

# Management in Quran

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**Reccive:** 23/11/2015

**Accept:** 07/03/2016

## Abstract

This paper intends to give acquaintance of the Holy Quran perspectives on its rules. Customs plus societies are the points of focus in the paper with the aim of discovering their ideology of management. According to Muslims, natural belief, happiness and sorrow are to be the most important feelings in individuals and they must be experienced; hence, they need to be moderately managed. The Holy Quran provides various methods for managing human feelings. Muslims universally have a belief that the Quran is their ultimate source of knowledge. Muslims learn from the epistemology of the Quran how awareness is analyzed and managed. According to Islamic management, Islam not only covers the private life of individuals but also guides daily human activities (Fábos & Isotalo, 2014).

**Keywords:** Management, Islamic, Holy Quran

## Introduction

Islamic religion brings high impact to Muslims as being and aids them in promoting their lives as well as works. For better management in self-being and organizations,

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Muslims must adhere to the knowledge and practices of Prophet Muhammad (saw) plus his companions.

According to former Muslims civilization, the management practice was so successful that they were able to conquer almost half of the universe. Islamic management has still an increasing number of individuals who are practicing management in their businesses and daily lives process especially in Malaysia. Study currently shows that Islamic organization in Malaysia is moderate; they seem to have better understanding of the Quran teachings on management and hence take a great part in implementing it on their lives.

Muslims worldwide have high chances of improvement for the future in regard to Islamic administration practices. Muslims opt to observe the objectives plus.

## **MANAGEMENT IN QURAN**

Organization concepts in their production plus determine the entire implementation of the performance institute (Ginena & Hamid 2015).

Quran provides the best standards to have true understanding of the management. The study attempts to discuss various important factors such as, management, the importance of management, necessity in our society, and features of manager from the Quran perspective.

The conclusion will be extracted from Quran and various Islamic books. God says in the Quran, (The Quran, n. d., Verse 9) "Indeed this Qur'an guides to the path which is clearer and straighter than any other." Most surely this verse strengthens the fact that mankind is in a loss if he/she does not heed the advice given to us in the Holy Qur'an.

"خَالِدِينَ فِيهَا وَعَدَّ اللَّهُ حَقًّا وَهُوَ الْعَزِيزُ الْحَكِيمُ"

## **Management**

Management means to coordinates the efforts of people to achieve objectives and goals by utilizing the best available resources effectively and efficiently.

Management contains organizing, planning, leading, staffing and controlling an organization to achieve the goal. Management is also an academic discipline, a social science whose objective is to study social organization.

## **The Importance of management**

Today, the need and the importance of management at all levels are recognized by everyone. We all somehow deal with management in our work and personal life.

The necessity of a good management system was brought by Islam and hence Quran has mentioned about it. Quran which has been revealed on Prophet Mohammad (saw) is a word of God. God talks in Quran (The Quran, n. d., Verse 2-3) that “the Quran us a guidance and mercy unto the righteous ones.”

”تِلْكَ آيَاتُ الْكِتَابِ الْحَكِيمِ هُدًى وَرَحْمَةً لِّلْمُحْسِنِينَ”

Management is considered as one of the most important issue in the world. The role of management is undeniable in improving the administration and making us more civilized. The Islamic ruling for human societies is necessary as put by God himself as it is the only way to establish a good management system. In the recent century, it is necessary to have a management system originating from Islamic values and ideologies.

Imam Khomeini, in his book “Leadership of Islamic jurisprudence,” describes that legal codes alone cannot be enough to reconstruct a society; hence a super power is also obligatory so that law could be the foundation of modification.

So God created the managing system and government with addition to religious laws. The Quran is the book which is guidance for all mankind and keeps the human beings civilized. Generally the most important source of Islam is the Quran, from which good management perceptions can be extracted. God says in Quran (Quran, n. d., Verse 89) that “We have revealed to you the book which clarifies every matter”.

" وَيَوْمَ نَبْعَثُ فِي كُلِّ أُمَّةٍ شَهِيدًا عَلَيْهِمْ مِنْ أَنْفُسِهِمْ وَجِئْنَا بِكَ شَهِيدًا عَلَى هَؤُلَاءِ وَنَزَّلْنَا عَلَيْكَ الْكِتَابَ تِبْيَانًا لِكُلِّ شَيْءٍ وَهُدًى وَرَحْمَةً وَبُشْرَى لِلْمُسْلِمِينَ "

**The Importance and Necessity of Management in Islamic Society**  
Human beings are created to praise their lord and to fulfill their personal and social needs for their prosperity. The most important pillar of personal and social life is management. Management keeps the human civilized and which resolves all issues between human beings.

