



HUMAN RESOURCE MANAGEMENT AS A UNIVERSAL MORAL MANIFESTO TO UPHOLD WORKERS' RIGHTS: AN ISLAMIC PERSPECTIVE

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Abstract

This paper is an effort to show the importance of Human Resource Management (HRM) in the light of Islamic teachings. Islam is a way of life, not just a religion. Its meaning is an absolute submission to Allah in all realm of life. Muslims' intentions, actions and life style are designed by the precepts of Holy Quran and Holy Teachings of Prophet Muhammad (PBU). Like other nations, Muslim Ummah is brought to light into the forces of globalization too. This paper highlights Islamic principles related to Human Resource Management (HRM) activities such as recruitment, appointment, self-worth and appraisal, training and education, and indemnity and wages, findings and conclusion etc.

Keywords: *Globalisation, Human Resource Management, Islam, Quran, Prophet.*

Introduction:

Human Resource Management (HRM) takes part in making organizational effectiveness by guaranteeing the flawlessly application of human potential. HRM includes its key functions like recruitment, selection, training, performance appraisal and compensation in modern perspective of an organization.

In spite of the fact that the contemporary management theories largely make an influence of the HRM discourse, Islamic teachings give an invitation to understand its holistic, ethically and morally based architecture for human resource management, baseline in principles of justice, equality, accountability and respect for human dignity. Islam is not just merely a religion but a complete way of life and existence extends its principles for guidance that contain not only spiritual matters but also social, economic and organizational liaisons. In the teachings of the Holy Qur'an and the Sunnah of Prophet Muhammad and His Holy Progeny

Kalam's Vision

MULTIDISCIPLINARY AND MULTILINGUAL INTERNATIONAL JOURNAL

(Biannual Peer Reviewed Refereed Research Journal)

Volume: 01, Issue: 1, Year: 2025 (July- December)



(PBU), this paper evaluates the relevance of Islamic principles to the modern Human Resource Management and reflecting their pivotal function in raising fair, transparent, and humane practices with the accompaniment of globalization and contemporary organizational challenges.

Recruitment:

Islam expounds its recruitment system stand on justice and equality. In Islam, recruitment is processed with providing equal opportunity to all candidates and employers are duty bound to advertise for the post publicly to convey the message about job requirement. That's why information should be disseminated to assist and assess the candidate for the post.

Allah says:

Allah doth command you to render back your Trusts to those to whom they are due; and when ye judge between man and man, that ye judge with justice. ¹

After going through the advertisement of vacancy, candidates should apply as per their capabilities. They should always provide correct and accurate information in their application about his academic as well as professional and social profile.

Allah says:

And cover not Truth with falsehood, nor conceal the Truth when ye know. ²

Appointment:

Islam always recommends a biased free, fair selection system. Appointment or Selection should be taken place on the basis of capacity, capability, quality, knowledge, skills, experience and self-oriented or somehow readiness to change according to the change in the environment of the organization.

Prophet Mohammad scolds with considering as violation of Allah's command those who appoint incompetent people.

Hazrat Ali bin Abitalib, the caliph, said:

The selection based on favoritism or egoism is equivalent to injustice and treachery. ³

That's why Islam believes that the appointment must be done on the basis of merit, not relation or friendship. So, it should never be taken place because of caste, creed, family background, culture, religion, sect and nationality etc. It should be fair on the basis of individual assessment.

¹AL-Quran: 4:58

² AL-Quran: 2:42

³Syed Agil (1997)

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Self-Worth & Appraisal:

Islam emphasises that employees must be perfect in their assigned work and employers must be appreciated them to restore encourage and motivate others so that organization can get a best performance of their workers. In other words, efficiency is always appreciated anywhere and every one should know self-appreciation and self-worth. Allah says:

Nay, man will be evidence against himself⁴.

One who able to except change and want to adjust with the changing environment is also a good employee for the organization.

Training and Education:

Islam comes up with training to improve and make perfect management, officers and subordinates with knowledge, skills and attitude of people at all levels, because of Knowledge, Allah exalted and elevated status of human being as vicegerent of Almighty on his sacred land and also among human beings bestowed higher status to the knowledge person.

Allah says:

Are those equal, those who know and those who do not know? It is those who are endued with understanding that receive admonition.⁵

Islam does not confine knowledge to religion, it has broad vision to develop skills and increase knowledge how appropriate to accomplish ones job according to the terms of employment commitment.

Indemnity and Wages:

Here, we would like to elaborate our views in the words of Ali Al-Khatani:⁶

Islam has laid special emphasis on compensation. According to Ali (2010), in early years of Islamic state, compensation was governed by:

⁴AL-Quran: 75:14

⁵AL-Quran: 39:9

⁶International Journal of Recent Advances in Organizational Behaviour and Decision Sciences (IJRAOB) An Online International Research Journal (ISSN: 2311-3197)

2014 Vol: 1 Issue 3 www.globalbizresearch.org An Application of Islamic Principles in Building a Robust Human Resource Management System (In Islamic Countries)-Ali Alkahtani.

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MULTIDISCIPLINARY AND MULTILINGUAL INTERNATIONAL JOURNAL

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1. Fulfilment of contract between employer and employee,
2. Differential in wages according to the level of competency and situation of employees
3. Fixation of wages in advance and immediate payment after completion of work,
4. Increment in wages according to circumstances,
5. Sufficiency of wages to fulfil employees living needs, minimum wages system.

Islam disdains favoritism in setting compensation and wages, and exploitation of labor, particularly in labor abundant markets. Compensation should be fair to both employers and employees (Ali, 2005; Ahmad, 2007; Hashim, 2010) and compensate workers fairly for their work in such a way that they meet their basic needs and attain desirable living standards (Khan, Farooq, & Hussain, 2010).

According to Hashim (2010), it is incumbent on the employer to inform employees about compensation and wages. Prophet (PBU) said, “whomsoever engages a worker on work should mention the wages in advance”.

Findings and Conclusion:

In order to recognize the importance of work, Islam has honoured labourers and workers as status of high repute. It convinces human beings to make an engagement in economic activities and follow up personal and social welfare.

Islam expounds its recruitment system stand on justice and equality. Employers are duty bound to advertise for the post publicly to convey the message about job requirement with relevant detail to all, irrespective of caste and creed, religion and belief and race and colour etc.

Applicant should always provide correct and accurate information in their application about his academic as well as professional and social profile. Truthfulness and transparency should be made to exchange and share information from both sides for securing employee-employer interests.

Selection and appointment process should be fair and transparent and any kind of crime against the principles of human welfare should be considered as a breach of commandment of Almighty and holy Prophet and human world etc.

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Through the performance appraisal, we can easily and mutually bring about fairness and trust between employees and employers.

Islam considers the training centres as the best platform to make better coordination, cooperation and support for each other and together.

Islam encourages an arrangement of indemnity and wages to foster an interest of contribution in workers hearts to overcome their task towards organizations and safeguards their decent life in particular and honourable status in human world in general.

This is a great contribution of Islam to establish the real concept of Human Resource Management in the mind of human beings as well as our society, so that everyone can easily understand that HRM is a property of entire human nation, not a monopoly of black sheep which Islam has declared at large.