

The Style of Islamic Leadership with Emphasis on Taha Surah

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Abstract. The Quran is the best resource for learning human ways of life. The Book of God, in its various verses has shown the prophets' different styles of leadership, in conducting human life and its consequences. In today's world, management as a science, technology and art of organizing, planning, leading and guiding and controlling, human resources, finance and value, is a very important. Western theorists have proposed several theories about leadership and management. Each of these theories focuses on especial aspects of management and leadership. While reading the Quran, we understand that the management principles in the Quran are very comprehensive. This study attempts to review the management principles in the verses of Qur'an about the Prophet Moses (p.b.u.h) in Sura Taha, in leading Jewish people and compare them with Western theories about management. The main aim is to show comprehensiveness and completeness of the Islamic teachings in the field. The method of research is descriptive; and information is gathered by studying holy Quran.

Keywords: Quranic Teachings, Principles of Management, Guidance and Leadership Patterns, Moses (Pbuh), Sura Taha.

1. Introduction

Although there are lots of references to the condition of management in organizations and communities in Quran verses, it seems that investigation on the place of managerial values in the life of great prophets has been done less than what it really deserves. In fact, prophets as the manager of human societies had been relied on values that paying attention to them can be effective in managing process of modern communities. Among Islamic texts and resources, The Quran is a book that makes people think right, and keeps them away from wrongs. This scripture is the best and greatest Islamic source, and the leader of all human beings. In fact, certainly it can be said that the most basic source of Islam is the Quran from which dignified management concepts can be extracted through pondering Management is considered as one of the most effective and key issues in the world today, and its increasing role in promoting and improving the administration is undeniable and tangible. Within the light of Islamic illumination in the recent decades, the development of a managing system emanating from Islamic principles and values as well as deep comparative studies is inevitably necessity. One of the holy prophets who stands in Aulol Azmultra is Moses (God peace upon him). The name of Moses comes in holy Quran 136 times and the story of his message is the biggest Quran story; it is mentioned on more than 30 Sura and more than 100 times about Moses and Pharaoh and Hebrew. If we study the verses separately, we will see that this repetition has not only a philologist aspect but also in each Sura in accordance to the content of the Sura, as an evidence and sample, point to Moses' story. Based on Quranverses, the secret of prosperity of Moses is his managerial strategies. To percept, understand and also analyzing these policies, increases the capacities of human being on managerial presentation and rise the achievement to the success. Moses and his story is watching in several other Quran sura. In each of this sura, the managerial aspects of him and his function are mentioned repeatedly. Soul-searching on this presence in each part of Quran, shows key and essential points in managerial domain. This following article wants to emphasis on Tahasura, investigate some aspects of Moses' managerial strategies and its aim is to present that managerial strategies in addition of essential characteristic of management are mentioned in introduced theories consist of some features that oversight in those theories.

2. Theoretical Points of View

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Management is considered as that process for solving problems related to supply organizational aims well base on and through efficient usage of rare and secure sources in an alternative environment.

The most important classification for management functions is as below:

1-planning 2-organization 3-human resource management 4-leadership 5-reaction and control

Authorities in management filed believe that each social institute (political, industrial, commercial, service, cultural, educational, religious, military, and governmental) that is governed by human resources should be responsible of managerial functions. These functions are common and authorities call them "organizational functions or elements". These functions are as below: Planning, organization, conduction, control. Henry Fayol, a French industrial person, considers five functions for all managers as: leadership, adoption, control and regulation, planning and organization. Authorities of management look at social system and rename management duties in accordance to material facilities and human affairs into 5 functions as: planning, organization, leadership, control, and centralize facilities.

Hersy and Blanchard describe conducting and leadership as impact on people in performing their duties heartily. Simply, leadership is a process in which the manager of the organization tries to reach the organizational aims based on effective communication and doing their useful functions. Dayvis mentions 4 features for leaders as:

- Intelligence: surveys show that the average intelligence of successful organizational managements is more than those of their pioneers and employees.
- Social maturation and view extant: leaders are so stable on emotional factors and have self-esteem and have vast points of view about their surroundings.
- Motivation to reach to aims: leaders have powerful motivation to reach success and search it almost of the time.
- Humanism: humanism and emphasis on values is another clear feature of leaders.

3. Research Hypothesis

Considering above mentioned theories, the hypothesis of this theory is that, management functions of Moses, as introduced in QuranespecialyTahaverses, in contrast to western points of view has unique features.

4. Review of Related Literature

4.1. Organizational leadership

Leadership factors are different in accordance with leaders' characteristics. These factors are various based on theorist. Each theorist considers special aspects and pays more attention to them.

Except before mentioned theories, one of the basic management functions totally is leadership and control of human resource. This duty, the attempt of management for producing motivation in lower-levels employees in order to reach organizational aims, has a high relationship with the person and society values. The duty of management consists of: leadership, motivation and communication. We have a lot of issues about this topic in an organization and also we have several definitions based on the one who has defined them. Leadership means to impact on people and society in a way that they do their duties interestingly.