It also settles the different interests among them. God says in Quran (The Quran, n. d, Verse 8) that “we have inspired the good and evil deeds inside human being.”

" فَأَلْهَمَهَا فُجُورَهَا وَتَقْوَاهَا "

To settle the difference of good and bad, the necessity of management in our social life becomes necessary. Studies on human life and their behavior have proved the importance of management. From the beginning of this universe, the need of management among people was necessary and hence God created Prophets and imams to carry a management practices among people to provide justice to them.

We can find it importance of management and manager from Hazrat Adam (as) to our prophet Mohammad (saw).

Prophet Mohammad (saw) had emphasis on the leader to do management. Imam Raza (as) has mentioned the importance of manager and directed that a society can be successfully until being managed by someone.

The management in Islam means to manage according to religious orders. Islamic management is considered an ideological, philosophical, conceptual and moral management. It is not only restricted to Islamic ideology but to all mankind. Islam not only talked about the management, it also talked about the principles: how rules and changes dictate the management of our social and personal lives.

Management definition and applying can be only defined by direct definition given by Quran and how it has been explained by the Prophet Mohammad (saw). We cannot directly take the message from Quran directly, As God says in Quran that “O believers! Obey God; obey the Prophet and those charged with authority among you. Should you have a dispute in anything, refer it to Allah and his Prophet, if you truly believe in Allah and the Last Day. This course of action will be better and more suitable (The Quran, n. d., Verses 59).

" يَا أَيُّهَا الَّذِينَ آمَنُوا أَطِيعُوا اللَّهَ وَأَطِيعُوا الرَّسُولَ وَأُولِي الْأَمْرِ مِنْكُمْ فَإِنْ تَنَازَعْتُمْ فِي شَيْءٍ فَرُدُّوهُ إِلَى اللَّهِ وَالرَّسُولِ إِنْ كُنْتُمْ تُؤْمِنُونَ بِاللَّهِ وَالْيَوْمِ الْآخِرِ ذَلِكَ خَيْرٌ وَأَحْسَنُ تَأْوِيلًا "

**And**

" وَمَا أَرْسَلْنَا مِنْ قَبْلِكَ إِلَّا رِجَالًا نُوحِيَ إِلَيْهِمْ فَاسْأَلُوا أَهْلَ الذِّكْرِ إِنْ كُنْتُمْ لَا تَعْلَمُونَ "

(The Quran, n. d., Verse 43) & (The Quran, n. d., Verse 8)

Therefore it is necessary to extract the meaning and definition of management from Prophet Mohammad (saw) and infallibles (as).

On the day of Ghadeer, Prophet Mohammad (saw) delivered a long speech, in his speech he said “O people, I swear to God that other than this man you cannot understand the Quran well” (Al-Shaykh Al-Hur Al-Aamili, n.p.) The man referred in the speech is Hazrat Ali Ibn Abi talib (as).

Scholars believes that need of management is required to rule the society to bring justice and stability among them. Furthermore believe that such just and stability can come through the Quran and Sunnah. Imam Ali (as) stated that ummah without leadership and management will fight among each other.

Imam Ali (As) in (Nahjulbalagah, sermon 53) directed Malik to always have a manager for each state affair. Through careful understanding of the hadith, it is clearly understood that it is necessary for a Muslims to consult their leader before doing social duties. Manager should be the one who know the knowledge and has the ability to implement the God’s order.

In order to maintain the social system, prevent oppression, promote justice and education, one need to form a government and requires a good management system. God says in Quran that “We made them leaders who guided other people by our command and we sent them revelations to do good deeds, establish Salah and pay Zakah. To Us Alone did they serve” (The Quran, n. d.,Verse 73).

"وَجَعَلْنَاهُمْ أُمَّةً يَهْدُونَ بِأَمْرِنَا وَأَوْحَيْنَا إِلَيْهِمْ فِعْلَ الْخَيْرَاتِ وَإِقَامَ الصَّلَاةِ

وَإِيتَاءَ الزَّكَاةِ وَكَانُوا لَنَا عَابِدِينَ"

There are various purposes for establishment of Islamic government from the Quran perspective. Thus it has been laid that necessity of a good management system is required by all despite religion, race, sex and area. Each government which is based on certain rules and regulation follows its own goals and principles to maintain the social system.

