power and from the horses/horse-men ties/strings/strength, you terrorize/terrify with it Gods enemy, and your enemy, and others from other than them, you do not know them, God knows them, and what you spend from a thing in Gods sake/way is fulfilled/completed to you, and you are not being caused injustice to/oppressed.” (Al- Anfaal:60)

Compensation and Benefits

- (Wages Equity) “And for all there are degrees [of reward and punishment] for what they have done, and [it is] so that He may fully compensate them for their deeds, and they will not be wronged”. (Surat Al-Ahqāf:19)
- “Pay the worker for his work before his sweat dries” (Ibn Majah: 2443)

Conclusion Islamic HRM.....

- an initial attempt to provide managers with an effective way of dealing people. Can be applied to all humans. (not only for Muslims)
The Axis is always Humans and Humanity.
(Basic Entities of HRM) Doesn't present an HRM model only but also a complete Life Code. A prerequisite for Muslim managers. Also helpful for Non-Muslim managers. Influences the perceptions of employees.