CHAPTER IV

ANALYSIS

GENERAL MANAGEMENT PROCESS VIEWED FROM THE SIDE OF QURAN

If management recited from the side-by-the - Quran analysis if you studied in depth the content and the meaning contained in the Quran and the Hadith of the Prophet, there will be many who are actually teaching principles and foundations of management.

As stated by Tanthowi Jawahir, that there are some verses from the Quran which contains the doctrine of management, namely the verses that deal with issues of planning, organizing, actuating and controlling. ²⁸

A. Planning

In a group or organization, planning for success is, of course that includes what refers to planning or planning. This stimulation is mentioned in the Quran the Holy Book Al-hasyr written verse 18:

"O you who believe, fear Allah! And let every soul look to what it sends forward for the morrow, and fear Allah! Surely Allah is Aware of what you do"

Al Maraghi believes that after God mentions to the hypocrites are on the wrong track, and explained that what they say is not what they save in the liver, as

²⁸ Jawahir Tanthowi. *Unsur-unsur management menurut ajaran al-quran*. Jakarta, 1983. p 33

well as parables for those that like the devil in a seductive and deceptive, end then mentioning people than A children Nadhir headquarters, trick how local promises interesting is a disaster and tragedy for themselves due to the promises which contains a State in which he advised believers to be prudent in their world and do which is beneficial for them in the most, so get a big reward and enjoyment of the eternal. Also that we should not forget the rights of God that God does not close his heart, which gave rise to the they do for themselves what to bring goodness and his good fortune.²⁹

In the preceding verse in Shofwah at tafasir explained that fear Allah, and reject his prohibitions should see something that has been out of work that do good for the day of resurrection.³⁰

Words "الله اتقوا", repeated for use as taukid and explain the place where God-fearing was piety testimony of God unto the people before, and finally, God knows the work that you later revenge God in his work. The good works and pay attention to what be held tomorrow in the preceding verse, of course got into it, a good intention, that is clean and ordered planned to launch an activity. It is clear that what I recommend people to create that attention to what he has done for tomorrow. In terms of science in management, this action is called with planning or "En Tahthit".

Musthafa al-Maraghi. Tafsir al-maraghi. Juz: XXI Dar al-fikr, Beirut. 1987.
 Muhammad Ali As-sobuni. Shofwa at tafasir. Juz: II. Dar al-fikr, Beirut. 2001. p136

This is also consistent with the Hadith Prophet:

"If you do a job then think of the consequences, if, while, continue, and if it is not good (evil), stop."

Similarly, the Quran provides guidance, so that together, life in a particular or general link, always reflect the action, will help between any other assistance. Thus, the success is easily achieved.

With the above information shows that the stimulant found in the Quran, in particular on the issues well and attention to what will be tomorrow, two things are not partial separated, which means that good works must be clean and well prepared for not no confirmation the following day (to come).

From here one can understand that, good deeds that we do now in this life or the benefits expected to also obtain good results also later in the afterlife. This means each individual or group of believers must always think ahead and carefully cooked and full of prudence.

B. Organizing

As the second element of management or a function is the organization. The organization is a factor closely which has become a reference in the mobilization of human beings to achieve the goal planning. Since the Group was formed by several people, then integrated including cooperation is a crucial part.

The Organization of a Union of integrated management, whole and strong in a group of camera or organization. This is done in accordance with the

distribution of different tasks, but in the direction of a point, the action was made so that members can work well and have a sense of community and responsibility.

Ouranic verse about the functions of the Organization, the word of God contained in the letter of Ali Imran: 103.

وَاعْتَصِمُوا بِحَبْلِ اللَّهِ جَمِيعًا وَلا تَقْرَقُوا وَادْكُرُوا نِعْمَة اللَّهِ عَلَيْكُمْ إِذْ كُنْتُمْ أَعْدَاءً فَأَلْفَ بَيْنَ قُلُويِكُمْ فَأَصْبَحْتُمْ يِنِعْمَتِهِ إِخْوَانًا وَكُنْتُمْ عَلَى شَفَأ حُفْرَةٍ مِنَ النَّارِ فَأَنْقَدَكُمْ مِنْهَا كَدَلِكَ يُبَيِّنُ اللَّهُ لَكُمْ آيَاتِهِ لَعَلَّكُمْ تَهْتَدُونَ

"And hold you fast, all of you together, to the cord (ad-din) of Allah, and be not disunited. And remember Allah's blessing on you when you were enemies (of each other), and he united your hearts in love, and you become brethren by his blessing. And you were upon the brink of a pit of fire, so he saved you from it. Thus Allah makes clear his revelations to you that you may be guided"

Almaraghi create quick awaits kitabullah and promises to you. Contained in the agreement that to live in peace and society commands obey Allah already his envoy. And not and vice versa, that is divorced dispersed. According to Ibn Katsir, Allah ordered the Union and prohibits secession, with unity and harmony is guaranteed to avoid errors. Whereas, according to Hamka, rope in exploitation of the religion of Allah, the Quran is attached. Due to clinging to the rope of God, religion itself does not do good. 31

In this verse "rope in exploitation", which contains instructions to organize a Union against any act of an integrated approach, set, and Fort is included. Is evident that in this case, in this action that Union need a strong, intact and integrated approach. Anything that causes cracks and down organization unit should be avoided. These actions should not happen because the opposition can

³¹ Ibid. p 45

cause damage to the coordination and organization will lead to weakness and failure in achieving goals.

