Spirituality in Management from Islamic Perspectives

Edited by
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Spirituality in Management
from Islamic Perspectives

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Contents

About the Editors vii

Preface viii

Chapter 1
Implications of the Taqwa on Organizational Citizenship Behavior 1
Naail Mohammed Kamil, Mohamed Sulaiman, AAhad M. Osman-Gani and Khaliq Ahmad

Chapter 2
Junaidah Hashim

Chapter 3
Workplace Spirituality and Human Capital Development from Islamic Perspective 87
AAhad Osman-Gani, Junaidah Hashim and Zaireena Wan Nasir

Chapter 4
Spirituality in Business Ethics from an Islamic Perspective 154
Suhaimi Mhd Sarif and Yusof Ismail

Chapter 5
Knowledge Sharing in Islam: Implications for Practice in Organisations 155
Zubeda Abdul Hamid

Chapter 6
Spirituality in Entrepreneurship from Islamic Perspective 191
Zulkarnain Kedah and Isa Mohammed Adamu
Chapter 7
Lean Management and Islamic Perspective: Convergence in Diversity
Noor Hazilah Abd Manaf and Ibrahim Zein

Chapter 8
Spirituality in Leadership from Islamic Perspective
Lokman Effendi Ramli and AAhad M. Osman-Gani

Chapter 9
Management Models from an Islamic Perspective
Rodrigue Fontaine

About the Chapter Authors
CHAPTER 3

Workplace Spirituality and Human Capital Development from Islamic Perspective

AAhad M. Osman-Gani, Junaidah Hashim and Zaireena Wan Nasir

Abstract

At the backdrop of many corporate scandals and ethical violations in today’s corporate business environment, managers and policy makers are looking for new ways of managing and developing people with appropriate interventions. Research shows that employees are also looking for soul enriching fulfilment at work by exploring new meanings of working in organizations. In this regard, workplace spirituality is getting increasing attentions from employers and the employees. But, not much empirical research was done to study the effects and implications of spirituality on relevant variables of interests. Particularly, no study was found that investigated spirituality at workplace from Islamic perspectives. Moreover, the effects of HCD/HRD interventions that could help in enhancing the degree of employee spirituality was not studied. This chapter proposes a conceptual model showing the relationships and effects of several variables on spirituality by reviewing the existing literature of spirituality and other relevant areas. The chapter also highlights the implications of the proposed model for future research and for professional practice.

Introduction

Organisations continually search for methods to improve work environments and workplace relationships. Both academic scholars and employers have recognised that employees are now looking for soul enriching fulfilment at work, and in some cases employers also