

## PRINCIPLES OF MANAGEMENT BASED ON THE QUR'AN

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### Abstract

*Management is a very important concept in our daily lives. Although often associated with business and organizations, management principles can be applied in various aspects of our lives to achieve goals and achieve success. The purpose of writing this scientific work is to understand the principles of management in the Al-Quran, you will be able to integrate Islamic values into your daily life, manage resources wisely, and achieve better life goals spiritually and material. This is an effective way to deepen understanding of management in an Islamic context. The result of this study is that by applying these principles in daily life management, individuals can achieve their goals in a way that is ethical, results-oriented, and in accordance with Islamic values. Recognition of Allah as the source of sustenance and the main organizer also influences the way leaders lead and manage their organizations. In addition, in the context of management based on the Koran, it is important for leaders and managers to have a deep understanding of the signs of Allah's power, which reflect wisdom, justice and imperfection in His creation. This will influence their decision making and the way they carry out management as a whole. By understanding and applying these principles, we can live wiser, more just lives, and draw closer to God in various aspects of our lives. The Koran is the main source of guidance for Muslims in all aspects of life, including management, and understanding and living its teachings can help us achieve better life goals, both in spiritual and worldly contexts.*

**Keywords :** *Management Principles and Based on the Koran*

### 1. INTRODUCTION

Management is a very important concept in our daily lives. Although often associated with business and organizations, management principles can be applied in various aspects of our lives to achieve goals and achieve success. Management is the science and art of managing the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal. Management is a science as well as the art of making other people willing and willing to work to achieve goals that have been formulated together, therefore management requires basic concepts of knowledge, the ability to analyze situations, conditions, existing human resources and think of appropriate ways to carry out activities. interrelated to achieve goals. The importance of management in everyday life can be found in many verses and teachings in the Koran. Although the Koran is the main spiritual guide in Islam, many of the principles and values taught in it can be applied in everyday life management. The following are several important aspects of management in everyday life that can be extracted from the teachings of the Koran:

1. Planning: The Quran encourages Muslims to plan their actions wisely. In Surah Al-Baqarah (2:197), Allah says, "And take preparation (provisions), then indeed the best preparation is piety<sup>3</sup>." This message underscores the importance of planning our actions wisely and with good intentions.
2. Time Management: The Quran emphasizes the importance of utilizing time well. In Surah Al-Asr (103:1-3), Allah states, "For the sake of time. Verily, mankind is in loss. Except for those who believe and do righteous deeds and advice advises to obey the truth and advice advises to obey patience<sup>4</sup>." This message teaches that time is a valuable asset that must be used to do good.

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3. Decision Making: The Koran teaches the importance of making decisions based on the principles of truth and justice. Allah confirms in Surah Al-Hujurat (49:11), "O you who believe, let not a people make fun of another people, perhaps they (those who are mocked) are better than those (who ridicule), and do not women (making fun of) other women, perhaps the women (who are mocked) are better than the women (who are mocking)." This principle can be applied in making wise decisions in everyday life.
4. Conflict Management: The Koran provides guidance on how to manage conflict wisely and fairly. In Surah Al-Hujurat (49:9), Allah says, "And if two groups of believers fight, then make peace between them; if one of the two of them persecutes another, then fight the one who is persecuting him so that he returns to the law Allah 5." This message underscores the importance of just and peaceful conflict resolution.
5. Resource Management: The Quran encourages Muslims to use resources wisely and fairly. In Surah Al-A'raf (7:31), Allah reminds humans to "Eat and drink, and do not indulge in extravagance6." It teaches the importance of managing resources wisely7.

In conclusion, management is a concept that is very relevant in our daily lives. By applying management principles to various aspects of your life, you can achieve your goals, reduce stress, and improve your overall quality of life. Thus, the Koran teaches many principles and values that can be applied in daily life management, including planning, time management, decision making, conflict management, and resource management. These principles help individuals to live wiser, more justly, and closer to Allah in various aspects of their lives. The Koran is the main source of guidance for Muslims in all aspects of life, including management.

In the Koran, there are many verses that provide guidance on how to manage resources, time and responsibilities wisely in accordance with Islamic principles. Management studies in the Koran have many benefits. First, the Koran provides fundamental guidance for the management of resources, including money, time, and physical and mental strength. Second, the management principles in the Koran are based on Islamic ethical and moral values, thereby helping individuals to manage aspects of their lives with integrity and justice. Third, understanding the management principles in the Koran can help someone achieve higher life goals, both in a spiritual and worldly context8. By studying the management principles in the Koran, you will be able to integrate Islamic values into your daily life, manage resources wisely, and achieve better life goals spiritually and materially. This is an effective way to deepen understanding of management in an Islamic context.

