

The Effect of Principles of Islamic Management on Improving the Work Process of the Organization (Case Study of Yasuj University of Medical Sciences)

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Abstract

The purpose of this study was to investigate the effect of management of Islamic principles on improving the work process in Yasuj University of Medical Sciences. This research is based on a descriptive-correlation method of research with applied nature and in terms of time-span. The statistical population of this study was 274 staff members of Yasuj University of Medical Sciences. 156 items were selected through Morgan table. Non-random sampling method (available) was used. Data gathering tool in this research, was the standard questionnaire of the work process derived from (1) and the standard questionnaire of principles of Islamic management derived from (2), whose Cronbach's alpha were respectively 78/89 and 89. Descriptive and inferential analyzes (t-test and regression) were used to analyze the data using SPSS software. The results of the research showed that the principles of Islamic management (planning, organizing, motivating, leading, supervising and controlling managers and decision makers) affect the improvement of the work process in the University of Medical Sciences.

Key words: Islamic Management Principles, Planning, Organizing, Motivation, Leadership, Supervision and Control, Managing Decisions, Improving the Work Process.

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Introduction

In today's turbulent and changing environment, the competitive advantage of other organizations is not just financial, but the key to success and competitive advantage of organizations over their competitors is how to use knowledge, staff skill, leadership and management. One area of knowledge of the present age, which all governments are concerned with, is the science of management, which is a vast field and like all other sciences, can be taught. Islamic management "is to use the right people and institutions in order to achieve organizational goals in a way that does not contradict religious law." The Islamic State of Islamic governance observes the holy rules of law are one of the most important issues and should be pursued with great perseverance (3).

Today, organizations and firms have to undergo major changes to survive and to compete in global domains due to the revision and redesign of business processes, taking into account all aspects and resources, including tangible and intangible assets, which are a huge part of the process of change. The business emerges through the management of its work processes and its environment (4). Improving the process means how we can do our work better than before, rather than simply worrying about quenching the problems that are occurring in different parts of the organization (5). In today's tense era of global competition and rapid technological advancement, politicians and managers consider job improvement as one of the organizational goals. This study pays attention to the impact of Islamic management principles on improving the work process in the medical university Yasuj.

Statement of problem

When talking about management in Islam, it is primarily intended to administer the affairs and exploit the divine blessings based on the belief in the monotheistic worldview. That is, all acts and behaviors of humans or leaders should be based on the monotheistic worldview and the monotheistic philosophy requires that the actions of a director, in addition to conforming to the monotheistic worldview, be adapted to the principles and objectives of the Islamic society. Islamic management is a management mode that all individuals consider as responsible and influenced by the values of the Islamic value system. The distinction between Islamic management and other systems in the value system derives from the divine worldview. This worldview sees the whole universe as a coherent set of goals that are dominated by traditions. Therefore, in determining the goals and policies of the organization, it must give originality to spiritual values. In this sense, the Islamic city of the organization requires that its activities, spiritual goals and norms related to it be observed, and not only that the provision of material benefits does not lead to the trampling of human resources, but even attempts to ensure that the material benefits human beings and an introduction to the development and deepening of divine insights and the promotion of Islamic rituals (3).

Since the mid-twentieth century, many scholars and economists have been trying to attract the attention of organizations to adopt this new approach (business process) in the field of business. This approach is based on the fact that in each organization there are privileges and unique capabilities and resources from other organizations based on these resources that are based on integration and congestion, when in fact these resources cannot easily be increased or differentiated. In simple terms, it may be possible to set the organization's intangible assets from intangible and hidden resources, and knowledge and information to processes resulting from these resources. On the other hand, organizational control over the scope of resources is one of the characteristics of resources (6).

In today's world, improving work processes is so critical to organizations that they have created a strong competition between them. One of the main evidence of the provision of new services is to win the confidence and attention and encouragement of the clients. Therefore, organizations must be able to identify, use and manage these resources, and ultimately create operations and create value based on these resources, and, on the other hand, limit the physical resources available to organizations, resulting in new approaches to development. Non-physical resources and value-added procedures for product development and improvement. Processes are the most important pillars of any organization that affects executive activities, organization of human resources and even organizational structure. The main issue of this research is to investigate the effects of Islamic management principles on improving the work process, taking into account the important role of these two categories in society. Islamic approach to management studies has provided an important area of

research for management scholars. Islam as the most complete divine religion has the best instruction in the administration of society and organization. Therefore, the purpose of this study is to eliminate the vacuum by examining the impact of Islamic management dimensions on improving the work process, and the researcher seeks to answer this question. Is Islamic Management Principles Significantly Significant in Improving Work Process in Yasuj University of Medical Sciences?

