Theoretical and Practical Challenges of Educational Management by Islamic Approach

Fatemeh Hassanpour
MA of educational sciences- cell phone: (+98) 911115346

Abstract

Modern educational system has aged more than 89 years. In this period, effect of social evolutions has magnified importance of formal education in educational system in society significantly. It can be claimed undoubtedly, today leadership and management of educational system in various levels is one of the most important and heavy duties. It is time educational management is mentioned more. Daily incremental need to educational system is mostly rooted by general changes in various educational elements and its texture since new educational period in Iran. Today educational management means desirable leadership, guidance, modification, and changes. Therefore, reaching prior objectives of education in each society needs reconstruction and innovation in educational system management. Leaning on management status and achieving success in taken responsibilities and duties generally need three types of abilities: knowledge, skill, and ethics. Prophet Muhammad (pbuh) provided condition of behaving human, heavenly education, and finally modifying this world and hereafter affairs by behaviors such as good manner, modesty, kindness and empathy, seeking justice, supporting poor people an being social and we should considered lessons of ethics, esteem, unity, grace, and dignity with our life lessons in our plans. Education is infrastructure of country future and if it is promoted and modified, they will influence on economy, health, environment, mortality, fertility, beauty, and art, people behaviors in society, and above all on our religion and philosophy. Islamic management has features which can play significant role in organizations’ successes. These features are present in middle of orders, advice, ideas, and used methods by religious scholars; however, using it in organizational level and apply it in organizations need taking advance steps and modesty of management authorities modesty and scholars, and permanent research.

Keywords: Islamic approach, educational management, theoretical and practical challenges.
Introduction:
Modern educational system has aged more than 89 years. In this period, effect of social evolutions has magnified importance off formal education in educational system in society significantly. It can be claimed undoubtedly, today leadership and management of ab educational system in various levels is one of the most important and heavy duties. It is time educational management is mentioned more. Daily incremental need to educational system is mostly rooted by general changes in various educational elements and its texture since new educational period in Iran. Today educational management means desirable leadership, guidance, modification, and changes. Therefore, reaching prior objectives of education in each society needs reconstruction and innovation in educational system management. Leaning on management status and achieving success in taken responsibilities and duties generally need three types of abilities: knowledge, skill, and ethics.

Some people may be proper for benefited management, but still have problems in management which are rooted by their improper ethics and moods. Success in management in Islamic references is right to who have scientific and ethical competences. No one is permitted to undertake responsibility unless he/she learn needed awareness and have ethical, mood, and scientific competences. Prophets and imams who were the most significant managers of human societies had the most important spiritual and ethical feature. The basis of work in teacher-student relationship and management should be management on hearts and God loves more people who are better according to belief, idea, and actions and makes them beloved of others. Others will have emotions about them and this is secret of penetrating in believers’ hearts and secret of success on conquering their hearts, attempts, planning, and decision making based on closeness to God. In all managerial dimensions, the most successful is who the most closed person to God. It is quoted from Muhammad prophet: “who wants to be the most dignified person should act toward divine virtue and abstinence. God introduces secret of prophet success in conquering hearts, kindness, and calmness as reaching God grace; he evolved society leaning on these features and moved toward heavenly destination. It passed more than 14th century from the last prophet life; however, whenever we study this prior human life or use his eloquent speech or hear a notion from this selected subject bright manner, we will feel freshness of spirituality by all our senses. The manner and speeches of Good pattern subjects especially Muhammad prophet and imams are endless source of grace which will be useful for society and human success as much as they are discovered, perceived, and used. All people think to this intellectual aspirations that what is the shortest, most important, and most decisive path to true perfection. Based on this need, finding unique pattern happen in geometry of human thoughts and formed. The art of great humans understands and finding success way based on time and location conditions of using this unique heavenly resources. Prophet Muhammad (pbuh) provided condition of behaving human, heavenly education, and finally modifying this world and hereafter affairs by behaviors such as good manner, modesty, kindness and empathy, seeking justice, supporting poor people an being social and we should considered lessons of ethics, esteem, unity, grace, and dignity with our life lessons in our plans.
**Educational Management in Islam**

Management in Islam is science and art, full planning and coordination, leadership and controlling various activities to reach specific objective and affairs arrangement in various fields and this art and science in its most beautiful and highest face is seen in prophets living procedure. Divine management is accomplished based on human reality cognition and its statues and managed by managing hearts. Prophets management was to actualize the requirements of removing barriers and creating and unlocking human potential in order to absolute perfection, because all the prophets’ issues, discussion, and action are based on humanity.