Dubrin (2007) defines leadership as "the ability to inspire confidence and support among people who are needed to achieve organizational goals." (p. 2). Yukl (2006) defines leadership as "the process of influencing others to understand and agree about what needs to be done and how to do it, and the process of facilitating individual and collective efforts to accomplish shared objectives." (p. 8). Wenek (2003) argues that many of the definitions of leadership which can be found in the literature are either biased or laden with value orientation. She proposes that leadership is "directly or indirectly influencing others, by means of formal authority or personal attributes, to act in accordance with one's intent or a shared purpose." (p. 36). The common theme that underlies many of the definitions of leadership in the literature is that leadership involves influencing and motivating people to change their behavior or to attain certain goals.

The other group defines leadership as the authority on employee and lower order persons. In other words, this definition emphasizes interpersonal communication that should be considered based on the organizational goals. Simply, leadership is a process in which the manager tries to produce motivation and

performs an effective communication in order to facilitate organizational aims and encourage employees to act based on motivational aspects. A manager is a leader who has authority and power on his/her employees and the employees also accept his/her authority.

In this research we are going to investigate Moses' management and leadership.

4.2. Managerial and leadership factors of Moses

In Quran (Taha) verses, we have a lot of main points about characteristics and the way of management features of a responsible management and each of them are basic function of moral values. We can name functions as fluency, asking the help of God for easiness, having fluent speech for efficient communication with fellows, the art of group working, participatory management, and authority delegation and so on.

4.2.1. Fluency

To have fluency for a person who wants to act as a leader in an important organization is as like as having managerial tools. The leader should have high intelligence on his/her perception and spirituality. Thinking vast, the tolerance and patience should also be considered. Without having these abilities, a manager cannot reasonably respond to people. In fact, he/she may lose his/her control in some situations and act in a way that is not proper for the organization, employees or even the leader himself/herself.

As Imam Ali (God peace upon him) says in Nahjolbalaghe, composure and endurance against problems are essential tools for management. "Description" based on dictionary definition means "to cut down the meat" and "fluency" also means openness of heart in accordance to God light and calmness that is fall dawn from God. Description means to open the heart as if you see the perception and understandings hidden into it. Fluency is a tool for penetrating to others hearts and can be considered for other features as friendliness and tolerance, affection and kindness, and remove devils with the help of God. In other words, a person can act logically in social interactions and show affection and kindness and answer bad with good and this is considered as fluency. This feature can lead to prudence and responsibility of managers and the other things that help managers to cope with problems are spiritual stability, toleration and patience, because the manager can find a situation for solving problems. Moses had message to come to approach to save the Hebrew and took the responsibility of that community and asked God as a first and pivotal tool to accomplishing that hard and firm responsibility. He said to God "God, give me and open heart".

4.2.2. Attachment to limitless power for easiness

To facilitate the task is an essential affair for a manager. If the context and tools become more ready, he/she can gain more spiritual power. In accordance to it, the second request of Moses to God was facilitate the affairs. Moses asked God to facilitate the difficult aspects of messaging. The evaluation of himself and his skills on that message key and asked it from God too. Third request reveals his belonging to God in several aspects. by reflecting on mentioned verses, we discover two points:

1-ease of affairs is desirable. God also points to this concept in Baghareg (185), Ensherah (5and6) and Maeede (6) sura and emphasis that the rules of Islam are so easy.

2-the ease is from God. By considering God all problems will be solved. God says in Talaghsura "the one who is holy and afraid of God, the God ease the problem for him/her".

4.2.3. Fluency (proper interaction)

Speech is the best tool for communication in each organization. When we speak, the words are as same as message. The receiver is the one who receives the message. The feedback of the above process is the control of success and its amount that gained in sending message and it is clear that the receiver of message should percept the message well, or not? To have a fluent speech is useful for conducting and assembling people and give spirit to groups, and for fear and weakness of devil is necessary. One of the personal features of leaders is fluency and the attractiveness of speech. Speech can connect the manager to lower-order personnel, it can conduct managerial aims and open the way and tempt others. Before making connection, aim or destination should be sent. The message reaches from a source. Connection obstacles are each factor or reason that deviate the message reception. The obstacle of speech connection and based on Quran "tongue tie" is an event that cause to vagueness of message understanding. Then in order to have Moses'

responsibility of his tribe, he asks God a clear and obvious speech for the mass of people. Moses' understood that his skills were not enough and effective based on knowledge of his abilities. Then he asked the speech unfasten, it means to open a knot that prevent my speech. The key point is to open knot then God said in Quran "open my tongue knot (Taha 27). Moses asked God to remove his tongue knot in order to do his message and asked also the connection of himself and people in order to better understanding, to mention the truth, and didn't lead to misunderstanding. This function is the most important factor for producing effective connection; in fact, the responsibility in an organization is one of the leader responsibilities. Moses needed a fellow for fluent speech, Aaron had a fluent speech and he was familiar with Egypt and Hebrew situation and he was a good fellow for Moses and God accepted him, too (Qasas, 53). In verses 53 of Maryam sura, God mention the collaborative wants of Moses to work in his brother Aaron. We will mention it below.

