Construction of scale “Audit of deeds” based on the Quran and Hadith: A Serious mission for Muslim scholars in the direction of quality Development of Human Resources

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Abstract

In modern times, human always have been looking in order to develop their society, has paid attention to organizational development through human resource development. current time most researches have been focus to promote staff training, salaries, communion and etc, among has been taken less attention to position of human religious and spiritual as one of the developing indicators of human resources. This paper attempts with theoretical approach to attract view's Muslim scholars to the construction and measuring religious behaviour and deeds as one of the axes of organizational and human resources development.

Keyword: Construction of scale, Audit of deeds, Quality development of human resource

Introduction

In modern times, human always have been looking in order to develop their society by creating their own path and have created several organizations, to promote and develop its activities; And to achieve this goal, a lot of research and theory has been formed. In recent three decades humanities scholars have paid attention in the field of organizational development, human resource development, and many studies have been done as well as many works have been written about it. For example: Rouiller & Goldstein (1993), Armstrong, M. (1993), Noe, R. A. & others (2000), and Drucker, peter (1950,1999,2002,2007).

However, up to current time most theories, researches and operations have been acting to promote human resources and the effectiveness, faced to how organizational management, staff training, salaries, participation and etc. (Rouiller & Goldstein, 1993). Although the results of research on the above cases caused managers of organizations to develop appropriate methods of human resources in organizations and with the subsequent development in communities, but less attention to management and organizational research to position of human religious and spiritual as one of the developing indicators of human resources has been taken.

This paper attempts with theoretical approach to attract view's Muslim scholars to the construction and measuring religious behaviour and deeds as one of the axes of organizational and human resources development.

Law of Diminishing Returns
Motion of the material factors of development toward human development concept

Today, the concept of development is used in many sciences. And different interpretations and perceptions have been used. This difference is because of social and economic development events in each part of history. Development shall initially had little effect, meaning that development and underdevelopment of societies in theories and policies of societies in classical and neoclassical thinkers of Social Sciences - Economic are slightly different with each other based on capital accumulation analysis. Their main capital development were to consider the human factor as a production factor, were allowed to place second. For example; Adam Smith (1776) was relying on the key concepts as invisible hands, the division of labor, capital accumulation and market expansion (Quoted: Salimifar, 1382). Ricardo (1817) raised theory of “Law of Diminishing Returns” which believed led to capital accumulation and development. (Dorfman, 1991). Twentieth century scholars developed models with small differences, which had similar situations. Such models of Development; Harvd - Dovmar (Harvd, 1939; Dovmar, 1946) Tobin - Solo (Solo, 1956; Tobin, 1965), Kaldovr (1957) and Dovzenbry (1958), (Roznshtyn, 1958), (Hyreshman, 1958). (Azad, 2008)

After nearly half a century of proposing development of subject matter, especially views of the past two decades, according to some human needs, quality and human development defined more human-oriented. Schulitz (1961) and Harbysen, (1978) are the first people who focused the concept of human capital as its agent for development. This view made to review the concept of capital and investment. Continuous efforts of Harbysen (1973) reduced unquestioned dominance of capital accumulation as a major cause and trend toward development of human resources emerged. In this view, the optimum use of manpower and human resources development should target the most important and fundamental concern of development. If these two goals are to be ensured, achievement of economic development and high living standards will be possible (Roza nezhad, 2007).

Followed in 1980 Rovmer raised endogenous growth models. In this theory, the general concept of capital includes human capital, respectively, and both technology and human capital as endogenous variables in the model development were considered. Then the role and importance of manpower for development gradually was emphasized until the concept of human development in 1990 was used by Martya Sen and Mahboob Haq for Development Report of United Nations Development Programme (UNDP, 1991). Thereafter, in annual reports of the United Nations Development to assess Human Development, some index of HPI, HDI and GDI includes variables literacy, health, education, longevity; gender and income were used. In these indicative, manpower found as factors to promote development. Of these evolutions, a central approach to human or human capability which was considered in 1980 by Amartya Sen (Sen, 1981), in the 1990's was introduced as a new approach to develop (Sen, 1997). According to this approach, the position of the human promoted from a factor of development to the doer of development.

Development in Islamic concept

On Islamic cognition's views, best word similar to "Imran" is "to build". Islamic faith has introduced it as one of its goals for creation of man on earth. God in the Holy Quran quoted from one of his prophets to his people:
“And to Samood (We sent) their brother Salih. He said: O my people! serve Allah, you have no god other than He; He brought you into being from the earth, and made you dwell in it, therefore ask forgiveness of Him, then turn to Him; surely my Lord is Nigh, Answering”(Al-Hud,61) or Imam Ali (as) has quoted a hadith from the Prophet that he said: “Maintaining of the ties of affinity, builds lands and make lives longer, though people of that land are not very good.”( Majlesi, 1627, V 71, P 94)

In Islamic perspective, Development from which the concept of "Imran" is mentioned, it is a multidimensional concept. One of its dimensions is physical; this dimension focuses on increasing material resources through the expansion of trade in agriculture, animal husbandry, industry and etc. Its other dimension is spiritual. It means development or the "Imran" which gives recognition as a result of a moral, emotional and social movement. God in the Holy Quran affirm: “And if the people of the towns had believed and guarded (against evil) We would certainly have opened up for them blessings from the heaven and the earth, but they rejected, so We overtook them for what they had earned”(Al- Araf, 96)

From expression of this verse can be understood, the spiritual influence of people's behavior, has material result for them. In other words, if people have faith, God will descend them material blessings. Thus the term "Imran" in Islam is a spiritual and also material truth. In other words, Islam in both aspects searches for development of the man.

Imam Ali (AS) stated: Two days being same is a loss for anybody who does not change their acts in these two days. (Vasael al-Shia, 1952, V 16, P 94) The above verses and hadiths express this topic that Islam is continuously searching for human who must have its own effectiveness and positive development in his life.

**Consideration to Human Resource Development in organization; move from materialism objectivity to spiritual subjectivity**

Western scholars have been trying to close the development concept to its Islamic meaning in recent years. They found this experience that, even though with so much development in different dimensions of society, but they failed to gain development in the internal state of human. Official statistics released about the social and psychological damage in West tale of the lack of inner and spiritual development of human resources. So from a few decades ago, extensive researches in the field of religion and its relationship to human intellectual development (that mostly it was included aspects of religious psychology) have been undertaken.

Hill and Hood in recent decades have proceeded to build scale in psychology of religion base on Christianity. In addition, they have introduced more than 120 scales for the study of psychological and behavioral conditions of man in their book (Hill, P.C- Hood, RW, 1999) Gradually, some parts of the researches has proceeded through analyze of relationship between the religiousness and mental health toward, discovery of the relationship between religiousness of the people and his activities career development.

It is believed that the development of individual spiritual is evident in much development of his Everyday activities, particularly his career and professional development. Peter Drucker the father of modern management science relies on to spiritual roots of religion for individual development and enhancing the self-efficacy of the human. He expresses with tendency to Confucian’s spirituality that: “ Confucianism is the most apposite ethical approach pertinent to organizations and their actions”. In further description of this issue’ He says:
“.....But there is another non-Western ethics that is situational. It is the most successful and most durable ethics of them all”: the Confucian ethics of interdependence.

Confucian ethics is a universal ethic in which the same rules and imperatives of behavior hold for every individual. This is no 'social responsibility' overriding individual conscience, no cost-benefit calculations, no greater good or higher measure than the individual and his behavior. In the Confucian ethics, the rules are the same for all”. (Cunningham et al, 2005, 232)

Drucker views the development of large-scale formal organizations and the concomitant rise of the managerial class as the most significant developments of the 20th century, which makes the management of interdependent roles and relationships a central ethical challenge. Confucius, and the early Confucians, understood human relationships as based upon hierarchy, interdependence and personal ethics. (Ibid)He writes with more emphasis in the book Landmarks of Tomorrow: “the individual needs the return to spiritual values, for he can survive in the present human situation only by reaffirming that man is not just a biological and psychological being but also a spiritual being, that is creature, and existing for the purposes of his Creator and subject to Him”. ( Drucker, 1996,265)

Drucker (1999) in addition, with accentuation about returning toward the spiritual values in his book“Management Challenges for the 21st Century”, he also gives consideration to the individual development. Concept of self- management of individual in organization is represented as individual development. He believes that in the human society in future, all of people must learn to manage by themselves, and be manager of them.

Drucker argue, we should not look at how people do things, but should consider at the results they achieve. Just as you should your own strengths, you should have your people do the same. And remember that development is an individual process. You don't develop people; you attempt to develop person.( Drucker,1999, 18-19,111,157-158)

Considering what was said, obviously in Drucker’s views, those people who refer to ethical values are developed. In his idea, these people can play role in productivity and efficiency. Drucker relies more on to ethics than the financial issues in the field of productivity and efficiency, as in the book of The New Society says; “The major incentive to productivity and efficiency are social and moral rather than financial”. (Drucker, peter, The New Society, 1950,p 49)He writes in his book, Practice Management (1954), with emphasis on the effectiveness of human resources that: “The improvement of human effectiveness in work is the greatest opportunity for improvement of performance and results” (Drucker, 2007,p 227)

From Drucker's speech it can be understood that; effectiveness is achieved when people's performance get improvement. In fact, can be claimed human performance improvement in all aspects his life especially in business affairs depends on his religious and spiritual development.

Up to now, efforts of western researchers in the humanities science area have spent a lot of time and efforts, to study and make scale for tendencies, attitudes, behaviour and psychological status of human. Another section of researches of the western behavioural Sciences scholars and sociologists has done about the relationship, role of religion, faith and spiritual with job satisfaction, workplace satisfaction, and etc.... to finally be able to use material gains in the organization through the scientific results obtained.