**1.1 Formulation Problem**

1. Explain the Principles of Management in Islamic Sharia?
2. How is Management Based on QS. Al Ahzab /33:19 and QS. Jonah/10 :3 :31?
3. Explain the principles of management based on QS. AL Ahzab/33:19?
4. Explain the principles of management based on QS. Jonah/10:3?

**2. DISCUSSION**

The Koran is a holy book in the Islamic religion which is considered the main guideline in the life of a Muslim. This is the word of Allah revealed to the Prophet Muhammad SAW over a period of 23 years. The Koran not only contains instructions about worship and religious rituals, but also provides guidelines on how to live daily life. It is the primary source that provides guidance on the morals, ethics, laws, and principles that shape a Muslim's way of life. The Koran is the main source of life guidance for Muslims. It covers ethical, moral, legal principles and guidance in various aspects of life. The Koran provides direction on how to interact with fellow humans, live a meaningful life, and carry out our responsibilities to Allah SWT. This is a universal guideline that covers all aspects of life, from daily worship to social, economic and political relations9. The Koran teaches Muslims to understand the importance of faith, ask for forgiveness, and try to live a life that gets closer to Allah SWT. (QS Al-Imran 3:16)

١٦ ۞ يَقُولُونَ رَبَّنَا لَنَا ذُنُوبَنَا وَفَنَّا عَذَابَ النَّارِ الَّذِينَ

Meaning: "They (believers) say, 'Our Lord, indeed we have believed, so forgive us our sins and protect us from the torment of hell10.'" (QS Al-Imran 3:16).

The importance of preparation and piety in carrying out worship and living daily life. (QS Al-Baqarah 2:197).

وَتَزَوَّدُوا فَإِنَّ خَيْرَ الزَّادِ التَّقْوَى

Meaning: "And take provisions (for worship), but indeed the best provision is piety. And fear Me, O you who are sensible (have sense)." (QS Al-Baqarah 2:197). By referring to the Koran and understanding its verses, a Muslim can live his daily life with full awareness of the underlying Islamic principles. This helps shape attitudes, actions, and decisions that are in accordance with religious values and makes the Koran a solid guide in every aspect of life.

### 2.1 Management Principles in Islamic Sharia

Human actions obeyThe sharia approach can take the form of worship and can take the form of muamalah. An act of worship may not be performed unless there is a proof or provision contained in the Qur'an or Hadith, which states that the act must or may be performed. Meanwhile, in muamalah, originally all actions are permissible unless there are provisions in the Qur'an and Hadith that prohibit it. Islam requires rulers and entrepreneurs to act fairly, honestly and trustfully in order to create human happiness (falah) and a good life (hayatan thayyibah) which places great emphasis on aspects of brotherhood (ukhuwah), socio-economic justice, and fulfilling the spiritual needs of mankind.

Human beings who have the same position before Allah as caliphs and at the same time as His servants will not be able to experience happiness and inner peace unless their material and spiritual needs have been fulfilled (Arifin, 2012)<sup>12</sup>. The main aim of the shari'ah according to Imam Ghazali is to maintain human welfare which includes protecting their faith, life, reason, offspring and property. Anything that guarantees the protection of these five things is a benefit for humans and is desirable (Chapra, 2000)<sup>13</sup>. Imam Ghazali very wisely placed faith at the first place in the list of objectives of the Shari'ah, because from an Islamic perspective, faith is a content that is very important for human happiness. Faith is what puts human relations on the right foundation, which allows humans to interact with each other in a balanced and mutually beneficial relationship in achieving mutual happiness. Imam Ghazali put property last because wealth is not an end in itself.

It is an intermediary tool, although a very important one, for the realization of human happiness. Property cannot deliver this goal unless it is allocated and distributed evenly. This requires the inclusion of certain moral criteria in the enjoyment of property, market operations and so on. If property becomes an end in itself, it will result in inequality, imbalance and environmental destruction which will ultimately reduce the happiness of members of society in the present and for future generations. The three goals in the middle, namely life, reason, and offspring, relate to humans themselves and their happiness is the main goal of the Shari'ah.