God says in Quran (The Quran, n. d., Verse 90) that” God commands justice the doing of good and liberality to kith and kin and He forbids all shameful deeds and injustice and rebellion: He instructs you that ye may receive admonition.

”إِنَّ اللَّهَ يَأْمُرُ بِالْعَدْلِ وَالْإِحْسَانِ وَإِيتَاءِ ذِي الْقُرْبَىٰ وَيَنْهَىٰ عَنِ الْفَحْشَاءِ  
وَالْمُنْكَرِ وَالْبَغْيِ يَعِظُكُمْ لَعَلَّكُمْ تَذَكَّرُونَ”

According to Quran the government should provide a safe platform for all where all can practice their religion freely and to appropriate honorable life. The most important objective for an Islamic government is to provide general welfare, establish justice, security, and describe religious duties.

The objective of an Islamic ruler is to promote religion, provide spiritual strength, provide justice, and solve social and economic problems. The foremost objective for the Islamic government is to develop and enlarge justice. God states in the Quran in (The Quran, n. d., Verse 15) “Therefore, call them to the true religion, stay firm on the Right Way as you are commanded and do not follow their vain desires. Tell them: "I believe in whatever God has revealed from the Book and I am commanded to do justice between you.

Allah is Our God and your God. We are responsible for our deeds and you for yours. Let there be no dispute among us.

Allah will bring us all together on the Day of Judgment and decide as to who is right and who is wrong. Towards Him lies the goal.

"فَلِذَلِكَ فَادَعُ وَاسْتَقِمْ كَمَا أَمَرْتَ وَلَا تَتَّبِعْ أَهْوَاءَهُمْ وَقُلْ آمَنْتُ بِمَا أَنْزَلَ اللَّهُ مِنْ كِتَابٍ وَأَمَرْتُ لِأَعْدِلَ بَيْنَكُمْ اللَّهُ رَبُّنَا وَرَبُّكُمْ لَنَا أَعْمَالُنَا وَلَكُمْ أَعْمَالُكُمْ لَا حِجَّةَ بَيْنَنَا وَبَيْنَكُمْ اللَّهُ يَجْمَعُ بَيْنَنَا وَإِلَيْهِ الْمَصِيرُ"

God states clearly the need of management system and a leader to keep justice among people. That is the reason justice is one of the 5<sup>th</sup> pillar of Islam. God clearly states in Quran (The Quran, n. d., Verse 58) that "that a ruler should issue an order with justice.

"إِنَّ اللَّهَ يَأْمُرُكُمْ أَنْ تُؤَدُّوا الْأَمَانَاتِ إِلَىٰ أَهْلِهَا وَإِذَا حَكَمْتُمْ بَيْنَ النَّاسِ أَنْ تَحْكُمُوا بِالْعَدْلِ إِنَّ اللَّهَ نِعِمَّا يَعِظُكُمْ بِهِ إِنَّ اللَّهَ كَانَ سَمِيعًا بَصِيرًا"

The other objectives are to provide security to the people living in the state. God says in Quran (The Quran, n. d., Verse 25) God says "Surely We sent Our Prophets with clear signs, and sent down with them the Book and the Scales of Justice."

"لَقَدْ أَرْسَلْنَا رُسُلَنَا بِالْبَيِّنَاتِ وَأَنْزَلْنَا مَعَهُمُ الْكِتَابَ وَالْمِيزَانَ لِيَقُومَ النَّاسُ بِالْقِسْطِ"

All scholars and researcher believes by assuring justice and security to any states can bring prospective to the society. It allows people to keep faith, and to obey God's rule. God says in Quran (The Quran, n. d., Verse 92-98) that "Till, when he came between the two mountains, he found upon their hither side a folk that scarce could understand a saying..."

"حَتَّىٰ إِذَا بَلَغَ بَيْنَ السَّدَّيْنِ وَجَدَ مِنْ دُونِهِمَا قَوْمًا لَّا يَكَادُونَ يَفْقَهُونَ قَوْلًا"

Everyone who has been created by God on this universe requires a system according to God to living among ourselves for example; everyone has their own rights such as human rights, animal rights, living being rights and rights of objectives.