Meanwhile one of the factors that had been considered less than other factors, and also little empirical research has done about it, is making attention to the rate of behaviour and deed of human resource’s religiosity and spiritual on the Individual development and its role and relationship with organizational development has been.
It should not be forgotten that, researches which have been performed in this area, mainly have been based on Christian concept and religious experience of the Western researchers. However, their research results indicate the role of religion and its relationship with various elements and organizational factors. For instance: Duffy (2006), found a limited amount of empirical and theoretical work connecting religion and career-related variables. He described a number of potential research directions for this area of study, including analyzing both the direct (e.g., choice of a religiously oriented career path) and indirect ways an individual's religion may relate to their career development. One of these indirect paths concerns the role and function of religious support (Duffy, 2006.). Also, Duffy also expresses in another study: From a career-development perspective, religiously has been related to social justice work orientation, finding meaning in one's career, and viewing careers as vocations or callings, as well as confidence in making career decisions. (Duffy, 2005). Religiousness has also been found to serve as a coping mechanism for academic and career difficulties (Constantine, Miville, Warren, Gainor, & Lewis-Coles, 2006).

The other studies which are not very similar named as:
1-Workplace Religious Expression, Religiosity and Job Satisfaction (James E. King; Ian O. Williamson 2005).
2-Examining the relationships of spirituality and religiosity to individual productivity in the United States(y Valasek, Anthony J., Jr., 2009).
Williamson’s result of research were found that the relations between an organization's stand and an employee's desire pertaining to the approval of workplace religious expression had the most significant influence on job satisfaction.

Audit of deeds: a way towards development of human spiritual and religious

Author believes the Quran and Hadith are valuable sources and capital in the field of anthropology and valid introducer from internal features of human. Regarding to this fact, serious mission of Muslim scholars could be making a scale for studying man’s behaviour and deeds with usage of the quantitative techniques on the humanities. One of those scales could be construction of scale as “Audit of Deeds”. Because auditing person of himself/ herself deeds and behaviour can cause be high understanding to self. Therefore, this cognition of self can help to the intrinsic and spiritual development.

In the Quran, Allah always has issued a lot of command for guiding human, at the same time he warned about both the everlasting life and audit in the day: “Then surely upon us is the taking of their account “(AL-Ghashiya ,26) “ So, by your Lord, We would most certainly question them all, As to what they did .“(AL-Hijr, 92-93) “Will be questioned as to what you did “(AN-Nahl, 93) Where other, the God warned to the man her neglect and near to the Doomsday.” Their reckoning has drawn near to men, and in heedlessness are they turning aside “ (AL-Anbiya,1)

One of the main quranic commands, that somehow control the other commands of God, is the commandment about Auditing the actions of themselves in world before his death and his arrival to World of hereafter. “O you who believe! be careful of (your duty to) Allah, and let every soul consider what it has sent on for the morrow, and be careful of (your duty to (Allah; surely Allah is Aware of what you do “(AL-Hashr,18) Also, The holy Prophet of Islam (S.A) accents upon the auditing of human to his actions in this world before his death. To own
account to attend before your account do and own actions to weigh before your actions do weigh. (Reyshahri, V.3, P.78)

A wise man is the one who calls himself to account (and refrains from doing evil deeds) and does noble deeds to benefit him after death; and the foolish person is the one who subdues himself to his temptations and desires and seeks from Allah the fulfilment of his vain desires. (Ad-Dimashqi, N.2461)

The god in the Quran offered life direction, for guidance of human, at the same time he warned about both the everlasting life and audit in the day: “Then surely upon us is the taking of their account “ (AL-Ghashiya,26) “ So, by your Lord, We would most certainly question them all, As to what they did “(AL-Hijr,92-93)” Will be questioned as to what you did “(AN-Nahl,93)

According to emphasis of the Qur'an in this regarding, having a good scale for the assessment of deeds and behavior to Muslims is a methodological necessity. In fact, this cognitional view (Along with other factors said management scientists) can lead to the unfeigned development of human resources.

Conclusion

Overall, according to performed investigations and studies length of time, scientist’s humanities viewpoint have evolved from concept of material development to human development and then to spiritual and religious development of human. it is an appropriate opportunity until Muslim scholars to accept the new mission.

This paper recommends according to the ability of Islamic texts (Qur'an and Hadith) in the field of Human Resource Development, Muslim scholars should be proceed to investigating for constructing of the self-assessment scale regarding measuring deeds and behavior of individuals in line organizational development. In the other hand, made scales based on the Quran and the Hadith and its reliability and validity can lead to the discovery ways regarding spiritual and religious human development that in ultimately will help to organizational development in the modern world. In addition, it can discover made scale overlap based on the Quran and Hadith with the existing scales in another religions.

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