Importance and necessity of research

The need to replace the principles and principles of Islamic management, instead of current management, is mutually controversial. First of all, the West has been able to make detailed and well-documented studies and attempts at making mistakes in the field of management science, as well as in other disciplines, in a systematic way and within a specific framework, so that it can broadly To achieve their goals. Despite the fact that Western management science has been able to incorporate a very good application framework into its theories and theories, but despite its major drawbacks, all the outputs of this science cannot be relied upon and trusted, and the need for reform is felt. To do this, we need to systematize all sources and informative information that embraces the comprehensive human needs and corresponds to the realities of the universe with the help of today's scientific frameworks so that it can be applied in our management system (7).

The second aspect, which makes Islamic management knowledge essential for Islamic governments, is the ineffectiveness of Western governance in completing the Islamic state. The rapid technological advancements and complex environments today have led our organizations to survive to the mere use of Western science products, and sometimes, by justifying its abandonment, without any scientific justification or appropriate replacement, parts They will remove that science. (7).

Processes are the most important criterion and aspect of organizational interest, whose weight is even higher and more important than leadership. (5). Processes in each organization are designed to achieve the mission of the organization, to better meet the basic needs of customers and audiences with better performance. In expressing the importance of processes in the organization, it's enough that performance improvement is only achieved by improving processes and engaging employees. (8).

In such a situation, managers should be prepared for the exact support of evil policies and tricks and ways to deal with them. The importance of management, especially Islamic management, in scientific resources is not overlooked by anyone, considering that research has so far been conducted in the studied community. There is a research vacuum that the researcher completes with this realization this research vacuum, therefore, this research is of particular importance.

Theoretical fundamentals of research

Islamic Management

The term "Islamic management" implies that management can have two aspects of "Islamic" and "non-Islamic", and thus the question arises: what is the relationship between management as a science and between Islam as a religion, there is? This question is in fact one of the details of a more general and general question: What are the different sciences and techniques, especially human sciences, with religions, especially Islam? The purpose of Islamic management is to direct Islamic managers in their management, and in their goals to consider social justice and their ultimate purpose is to obtain God's consent and to serve the people as a form of worship and to live and livelihoods of individuals in line This management will be provided. (9). The dimensions of Islamic management in this research include:

Planning

Planning is a process for achieving goals (10).

Supervision and control of managers

Control and monitoring is a process that compares the contents with the nuclei, the totals with the inputs, and the predictions with the functions, and provides a clear picture of the difference or similarity between these two groups of factors for the officials and managers of the organization. (11).

Decision making

The term decision from the point of view of management science means choosing a way in different ways, and in fact, choosing the best way to achieve the goals. (12).

Organize

In management, organizing is considered as a process in which work is done to achieve goals by dividing work among individuals and groups of workers (11).

Motivation

The desire to do the work depends on the individual's ability to provide a kind of need. One can define his motivation in terms of practical behavior. Those who are stimulated do more to those who do not irritate (10).

Leadership

Leadership means the art of influencing subordinates so that they voluntarily and willingly carry out predetermined activities within the framework of certain goals (12).

Improve the work process

The process in the word means progress or progression to the goal or step-by-step transition to a specific goal. In the system concept, the process refers to the set of interconnected activities that are implemented to create one or more definitions of design changes. Or a set of elements that are designed and executed to carry out a mission or to achieve a specific purpose. Each process begins with a specific activity and ends with a specific activity (13).

Today, leading organizations are moving from the accumulation of individual knowledge to knowledge keeping for collective gain to improve business performance. This will lead to the systematic preservation of valuable backgrounds and experiences and the proper transfer of it to employees on a large scale in the organization and will bring many benefits. The organization's need to maintain and optimize the services delivery processes. Optimal integration of scientific studies into native conditions and create synergies, strengthen processes in specialized sectors, knowledge of successful and unsuccessful experiences of various processes, create a framework for the exchange of indigenous knowledge With other organizations, the creation of grounds for increasing creativity and innovation in managers and experts of different units, as well as the orientation of the system for providing services for the recording of experiences, requires the need for attention and the use of documentation (13).

Division of processes

In a general classification of processes, the following are:

1-Main Processes:

These types of processes are the core of the company and the processes that value the company. They are implemented on a centralized basis in the company and involve direct activities from suppliers to customers.

2- Support processes

These types of processes are not directly priced, but are needed to support core processes. Activities include financial management and personnel management in this group.

3. Development processes

These types of processes are carried out with the aim of high level of efficiency of the value chain with the main processes and support. (14).

Background research

Ahmadian Moghadam (2014) investigated the effect of Islamic management on the preservation and attraction of financial resources (case study: branches of export banks in Chaharmahal and Bakhtiari province). The results of this study showed that the principles of Islamic management (planning, organization, motivation, leadership, Management, supervisor and control of managers and decision makers) is important for maintaining and attracting funds in SADERAT Bank.