Now that everyone has rights and it needs to be protected, there we require a divine leader to protect our rights and provide justice and security all living beings as describe by God in Quran (The Quran, n. d., Verse 56) that "God had promised to those among you who believe and do good works that He will surely make them Successors in the earth, as He made Successors from among those who were before them; and that He will surely establish for them their religion which He has chosen for them; and that He will surely give them in exchange security and peace after their fear: They will worship Me, and they will not associate anything with Me. Then who so is ungrateful after that, they will be the rebellious.

"Quran also states a ruler not only needs to provide justice and security but also to protect the Islamic boundaries from external enemies. Among the other objectives are to protect public entities and develop further which includes: good education system, good hospital system, good infrastructure and social security.

### **Features of a manager/leader from the Quran perspective**

Generally the management is the most difficult affair but only God representative or their representative can handle this affair properly. The holy Quran is the basic of all teaching and answer to Muslims and hence it has described the outline of Islamic government. According to Quran the leader should be the one who can establish justice, has knowledge, provide security,

doesn't lie, prays 5 times a day, pay zakat, protect all, provide knowledge and avoid oppression.

These are the essential aspects of faithful leader according to Quran. In order to have better understanding about the features and characteristics of a manager, one should refer to the life stories of previous prophets, our last prophet Mohammad (saw) and infallibles (as) as described in Quran.

The most important issues described by the God in the holy Quran are having a strong faith, are trustworthy, can establish justice, can do equality among all, do humanity, have power, strength and knowledge.

The first and the foremost for the managers are to have faith in what God orders. He has to understand that there is no god but Allah. God says in Quran (The Quran, n. d., Verse 163) that "Your God is one God; there is no one worthy of worship except Him, the Compassionate, the Merciful."

"وَالْإِلَهُكُمْ إِلَهٌُ وَاحِدٌ لَا إِلَهَ إِلَّا هُوَ الرَّحْمَنُ الرَّحِيمُ"

In Quran (The Quran, n. d., Verse 1) God says:

"قُلْ هُوَ اللَّهُ أَحَدٌ"

"Keep faith even when mind says opposite". Example of Hazrat Noah, when Hazrat Noah was asked to make the ship made of dates wood, people laughed and made mockery out of it. God ordered Noah to put the ship into the water and move against the stream.

In our human minds and scientifically it is impossible to move against the stream of water. But still Noah did and succeeded as what God has promised him. It was faith of Hazrat Noah which led him to success.

When a ruler keeps faith on God the external help comes from God such as Imam Ali (as) mentioned in Nahjulbalagah that “it was me who protected Noah from the storm”. Therefore we can understand that how important the faith is.

In Islamic state the faith is the first and main requirement for choosing a manager. God says in Quran (The Quran, n. d., Verse 1) that “This is a Book with verses basic or fundamental of established meaning, further explained in detail from One Who is Wise and Well-Acquainted with all the things”.

"الر كِتَابٌ أَحْكَمَتْ آيَاتُهُ ثُمَّ فُصِّلَتْ مِنْ لَدُنْ حَكِيمٍ خَبِيرٍ"

It clearly states that a manager or a leader must have firm believe in God and must not lose his faith at any condition. God says in Quran (The Quran, n. d., Verse 30) that “As for those who say: "Our Lord is God," and then stay firm on it, the angels will descend on them, saying: "Let nothing fear or grieve you. Rejoice for the good news of paradise that has been promised to you”.

"إِنَّ الَّذِينَ قَالُوا رَبُّنَا اللَّهُ ثُمَّ اسْتَقَامُوا تَتَنَزَّلُ عَلَيْهِمُ الْمَلَائِكَةُ أَلَّا تَخَافُوا وَلَا تَحْزَنُوا وَأَبْشِرُوا بِالْجَنَّةِ الَّتِي كُنتُمْ تُوعَدُونَ"

After faith, a manager should be trustworthy, God says in Quran (The Quran, n. d., Verse 58) that “Allah commands you to give back the trusts to their rightful owners, and when you judge between people, judge with fairness. Surely, excellent is the counsel which Allah gives you. Allah is He who hears and observes all”.