Teacher is trustee that human is his trust. He can guide students toward reality in all educational steps and if students are in monotheism orbit, they will have all values. The secret of management on hearts success according to Islam is work, attempt, planning, and decision making based on closeness to God. The most successful in all dimensions is who has the most closeness to God. It was quoted from Muhamad prophet: “who wants to be the most dignified person, should have divine virtue in educational management and make him beloved and this penetration in believers hearts. The teacher-student relationship should be based on management on hearts in educational management and God put their love in people hearts according to their good behaviors and make them beloved and this is penetration secret to believers’ hearts. Islam prophet found such calmness and kindness in his management for grade of God that problems and obstacles of society were removed and condition to grow and perfection were provided astonishingly. God introduces secret of prophet success in society management as dominance on hearts, calmness for grace of God that he evolved society leaning on these factors and moved it toward heavenly destination by leaning on management status and success in doing responsibilities and emissions generally based on three abilities: knowledge, skill, and ethics. Some people may have science and awareness but still has problems in managements rooted by their improper ethics and moods. In Islamic reference, success in management is right of who have scientific and ethical competence. Islam says no one is permitted to undertake responsibility unless has ethical and scientific competences. Spiritual and mental competences are the most important features of prophets and imams who are the greatest and most significant managers of human societies.

**Educational Management in Prophet Muhammad (pbuh) Manner**

The secret of prophet success was management on heart. By depending on prophetic manner, principal evolutions are made in teacher-student relationship and move toward perfection destination. In conclusion prophetic manner, the dominant principles on teacher-student relationships on thought and prophetic school method are stated.

First principle: management for closeness to God

Who finds success of modifying his/her relationship with God and close him actually find key of opening hearts and removing affairs obstacles. Management on heart doesn’t hang hypocrisy, deception and lies, bribery and fool to attract others. They are trusted and believers on God according to idea, God put kindness on them and make them beloved and others notice them. This is secret of penetrating on others’ hearts. Zamakhshari quoted from Imam Ali in description of prophet “as fiends were silent, and when prophet was quiet, they talked”. Yes, divine virtue is like a cover protecting external and internal pests, maintain humans, make him strong, and...
prevent from vulnerability and weakness and unrighteousness. Human without divine virtue is salve of lust, greed, and anger and such person won’t think to anything except satisfying himself in management. Divine virtue criterion should be used to guarantee health, success, thought action, and responsibility.

**Second Principle: Management with Mercy and Love**

Prophet Muhammad (pbuh) used love and mercy in his relationships with followers and friends in educational affairs more than anything as he was equipped with love, tolerance, and leniency very well in his management by which he removed obstacles in managing society surprisingly and provided growth and perfection requisition. If prophet was hardened heart and sharp tongue, never a society was shaped and people left him. His love, forgiveness, and magnanimity in management solved many unsolved problems, his kindness and love did miracle in management, and God prophet management were empowered, so God introduced prophet success secret in influencing on hearts, love and calmness for divine virtue. He managed society leaning on all these features by leaning on these factors to reach heavenly destination and love in management is strategic and no anger can has the same result. Therefore, penetrating on human hearts is not possible unless by expansion mercy, love, compassion, kindness and friendship and prevent them from insubordination and rebellion and guided them comprehensively toward absolute perfection. Divine managers manage affairs based on right of management. It means mercy and love. God prophet is absolute symbols of god mercy and love and says: I was selected as pervasive mercy and basis of prophet manner is love and mercy and managed society by power, love, and mercy. He guided people by these factors and toward perfection. Islamic prophet behaved so generously with people that no one could doubt on accuracy and trustees of his management. This kindness and empathy means his placement in people hearts and people explicitly saw that he put all his affords in guidance and modification of people and felt empathy for people by all his heart.