Zand et al. (2011) investigated the role of educational-managerial factors affecting the job development of Islamic Azad University employees. The results of correlation analysis showed that the variables: individual factors (level of literacy, service record), educational factors (frequency of participation in period Educational characteristics, characteristics of educational courses), economic factors (salary of experts, financial rewards), and management factors (supervisory status, performance evaluation) with the dependent variable of professional development of experts of Islamic Azad University have a positive and significant relationship.

Research Method

Research findings

The main hypothesis: Islamic management principles have a significant effect on improving the work process in Yasuj University of Medical Sciences.

Table 1: T test results of a single sample related to the main hypothesis

| | Test value = 3 | | | | |
|--------------------------|----------------|--------------------|------------------------|----------------------|-------------|
| | T | Degrees of freedom | The significance level | confidence level 95% | |
| | | | | Bottom limit | Upper limit |
| Islamic Management Views | 26.947 | 155 | 0.001 | 7.87 | 9.1413 |

Table 1 shows that the research variables are desirable in terms of the sample. Considering that the level of significance is less than 0.05 and according to the t-value of more than 1.96 and positive, and since the interval at 95% confidence level does not contain zero, so the zero assumption is rejected and the position of the variable of views Islamic management is desirable and in terms of respondents, Islamic management principles have a significant effect on improving the process of working in Yasuj University of Medical Sciences.

Hypotheses

Table 2 shows that the research variables are desirable in terms of the sample. Considering that the level of significance is less than 0.05 and according to the value of t, which is more than 1.96 and positive, and considering that the interval at 95% confidence level does not contain zero, therefore, the assumption of zero is rejected and the status of dimensions of Islamic management At the level of desirable and in terms of respondents, all aspects of Islamic management have a significant effect on improving the process of working in Yasuj University of Medical Sciences.

Table 2: T test results of a single sample related to sub hypotheses

| | Test value = 3 | | | | |
|--------------------|----------------|--------------------|------------------------|----------------------|----------|
| | T | Degrees of freedom | The significance level | confidence level 95% | |
| | | | | Bottom limit | |
| planning | 29.5 | 155 | 0.001 | 13.982 | 16.0531 |
| Organize | 19.358 | 155 | 0.001 | 0.38576 | 0.85997 |
| Motivation | 37.14 | 155 | 0.001 | 14.0582 | 15.6611 |
| Leadership | 29.15 | 155 | 0.001 | 0.077411 | 0.712112 |
| Control and follow | 44.8 | 155 | 0.001 | 0.300366 | 0.506772 |
| Decision making | 22.5 | 155 | 0.001 | 0.300366 | 0.406222 |

The fitting of the regression model of research is related to the impact of Islamic management principles on improving the organization's work process

Considering the significant levels in table 3, it can be concluded that all aspects of Islamic management on improving the work process in Yasuj University of Medical Sciences have a significant effect on the 95% confidence level. Also, considering the calculated beta that determines the effect of the variables without considering the index, the programming variable with beta (355/0) has the most roles in improving the work process in Yasuj University of Medical Sciences.

Table 3: regression coefficients

| Variable | Not standardized coefficients | | Standardized coefficients | t | The significance level |
|--------------------|-------------------------------|--------------------|---------------------------|-------|------------------------|
| | B | The standard error | BETA | | |
| Constant | 16/382 | 2/027 | ** | 8/080 | 0/001 |
| planning | 0/644 | 0/116 | 0/355 | 5/534 | 0/001 |
| Organize | 0/366 | 0/156 | 0/352 | 2/348 | 0/020 |
| Motivation | 0/390 | 0/130 | 0/182 | 3/006 | 0/003 |
| Leadership | 0/274 | 0/128 | 0/274 | 3/122 | 0/002 |
| Control and follow | 0/281 | 0/130 | 0/118 | 2/001 | 0/001 |
| Decision making | 0/252 | 0/130 | 0/128 | 2/254 | 0/001 |

Discussion and Conclusion

The present study showed that Islamic management principles have a significant effect on improving the work process in Yasuj University of Medical Sciences. All dimensions of Islamic management (planning, organizing, motivating, leadership, supervising and controlling managers and decision makers) on improving the work process it affects the University of Medical Sciences. Planning variable has played the most roles in improving the work process in Yasuj University of Medical Sciences. By identifying the priority of influencing the variables on improving the work process in Yasuj University of Yazd University, it should be appropriate on the basis of the importance of the variables and to pay more attention to planning in the organization in order to improve the work process in Yasuj University of Medical Sciences. Therefore, the findings of this study are consistent with the research by (2). Therefore, it is necessary to allocate people proportionally and correctly to the set of organizational roles and processes, prioritize programs for the reconstruction and renovation of worn out structures and inefficient processes, observance of special conditions in The selection and appointment of individuals to managerial positions in the direction of promotion of the job and the design and establishment of a feedback system for managers in identifying weaknesses and strengths of managers and correcting their weaknesses should be taken.

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