"إِنَّ اللَّهَ يَأْمُرُكُمْ أَنْ تُؤَدُّوا الِّأَمَانَاتِ إِلَىٰ أَهْلِهَا وَإِذَا حَكَمْتُمْ بَيْنَ النَّاسِ أَنْ تَحْكُمُوا بِالْعَدْلِ إِنَّ اللَّهَ نِعِمَّا يَعِظُكُمْ بِهِ إِنَّ اللَّهَ كَانَ سَمِيعًا بَصِيرًا"

The manager position in the Islamic government are delicate and of valuable trusts. Management can be successful when manager is caliber of high trust. The example of Prophet Mohammad (saw) can be taken from the time of ignorance. God says in Quran in (The Quran, n. d., Verse 4) that “And thou (standest) on an exalted standard of character”.

"وَإِنَّكَ لَعَلَىٰ خُلُقٍ عَظِيمٍ"

Even when Prophet Mohammad (saw) had to leave Makkah due to enemies attack, he left Imam Ali (as) behind to give people things back to them. It is a clear sign of valuable trust which even polytheist has kept on Prophet Mohammad saw. They used to give their trusts to prophet (saw) and consider him as honest and trustworthy.

Thus we can believe that after faith, trustworthy is very much important for a good manager to govern an Islamic government. After faith and trustworthy, the justice comes.

Why justice was not the first because without faith in God and being trustworthy it is impossible to establish justice. Justice is one of the basics of Islamic management system. That is why Islamic system obsoletes other governing system as it could not provide the justice among rich and poor.

Furthermore Gods command believers to do justice and be afraid of God. The goals of the Prophets and Infallibles were to guide humans and achieve perfection. Due to our differences in economy, cultural, political, therefore is necessary for us to maintain stability through justice.

We can see examples from Imam Ali (as) life, which was full of justice. Even at the time of his departure from this world he asked his son Imam Hassan (as) to hit ibn muljim once as he did once only.

We can clearly see the example of justice even with the non-Muslims. Overall, justice is considered as one of the judicial and managerial feature.

After faith, trustworthy and justice, there comes the kindness. Even God says in (The Quran, n. d., verse 159) that O' Muhammad, it is a great Mercy of Allah that you are very gentle with them; had you been rough or hard-hearted, they would have deserted you.

Therefore pardon them and ask Allah's forgiveness for them. Consult them in the conduct of affairs; and when you make a decision to do something, and then put your trust in Allah (hold fast to your decision). Allah loves those who put their trust in Him".

"فَبِمَا رَحْمَةٍ مِنَ اللَّهِ لَنْتَ لَهُمْ وَلَوْ كُنْتَ فَظًّا غَلِيظَ الْقَلْبِ لَانْفَضُّوا مِنْ حَوْلِكَ فَاعْفُ عَنْهُمْ وَاسْتَغْفِرْ لَهُمْ وَشَاوِرْهُمْ فِي الْأَمْرِ فَإِذَا عَزَمْتَ فَتَوَكَّلْ عَلَى اللَّهِ إِنَّ اللَّهَ يُحِبُّ الْمُتَوَكِّلِينَ"

God has directed us to be kind towards others, especially for a leader of Islamic government. We can learn from the prophet Mohammad (saw) about being kind to everyone. He even visited the old women who used to through dirt on him. Resulted in old women embraced Islam, therefore kindness indicated the high position of someone caliber.

God has created rights for all, asked us to be kind to our parents, our children's, our wives, our sisters, our brothers, our grandparents, our relatives and our neighbors. Prophet Mohammad (saw) was a very nice, kind and social man. He used be kind with everyone and used to forgive people easily with his kindness. Therefore Muslim manager should be kind to all people living under his rule.

In Quran Surah Fateha, God indicated that management in all areas should be based on kindness. We can also see from the life of Imam Ali (as) that how he used to be kind with all. He used to sit with poor, beggars and handicap people to open his iftar which shows the extreme level of kindness. This is how the Islamic leader should be.

After kindness comes the humility. In Quran (The Quran, n. d., verse 215) God asked the prophet to be humble towards believers.

"وَأَخْفِضْ جَنَاحَكَ لِمَنِ اتَّبَعَكَ مِنَ الْمُؤْمِنِينَ"

We can clearly lay our judgment that manager should be humble towards its people. Imam Ali (as) in his letter (Nahjulbalagah, Letter no 53) advised Malik e Ashtar to be humble to everyone for the sake of God and handle their need personally. The knowledge comes after humility.

