

STRATEGIC HUMAN MANAGEMENT PRACTICES IN ISLAMIC DEVELOPMENT INSTITUTIONS IN MALAYSIA: AN ISLAMIC WORLDVIEW ANALYSIS

Fadzila Azni Ahmad

Dr., Centre for Islamic Development Management Studies (ISDEV), Universiti Sains Malaysia,
Malaysia, sukainah@usm.my

Abstract

This paper has two objectives. Firstly, it seeks to analyse strategic human management practices of contemporary Islamic development institutions in Malaysia in terms of their core objectives, as well as their mission and vision statements. Secondly, it purports to determine whether these strategic human management aspects are consanguineous with Islamic principles of strategic human management. To realise these objectives, the paper utilises an Islamic worldview analysis approach in order to elucidate the worldview underpinning strategic human management practises currently adopted by Islamic development institutions in Malaysia and the Islamic perspective of this strategic human management worldview. In addition, the paper explores the feasibility of adopting management practices grounded in Islamic principles and conceptualises strategic human management models appropriate for Islamic development institutions. The foregoing objectives and questions are crucial for two reasons. Firstly, the recent global surge in the establishment of Islamic development institutions demands the conceptualisation of an Islamic principles grounded strategic human management model. Secondly, it is crucial to identify strategic human management models that could serve as definitive references for the institutionalisation of Islamic strategic human management practices in Islamic development institutions. Logically the strategic human management models used by the Islamic development institutions should be based on the referencing framework that is in tandem with Islam itself. Thus, the basis of Islam such as the Islamic worldview must be used as the framework or the main axis of strategic human management models for the Islamic development institutions. The emphasis on this matter is important to ensure that that the management in general and the strategic human management in particular of an Islamic development institution correspond to Islam.

Keywords: Islamic human management, Human development, Islamic development institutions, Strategic human management