4.2.4. Group work and emphasis to it

One of the secret of a manager is to have deputy and able colleague. An able manager that has able employees also can reach to organization goals. In accordance to Barron (1986), a group more than two person or more than that, people with stable interaction with same goals and consider themselves as unite. A group in relation to society means a system that consists of two or more than that which they have interaction with each other, this system act a function, and has a value for its interaction and contain a norm that distinct each group activities and regulates it. Effective leaders have self-confidence and emphasis on their efforts especially in their missions, and then they fallow the people that complete them and consider their lack and weakness. Moses searched for someone who knew about his ability and he was his brother Aaron. He was not just as a fellow but an important part of the group. As we saw, Moses feared his speech ineffectiveness and shortage. Then he found a person more capable of himself. This is a sign of an effective leader. In addition, Moses said that the meaning of constituting team was not lower down the functions but gaining help and power from other person. This team goes toward a same goal. Quran uses complex states for the two holy prophets and rementions the request of Moses for collaboration with Aaron and focuses on group work. In Quran we have repetition of communication between Moses and Aaron as a unit. He uses Aaron for boosting up skills (Taha31). He expects Aaron collaboration not as a watcher (Taha/32). Aaron was an important part of the group in Moses' point of view and not just a fellow. This fact was considered and recognized by the Pharaoh. Then after God order to Moses said "Oh, Moses, who is your two God"?

4.2.5. Setting an aim

A team should have a mission that considers a goal. Group success is defined by message clarity and group obligation. The meaning of verses 33 and 35 of Tahasura, is the consequence of Aaron participation and his leadership, we know that praise them and call them with each other has not any connection with the meaning with the previous devotion especially in opening heart and speech. Then the praise of Aaron is public praise not in solitary. Then the aim is to mention the name of God in public and invite others to God. Moses designed his message in this way.

Human should praise and name God in one aspect and build society in another aspect. The message of Moses and Aaron was to liberate Hebrew from Pharaoh and this mission was connected to God's name.

4.2.6. Authority and responsibility

Giving authority to organizational persons with considering their liabilities is a kind of authority and responsibility, and is based on organization rules and has functional aspects. Authority means having power make decision for others, people, money and organizational tools to reach goals. When God asked Moses to leave his tribe for 40 days, God put the under supervision of Aaron and conduct the society by Aaron. Having responsibility increases the responsibility for managers. Responsibility consists of functions and tasks in organization by personals in accordance to hierarchal orders when Moses came back to his tribe and understood Aaron could not prevent the tribe misunderstanding by Sameri he became so bad. He knew Aaron responsible but accepts the responsibility. This was one of the basic rules it means a manager cannot give the responsibility but also he can give the authority. It means the manager can just give authority not responsibility. Moses was angry about his unsuccessfulness and asked God to forgive he and his brother because God is the absolute kindness.

4.2.7. Change the treat to chance

Organizations always decide about plans and try to recognize the inner situation factors and also outer factors. This activity done by analyst which change the treat to chance especially on environmental variables and organization but it is essential to know that by using environmental analysis we can recognize the treats and chances but before that we should know About weakness and good points in organization and should act in a authority way. In the life of our holy prophets we can find threatening situations that have been turned to chances. Especially, in the life of Mohammad (God peace upon him) he tried to change treats to chances as like as forgiveness, reward, safety of life and wealth, contract and so on and this is the best way to improvement. The majesty of Moses feared Pharaoh and his fellows. Then, Pharaoh tried to defeat with voodoo and gathered magicians. Magicians were so determined about their tasks and gave the stage to Moses (Taha/65) and Moses humbled them (Shoara/43) and used that situation Islam and his message. Magicians believed him after they saw his majesty and they ignored Pharaoh treat.

5. Conclusion

Something that is mentioned about Moses' leadership is the authority of God values on management and uses the functions which are so scientific and managerial. In other words, if organizations use these before mentioned strategies they will reach their aims. Based on God values they can provide human upbringing and nourishment, it is true about society and organization. One of the Moses' strategies was his point of view to human and it has not any contrast with western management. If organizations want to define missions based on materials after reaching to that materialistic things the other activities and future wants can be considered hesitated.

One of the important Islamic manager features is avoidance of person-centered management. Moses' preference was rely on God in his success and his message and tries to avoid selfishness; this feature makes manager nearer to employees. In this way of management because manager consider God opinion and never fellow his personnel affair, he will be successful. This leads to have patience and never forget justice, loyalty and fairness. Something that is forgotten by western leaders. In Quran culture, there are useful instructions for management based on humanism and philosophy of life and also based on instinct has stable situation and show its effect in accordance with history, we mentioned one sample about Moses briefly. This is ignored these days. It should be cautious about values, beliefs, norms and recognize them and adopt them with management and Quran culture. Relay to spiritual virtue, is one of the motifs for following the message. The feature that we cannot see in today's managers. The presence of God and accept wants, right decision making, control on employee, fluency, softness and kindness and determination, open tongue and effective listening and respect to God, to consult and responsibility and authority in improvement and aims all of them were a brief part that we analyzed.

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