**Third Principle: Obeying Competence**

Obeying competence in selecting people and assigning tasks is one of the most important issues in management this is same as divine tradition and an undertaken person of such responsibilities should have necessary competences or so called obey the competences; who gets teaching job should be strong in management, to be the most skillful, the bravest, the most capable, and the most knowledgeable person in educational issues to obey competences by science and power (necessary strength of body and soul, power management, brave enough, be assertive and Guido science and science related to religion)it is quoted from Imam Sadegh (pbuh) that prophet said: do not act without thinking, because what is ruins is more than what it makes. If education doesn’t evolved, it will stop and stationary means organizational death. If organization doesn’t evolve, it will tend to depression, and development will stop in front it. If we say we don’t go toward development, it is fault, because it is doing. In addition, we don’t have stationary in education. Education is moving but has damages besides it has made many changes and evolutions in various fields that all influence on education. However, education is moving ahead and never goes back; although, its movement has advantages and disadvantages. It moves well in some eras and bad in some other times; however, education moves ahead. We should revise the present condition and have innovation and use technology, modify
management, and move toward future. If we want to be stationary, we should make structure flexible and organic, make method new and make strategic futuristic. We should have comprehensive plan for it.

**What is Islamic Management?**

“Afjei” knows Islamic management a written issue and its school responsibility, according to his idea, is providing solutions adaptable with justice conception. (Management information quarterly, no. 21 & 22, p: 10). “Hamdizadeh” also believes that management system in Islamic thought origins its belief principles so management is a humanity collection in an organization in the world creation management and this feature proposed management as a vision and manager is also a member of creation that should be coordinated with its general laws, because the designated tasks to him had the purpose of arranging the world general arrangement and for development of human activities to get ideal level (management studied quarterly, no 20, p: 2)

“Asgarian” knows management in path to reach God according to Islamic view. It means abstinence and piety is obeyed in all its levels, attempt and promotion are increased, and satisfaction is increased more (Asgarian, 1991, p: 52). “Moshref Javadi” believes that in Islamic view, first the relationship with god, movement toward him with knowing him absolute, attesting to the oneness, and ask his help (Moshref Javadi, 1999, p: 11). “Management in Islam” is separated from the other word, western world. (Moshref Javadi, 1999, P: v.) when management in Islam is talked, first it means management of accurate utilization from God blessing based on belief to monotheism worldview. It means all humans or managers behaviors and actions occur just by knowing him the absolute able and confess to its oneness and ask for his help. (Moshref Javadi, 1999, p: 11) “Management in Islam” without considering belief to resurrection or another world in imperfect. Actually, issues about management in Islam is separate from western world (Moshref Javadi, 1999, p: v.) when, management is discussed in Islam, the first purpose is accurate utilization from God blessings based on belief to monotheism worldview and the monotheism philosophy requires managers actions to be adapted with monotheism worldview by purposes and principles of Islamic society (Moshref Javadi, 1999, P: 3). Administrative and Employment Organization defined Islamic management as management bringing human growth toward God and act along with Quran and prophet and Imams’ manner, human sciences, technics, and human experiences to get a system purposes in various dimensions such as a vector (Islamic management, 1985).