The knowledge and power are the two most fundamentals of any management system. Imam Ali (As) mentioned in his ((Nahjulbalagah, sermon no.172) that the most deserving people to rule are the one who has knowledge, power and understand God's guideline in governing matters. Another feature of manager is patience, being able to control anger and keep patience.

Stress occurs in our daily and social life to control the stress and to make ourselves calm down we need to have patience. That is why patience is important for an Islamic leader. Patience is key to success and leads to victory. God says in Quran (The Quran, n. d., Verse 115) that "Be patient; for sure God does not let the reward of the righteous be wasted".

"وَاصْبِرْ فَإِنَّ اللَّهَ لَا يُضِيعُ أَجْرَ الْمُحْسِنِينَ"

Scholars believe that by having patience, it allows a leader to focus on his goals and not to give up while facing problems. In short, leader has to be one who has knowledge, power, patience, and kindness, faithful, trustworthy and who can live a simple life to become a role model for people. Imam Ali (as) example is at the top, when he was selected as fourth Caliph and how he had lived a simple life.

There are many responsibilities for a leader/manager besides having above said features. The main task of a manager is to organize, plan, guide and manage people well.

One of the responsibilities of a leader is to have a strong and sustainable vision. To carry his vision, he needs to plan well Imam Ali (As) said “planning before action will save you from regression” (Safinah tul bahar, edition 1).

The kind of change that is needed is dependent on the management, the tools that are used and the goals that are to be achieved through this change (Dunphy, Griffiths & Benn, 2007). Management can be referred as the process of creating change through people. Therefore change in an organization can only be achieved through the initiatives of people. Without people in an organization there are no changes that can happen (Pundzienė, 2004).

Changes can be complex and risky undertaking since the outcomes of the change may not be well known. Therefore, changes should be approached with a lot of keenness so as the process does not cause threats on functioning. There a good manager is the one who can organize a state, company or even a family.

A leader should be able to demonstrate his personal characteristics of being a good leader for example having confidence and being compassionate in order to lead his followers into achieving their objectives.

This will also enable the followers to have respect for their leaders. In addition, he should be able to provide a sense of direction to his followers or subordinates which they may follow. This requires clear and well defined goals and objectives of what the leader wants to achieve. Manager should have faith in his goal and has motivation to accomplish his goals.

This can be possible by having strong faith in God. The first and the foremost responsibility of a manager in leadership have to create sense of commitment and motivate people to reach the goals.

The major task is to encourage subordinates with their actions and words to accomplish goals. God says in Quran (The Quran, n. d., Verse 11) that “that will inherit the paradise; [and] therein shall they abide”.

”الَّذِينَ يَرِثُونَ الْفِرْدَوْسَ هُمْ فِيهَا خَالِدُونَ”

We can understand that human bodies require encouragement to achieve better goals. In Quran (The Quran, n. d., verse 68) God says “There are dates and pomegranates in the paradise”. We can understand from the verse that people should be encourages to have high level of motivation.

”فِيهِمَا فَاكِهَةٌ وَنَخْلٌ وَرُمَّانٌ”

### **Review of Imam Ali's letter to Malik e Ashtar regarding managing a state**

Imam Ali (as) in his letter of instruction to Malik e Ashtar in (Nahjulbalagah, Letter No. 53) advised Malik e Ashtar to be wise and kind to all. Imam Ali reminded Malik e Ashtar that “amongst the public there are two kinds of people: those who have the same religion as you do; they are brothers to you in religion, and those who have religions other than that of yours, they are human beings like you.

So let your mercy and compassion come to the rescue and help of both groups in the same way and to the same extent that you expect Allah to show mercy and forgiveness to you”.

### **Conclusion**

We can lay our conclusion that Quran has talked about the importance of management and need of manager to manage the people.

It is been clearly understood from various Surah's, prophet Mohammad (saw) life example and Imam Ali (as) teaching that management is necessary according to Quran and Sunnah. It is obvious that in our current society, there is a need of powerful, knowledgeable, wiser and creative leader to manage us in order to survive in the competitive world.

In considering the objectives of the society, Islamic manager must not forget his Islamic goals which were the base of his government. Proper strategies should be adopted by the management to ensure that only salient aspects that require change are implemented.

Next generation should be trained so that they are appointed as managers in the future.

If we follow the Quran and Sunnah of Prophet Mohammad (saw) we can learn many important managerial facts.

In the end no management can be found which is free from demanding situations: in such circumstances patience and ability to solve the problems are required to succeed.

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