The Role of Tawhidic Paradigm in the Transformation of Management System

Suhaimi Mhd Sarif & Yusof Ismail
Kulliyyah of Economics and Management Sciences, International Islamic University Malaysia
Phone: 03 6196 4736 Fax: 03 6196 4644 E-mail: suhaimims@iium.edu.my

ABSTRACT

This paper explores the critical importance of Tawhidic paradigm in transforming a management system. It proposes a general model that may be adapted by any types of organizations – business, governmental, political, or social. The paper proposes basic components of the paradigm and illustrates the application of selected aspects of the components in a typical firm. The conceptual study discusses the major components of the Tawhidic paradigm (Unity of God) and provides illustrations that help link the spirit of Tawhid with management function: planning, organization, leading, and controlling. All of the managerial functions should ensure that they are integrated with the ethos of Tawhid which harmonize other worldly (Al-Akhrah) and worldly (Al-Dunya). With this spiritual awareness the evolving and continuing management system will be achieving the firm’s mission and objectives by implementing mutually reinforcing values referred to as promotion of goodness (‘amr bil ma’aruf) and prevention of evil (nahi anil munkar). The proposed framework makes continuous learning both of the Deen and one’s career an important prerequisite for the successful maintenance of a harmonized organization.

Keywords: Islamic management, transformation, Tawhidic paradigm, and management systems

Type of paper: Conceptual

A. LITERATURE REVIEW

B. RESEARCH OBJECTIVES, QUESTIONS & METHODOLOGY

Research Objectives
1. To explore the critical importance of Tawhidic paradigm in transforming a management system,
2. To propose a general model of management system for any types of organizations, and
3. To propose Tawhidic-based management system.

Research Questions
1. How Tawhidic paradigm transform Islamic management systems?
2. What are the components of Tawhidic paradigm that are compatible with management systems?

Methodology
Content analysis on key literature on Tawhidic paradigm and management systems.

REFERENCES