C. Actuating

Requirements that can be grouped in function of directing, leading, directing, coordinating, which in Arabic is: الأفراد تهيئة: directing, cramming التوجيه, التنسيق: Commander التنسيق: coordination. Implementation work certainly the most important in order to function because many kind of management actions themselves, so all members of the group begin from top to bottom level to work towards organizational goals as planning predetermined, with the best way and correct. Meant that all the work necessary in Islam begins with the name of Allah (Basmallah) and is intended to Allah (God must work motivation).

In the normal mobilization of leadership must always be direct and give way, instructions, or warnings to the members for the real goal. Quran in this case has provided basic guidelines to guide the process, in Surat al-Kahf verses. 2.

"(He made it) straightforward that it may warn (the evildoers) of a severe punishment from him, and give glad tidings to the believers, who do righteous deeds, that their shall be a goodly reward (of paradise)."³²

Al Maraghi believes that God sent down the Quran to His servant in a state of straight, no dispute, that some verses to justify some of the other. and a few verses to give testimony in another part. There is no deviation from the truth. That

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³² Verse by verse English Translation of Holy Quran. Dr LA'L Muhammad Chawla, baitul quran, Pakistan 2000

they will get much reward for their faith and good works. And promised a heavenly reward.

From these verses can be seen that the need for mobilization of action, provide guidance, direction, equipped with the motivations are good news for members who do a good job. And vice versa, the motive is bad news for members who work with the poor.

This is supported by the hadith of the Prophet:

"Lead them well beaten path, and joined them and gave them the good news. And know that sometimes people will not enter Paradise which is only dependent on charity. They said: No, even you O Messenger of Allah? Rasulullah replied: I do not, unless Allah covers me with mercy and grace, and charity which is favored by God is eternal even if slightly". (HR Syaikhoini and An Nasai)

Good guidance factors provide guidance and motivations is as supporting a plan for success.

D. Controlling

In every form of leadership, supervision or *arriqobah* process is something that must exist and be carried out. Events this week to inspect and examine whether the performance of duties of the original plans actually work. It is also to know whether such violations. Misuse, leakage, shortage in performing the task and also to know whether if there are aspects of his weaknesses.

So all things can become clearer and attention as well as materials for the next leader to give appropriate instructions based on the data already collected, or continue further to determine what tasks must be performed as the original planning.

Arriqobah or control this process, an obligation which must continue to do, play an important role in carrying out the tasks given to certain parts, because he planned to check on the net in the organization to rid themselves of the things that lead to failure and bad consequences.

Regarding this factor the Quran gives the concept further, more rigorous and convincing. Pressure on the first control Quran itself as a leader whether in accordance with the pattern of behavior based on plans and programs that have been formulated earlier. Most do not show a sympathetic attitude in performing their duties, then checking or inspect the work of members.

The Quran mentions a lot of control and self-correction, and threatening to those who violate the letter of Al Infitar: 10-12:

"And surely over you are (appointed) guardians. Noble writers. They know what is over you do."

Wahbah Zuhaili explain: there are really precious angel was watching, then give each other another ugliness, that they record all your work and know all the things you do. As word of God in the letter Qof 17-18:

"When the two receivers (angel) receive-seated one on the right and one on the left. He utters not a word, but there is by him an observer ready."

Ibn Abi Hatim narrated in a hadith Mursal Mujahid said: "Honors the noble angels that register works that never separated from you, unless one of two things: jinabat and defecation." So if one of you, take a swim and then cover it with a wall or another.

HAMKA in its interpretation gives the interpretation in the verse: "Behold, every moment we live in this world there are always people who maintain or keep our God-given job to keep it, a noble-noble it is to the angels."

There are also other verses that give threats and warnings to the public, especially the leaders who ignore the control process, this is to cleanse yourself and family from some of the destruction. Surat At Tahrim verse 6:

"O you who believe, save your selves and your families from a fire whose fuel is mankind and stones, over which are (appointed) angels, stern, strong, who disobey not Allah in what he commands them, but they do what they are commanded."

From the above verse it appears that the concept of supervision offered by the Quran are not limited supervision of others. But also self and family supervision. The Quran teaches self-control and start from the people closest or family. And then someone else. In other words, if the monitoring function is implemented in an organization or company-based, then the leader must first of all self-monitor and maintain control of his works before the bottom. This is supported by the hadith of the prophet: