

**READINGS IN STRATEGIC  
MANAGEMENT AND BUSINESS  
ETHICS FROM ISLAMIC  
PERSPECTIVES**

*Edited by*  
**Suhaimi Mhd. Sarif**



**IIUM Press**

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## CHAPTER 5

# BUSINESS ETHICAL MANAGEMENT SYSTEM FROM TAWHEEDIC PERSPECTIVE

Suhaimi Mhd Sarif  
Mohamad Diniy bin Moktar  
Ali bin Osman  
Affandy bin Azmi

### ABSTRACT

*This chapter examines business ethical management system from the Islamic point of view, specifically Tawheedic perspective. It explains the meaning of Tawheed in Islam which is the Unity of God. It also relates the management to the Islamic leadership in an organization which explains three element of a leader should have which are humility, responsibility and accountability. Besides that, it explains the differences between conventional management and Islamic management, the vision of Islamic management and also the capabilities of Tawheed as problem solver in current management crisis and problems. As a servant of Allah, man must work towards what Allah has commanded and prohibited in order to be vicegerent of Allah (khalifa). Furthermore, it also argues the importance of management system to be in line with Islamic perspectives and also organization management in Islam. Decision making in management should be integrate with Islamic perspective which incorporate with Islamic views such as goodness, righteousness and lawful.*

### INTRODUCTION

Management system is one of the most important elements in an organization. Managing an organization need a very high skill. We can see that there are many companies or organizations that practice management in wrong way that lead to many consequences. For examples, there are many issues regarding the bribery of the top management on newspaper, television and others mediums have been raised up to the public view. This show the current management system is having problem as their acts might give a huge impact to the society directly or indirectly. The root of the problem we can see that is not regarding to lack of education or training but rather the awareness and consciousness in any actions taken by the top management towards the public and other creatures. So, the objective of this paper is to explore and to relate management system based *Tawheedic* paradigm.

The Islamic management is based on the *Tawheedic* paradigm which means the Unity of God that combined both physical or worldly aspects and spiritual or hereafter aspects in management. It has been practiced since the age of Prophet Muhammad (peace be upon him) which based on the Holy Quran and *Hadith* of Prophet as the sources. So, any problems or issues happened during that time were solved by referring to the Holy Quran and *Hadith* of Prophet Muhammad (peace be upon him). This is the reason why *Madinah* has been one of the most successful countries in that time. So, as Muslim, we should take that as our model to become a successful organization by following and stay away what Allah swt and our Prophet Muhammad has permitted (*lawful*) and prohibited (*haram*).