Everything necessary to enrich these three goals for all humanity must be considered a necessity. And fulfilling these needs will ensure that the present and future generations are in peace, comfort, and are able to contribute well to the realization and longevity of falah and the life of thayyibah. Any allocation and distribution of resources that does not help realize falah and hayatan thayyibah, according to Ibnu Qayyim, does not reflect wisdom and is not considered efficient and equitable (fair) (Chapra, 2000)<sup>14</sup>. To carry out these obligations, rulers and entrepreneurs must carry out good and healthy management. Good management must fulfill

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conditions that cannot be ignored in order to achieve good task results. Therefore, rulers and entrepreneurs are obliged to study management science. Especially if the management principles or techniques are found or hinted at in the Koran and Hadith (Arifin, 2012)<sup>15</sup>. Several principles or rules and management techniques that are relevant to the Qur'an and Hadith include the following: (1) Amar Ma'ruf Nahi Munkar Principles; (2) The obligation to uphold the truth; (3) Obligation to uphold justice; (4) Obligation to convey the mandate (Effendy, 2003)<sup>16</sup>.

**2.2 Management Based on QS. Al Ahzab /33:19 and QS. Yunus/10 :3 :31**

Surah Al-Ahzab and Surah Yunus are one of the surahs in the Koran which contain various teachings and guidelines, including in the context of management. Surah Al-Ahzab verse 19 and Surah Yunus verses 3 and 31 of the Al-Quran are verses that contain messages from Allah SWT that reflect wisdom and important principles that can be applied in management in an Islamic context. This verse contains messages that are relevant for leaders and managers in various fields.

**2.3 Management principles based on QS. AL Ahzab/33:19**

Verse 19 of Surah Al-Ahzab reads as follows:

هُمٌ وَلَمْ يُؤْمِنُوا فَأَحْبَطَ اللَّهُ أَعْمَالَهُمْ ۗ فَإِذَا دَهَبَ أَشْحَهُ عَلَيْكُمْ ۖ فَإِذَا جَاءَ الْخَوْفُ رَأَيْتَهُمْ يَنْظُرُونَ إِلَيْكَ تَدُورُ أَعْيُنُهُمْ لِيَهُ مِنَ الْمَوْتِ ۗ وَكَانَ

means "they are stingy towards you. When fear (danger) comes, you see them looking at you with upturned eyes like someone who is fainting because they are about to die, and when the fear has disappeared, they curse at you with a sharp tongue, while they are stingy to do good. Those who do not believe, then Allah erases their deeds. And that is easy for Allah. 17" (Quran 33:19) This verse can be interpreted as a management principle in Islam which underlines the following things:

1 Ease of Management

This verse illustrates that Allah wants ease in life and management, not difficulty. This principle can be applied in organizational management, where managers and leaders must strive to create an environment that makes things easier for team members and reduces unnecessary obstacles.

2 Welfare and Spaciousness

Paragraphit also reflects the importance of well-being and spaciousness in management. The leader or manager must ensure that team members feel safe, comfortable, and not under too much pressure. This includes providing adequate facilities, rewards and psychological support.

3 Gentleness and Consideration

This verse contains a message about gentleness and consideration. Leaders or managers should be gentle and considerate towards their team members. They must understand the needs and wants of team members and act with consideration.

4 Progress and Ease

The principle of management in Islam that can be drawn from this verse is that managers or leaders must create conditions that allow the progress and development of team members. This includes training, skill development, and providing opportunities for growth. In the context of management in Islam, this verse reminds that managers or leaders must carry out their responsibilities with a full sense of responsibility, based on Islamic ethical values, and by prioritizing the welfare and balance of their team members.

#### 4.4 Management principles based on QS. Jonah/10:3

Surah Yunus verse 3 in the Koran reads as follows:

رُ الْأَمْرُ مَا مِنْ شَفِيعٍ إِلَّا مِنْ بَعْدِ إِذْنِهِ وَنَ قِيتَ إِنَّ رَبَّكُمْ اللَّهُ الَّذِ

This means "Indeed, the establishment of the heavens and the earth was not for the purpose of playing around. Allah created everything with a true purpose. And in fact, there are signs (of Allah's power) for those who believe. 18" (Quran 10:3). This verse provides a deep understanding of management based on Islamic principles. Relevant management principles of this paragraph:

##### 1. Leadership with Clear Purpose

This verse underlines the importance of having clear goals in all actions and policies. In management, leaders must have a clear vision of the goals and direction of the company or organization. Without correct and clear goals, management becomes directionless.