Ayatollah Mesbah Yazdi had three definitions and interpretations for Islamic management as “investigating Muslim managers’ manners during history of Islamic nations, analysis Muslim management manners, and showing originated characteristics by being Muslim. And the third meaning is that Islamic management issues re investigated in Islamic references (Quran and tradition) and attend to innocent imams’ manner as practical manner.” (Islam view about management, pp: 27-28). According to “Asgarian” view, management according to Islamic view doesn’t follow in society. It is near God path. It means to consider piety in all affairs, it is tried to increase generosity and guidance and satisfy most people. (Asgarian, 1991, p: 52) “Hashemi Rakavand” knows management in Islam on verbal and belief basis from Quran and prophet manner (Hashemi Rakavand, 2000, p: 76). According to Ebrahimi idea, Islamic management mentions social justice base on action, award, punishment and its final purpose is achieving God satisfaction and providing service to God subjects is a type pf worship and people living is
earned in this regard. (Ebrahimi, 1996, p: 28). “Taghavi Damghani” without definition about Islamic management, described management, and its being trust, duty, right, and service etc. then explained manager role in Islamic societies. (Taghavi Damghani, 1998). “Nabavi” after several definitions about management and descriptions in western theories, defined Islamic management as: “management is art and science of using people accurately and facilities to reach organizational objectives so that not have contradictions with cannon law.” (Nabavi, 2001, p: 33) “Ghobadi” defined Islamic management as part of management and its process documenting to god revelation and Islamic references and its different aspect from other managements is being based on revelation, lack of human utilization from human, prior, absolute, and constant values according to human excellence, dignity, and honor (Ghobadi, 1999. P: 12)

**General Aspects of Difference in Islamic and Non-Islamic (Western) Management**
A brief review on all proposed definitions in Islamic management shows that authors have different yet convergent definitions about it. However, these perceptions and limitation of Islamic management provide excellent condition for human. This fact both in society level (Islamic management and leadership) an organization level (organizational management and leadership) is right. However, this in noticeable that this fact doesn’t contradict with westerns scholars.

According to my idea, management according to western scholars is actually using instrumental technics and methods to guide manager and organization (in higher level, society) to the determined objectives. This matter is not naturally bad. Actually the difference between these 2 views clarifies when human status is proposed in society and organizational level and their growth and excellence is in first priority of God pat, and Islamic organization is replaced with organizational human. (Kiya, 1998, p: 125)

**Obstacles in front of Islamic Management in Society**
1- The prevalence and dominance of western approach in society, scientists, and students inferiority against western approach until not to let Islamic approach grow.
2- Lack of managers and people familiarity with Islamic management abilities and non-belief to its application
3- Not making difference among managerial technics and humanity approaches in management:
4- No specific definition, criterion, and limitation for Islamic management
5- Lack r limitation in theoretical fields about Islamic management in organizational level
6- Ambiguity in meaning and conception of Islamic management
7- Lack of strategic look toward Islamic management and its usage in organizational level
8- Negligence to different studies about Islamic management
9- Mental obstacles of accepting fresh views

**Suggestions to Cope with Obstacles against Islamic management**
1- Modification his relationship with God
2- Self-believe
3- Certain definitions and determination limitation and boundaries of Islamic management more precisely
4- More studies about Islamic management in organizational level
5- Attention to western management which can be used in less levels of Islamic management
Conclusion

The last noticeable point is that Islamic management has efficient competences and qualifications to play role in organizations success. These features are in middle of used orders, advice, ideas, and methods by religious scholars and have explicit existence, but they need in-advance actions to be used in organizations without fear and inferiority complex of management scholars and authorities and permanent studied in this field.

It is hoped to see actualization abilities of Islamic management which are rooted by life-giving school of Islam in light of Imam Zaman, using spirituality of Ayatollah Khamenei, Muslims leader, and increasing related studies to Islamic management in scientific and research center.
References

Sites:
- WWW.HTTP://MARGIN.COM/NPVIEWASP?id
- Evolution is necessary in education
- Small schools with great steps
- http://athir.blogfa.com

Islamic management:
www.hayati314.blogfa.com
What is Islamic management?
- Alkafi, Vol. 2, P: 103
- prophets manner, third vol. P: 80
- Alkafi, vol. 1 (p) 44- Delshad Tehrani, prophet manner, third vol. p: 223
Alkafi, vol. 5 (p) 133, Nohamamd Ibn Hassan Alhot Al-Ameli
- Hassani shur, Tahereh, determination Islamic prophet implies, Resalat newspaper, no. 6168, 2007, p: 16
- Yarahmadii Khorasani, Mahdi, group dynamism is secret of successful managers, Etellaat newspaper, no. 5482, 2006