Spirituality in Management from Islamic Perspectives

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Spirituality in Management
from Islamic Perspectives

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Spirituality in Leadership from Islamic Perspective

Lokman Effendi Ramli and AAhad M. Osman-Gani

Abstract

Scholars and practitioners concluded that effective leadership behaviours can facilitate the performance improvement when organisations face the new challenges. It is widely believed that leadership creates the vital link between organisational effectiveness and people’s performance at an organisational level. Organisations are looking for new type leadership in today’s dynamic business environment. In the past, leadership has been studied extensively from various different perspectives. But, the effects of leaders’ individual spirituality and religiosity on performance has not been studied sufficiently, particularly from Islamic religious perspectives. Since spiritual leadership from Islamic perspective is a new area that needs to be explored intensively, this chapter presents a conceptual model of spirituality in leadership from Islamic perspective, based on intensive literature review and analysis. The chapter also provides some recommendations for future research in the areas of spiritual leadership and Islamic leadership style, which will make new contribution to the existing knowledge of leadership.

Introduction

During the past four decades, the impact of leadership on organisational performance has been a topic of keen interest among academics and practitioners because of the widespread belief that leadership significantly effect the performance of organisation (Cannella, Gorman, Rankin & Rowe, 2005). Scholars and practitioners suggest that effective leadership behaviors can facilitate the im-