##### 2. Creativity and Efficiency in Achieving Goals

In creating the heavens and the earth, Allah demonstrated extraordinary creativity and efficiency. Good management also involves the use of creativity and efficient efforts to achieve set goals. Leaders must look for innovative ways to achieve desired results.

##### 3. The Relationship between Goals and Signs of Allah's Power

This verse also reveals that the signs of Allah's power can be found in the creation of the heavens and the earth. In Islamic-based management, leaders must always remind that everything, including organizational success, is the result of the power of Allah. It promotes humility, gratitude, and responsibility in management.

##### 4. Interests in Justice and Adherence to Religious Principles

In the context of management based on Islam, the principles of justice and adherence to religious principles are also important. Leaders and managers must ensure that their decisions and actions are fair and in accordance with Islamic ethical values.

##### 5. Understanding the Signs of Allah's Power

Wise managers and leaders in Islam must have a deep understanding of the signs of Allah's power, which includes an understanding of sustainability, justice and imperfection in creation. This can influence their decision making and the way they carry out management. In management based on Surah Yunus verse 3, principles such as clear goals, creativity, efficiency, justice, and adherence to religious values can form the basis of ethical and results-oriented management. Leaders who understand the signs of Allah's power will be more likely to make wise and responsible decisions in managing their organization or business.

#### 4.5 Management principles based on QS. Jonah/10:31

Surah Yunus verse 31 in the Koran reads as follows:

۱۳۱ تَنْتَفُونَ َ Tan السَّمَاءِ مِنَ الْمَيْتِ وَيَ قُلْ مَنْ يَرْزُقُكُمْ مِّنَ

Meaning: "Say, 'Who gives you sustenance from the heavens and the earth? Or who has hearing and sight, and who brings out the living from the dead and the dead from the living, and who regulates all affairs?' They will say, 'Allah.' So say, 'Why do you not fear (Him)? 19'" (Quran 10:31). This verse contains various principles and values that can be applied in management based on Islamic principles:

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1. Recognition of Allah as the Source of Sustenance

This verse emphasizes that Allah is the source of sustenance for all creatures in the heavens and the earth. In Islamic-based management, leaders and managers must understand that all success and sustenance obtained by the organization comes from Allah. This encourages humility and gratitude in management.

2. Understanding God's Ownership and Power

This verse shows that Allah has everything, including hearing, sight, and the power to give life and death. In management based on Islam, leaders must have a deep understanding of Allah's power and recognition of human limitations.

3. Questions About Arrangement of Affairs

The question "who manages all affairs?" reminding that Allah is the Main Regulator in the universe. In management, leaders must recognize that planning, organizing, supervising and controlling all affairs is related to God, and leaders are responsible people who must act wisely in accordance with His will.

4. Invitation to Piety

This verse ends with an invitation to fear Allah. In Islamic-based management, leaders and managers must lead by adhering to the principles of piety, namely fear of Allah and trying to do what is right in all actions and decisions. By basing management on the principles found in Surah Yunus verse 31, leaders and managers can create an environment that is more ethical, results-oriented, and in line with Islamic values. Recognition of Allah as the source of sustenance and the main organizer also influences the way leaders lead and manage their organizations.

**5. CONCLUSION**

In this article, we have discussed management principles that can be found in the Koran, as well as how to apply them in everyday life. The Koran, as the main source of guidance in Islam, contains many teachings that are relevant in the context of management and management of daily life. Several management principles that can be drawn from the teachings of the Koran include: Wise Planning, Good Time Management, Fair Decision Making and Based on Justice, Wise Conflict Management, Wise Management of Resources, and Recognition of Allah as the Source of Sustenance and Main Manager . By applying these principles in the management of daily life, individuals can achieve their goals in a manner that is ethical, results-oriented, and in accordance with Islamic values. Recognition of Allah as the source of sustenance and the main organizer also influences the way leaders lead and manage their organizations. In addition, in the context of management based on the Koran, it is important for leaders and managers to have a deep understanding of the signs of Allah's power, which reflect wisdom, justice and imperfection in His creation. This will influence their decision making and the way they carry out management as a whole. By understanding and applying these principles, we can live wiser, more just lives, and draw closer to God in various aspects of our lives. The Koran is the main source of guidance for Muslims in all aspects of life, including management, and understanding and living its teachings can help us achieve better life goals, both in spiritual and worldly contexts.

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