Spirituality in Management from Islamic Perspectives

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IIUM PRESS

Spirituality in Management
from Islamic Perspectives

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IIUM Press

Published by:
IIUM Press
International Islamic University Malaysia

First Edition, 2011
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Perpustakaan Negara Malaysia Cataloguing-in-Publication Data

AAhad M. Osman-Gani and Suhaimi Mhd Sarif
Spirituality in Management from Islamic Perspective
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Include index
Bibliography: p. 149
ISBN 978-967-5272-94-3

ISBN: 978-967-5272-94-3

Member of Majlis Penerbitan Ilmiah Malaysia – MAPIM
(Malaysian Scholarly Publishing Council)

Printed by :
IIUM PRINTING SDN. BHD
No. 1, Jalan Industri Batu Caves 1/3
Taman Perindustrian Batu Caves
68100 Batu Caves
Selangor Darul Ehsan

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Spirituality in Management from Islamic Perspectives

Organisations are continually searching for methods to improve work environments and workplace relationships. Both academic scholars and employers have recognized that employees are now looking for soul enriching fulfillment at work. Management scholars are taking urgent steps to include spirituality studies in responding to this trend, particularly after the recent episodes of ethical and moral violations through many financial scandals in the corporate world. Spirituality in workplace is now gaining prevalence as a mainstream topic in management theory. Although Spirituality has been studied from several religious perspectives, very little research has been done from Islamic perspectives, and no book or major publication is available that covered the Islamic religious issues which are closely related to spirituality studies. This book, *Spirituality in Management from Islamic Perspective* attempts to fill this gap, and presents the functions, roles, and purposes of spirituality studies based on the learning from the Islamic religious scripture (Holy Qur 'an), and teachings of the prophet (Ahadiths). The book covered several major areas of organizational management (e.g., Human Resource Management, Organisational Behavior, Quality Management, Entrepreneurship, Business Ethics, Leadership, Human Capital Development), and discussed the implications of spirituality from Islamic perspectives on these areas. The various chapters of the book presented several conceptual models, which were developed based on extensive reviews of relevant literature. Those conceptual frameworks would help future researchers in designing new research agenda for studying the effects of several independent variables on relevant dependent variables of individual and organizational performance. The conceptual frameworks may also help managers and policy makers to understand the potential impacts that spirituality might have on employee performance, and thereby management could be inspired to nurture and develop employees' spirituality at workplace for enhancing ethical standards, integrity, and commitment to work. Hopefully this book will trigger substantial research interests among the readers for conducting empirical research in future, results from which would provide significant contributions to the contemporary Management literature.

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ISBN 978-967-0225-41
9 789670 225418