

MANAGEMENT IN THE QUR'AN PERSPECTIVE

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Abstract

Humans have targets or goals that they can achieve in their lives. To achieve targets or goals, human effort is required in the form of tips or methods that must be implemented or mastered. To be more systematic and focused in determining tips or techniques to achieve targets or goals required by management. Even though management as science itself was only known in the mid-19th century, its existence is the key to success in achieving a target or goal. The method used in this research is a library or library research approach. They are supported by descriptive concept analysis. Islamic teachings in the Al-Qur'an and the Prophet's hadith teach about a directed and orderly life. Al-Qur'an, with all its integral parts, also functions as a source for determining things, responding to them, and enlightening oneself about all actions taken. The management theories and concepts used today are familiar from an Islamic perspective. Management existed when Allah created the universe and its contents. Management is a process of skill and expertise in Planning, Organizing, directing, and supervising each person's efforts to achieve predetermined goals. There are at least four functions in management: Planning, Organizing, actualizing, and controlling. The Koran and Hadith are references and views of life in Muslim life, such as management.

Keywords: Al-Qur'an, Management, Hadith.

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Introduction

Humans, as individuals or as part of a group, definitely have a target or goal to achieve in their lives. Then, in an effort to achieve the target or goal, action must be taken. One part of the business is organizing and formulating tips or methods that need to be implemented or even mastered. Considering the importance of finding and preparing recommendations or methods to achieve a target or goal, today, a special scientific discipline has been born to guide humans so that they are more systematic and focused in finding and formulating tips or methods to achieve targets or goals. This special science is the science of management.

Management is not something new in human life. Since the first time humans lived until now, management has always been used to achieve goals or targets that have been determined in their daily lives. However, management as a science itself was only recognized in the mid-19th century. At the moment, Management science is very popular and is even considered and associated as the key to success in achieving a target or goal (Sulhan, 2013).

Likewise, it is related to the discussion of this paper. The management theories and concepts used today are not new from an Islamic perspective. Management existed when Allah created the universe and its contents. Then, if we talk from an Islamic perspective, we will inevitably come into contact with the Qur'an (Machali, 2015).

If management is one discipline, the knowledge used to reach objectives or targets that have been achieved is determined in daily life; in the self of a Muslim, all base knowledge ends in the Koran. All kinds of instructions, including education for the benefit of the world, are in the

Koran. Points are interesting about how management as knowledge is seen from the perspective, or corner look at the Koran.

Research methods

Research methods are stages Where the researcher starts to think about the most appropriate way to find the answer to the problem that lies within his research. In traditional scientific study, quality is not only determined by the results or conclusion of the researcher. Still, it also lies in the research process, which is also closely connected with suitability and accuracy in the chosen method study. The researcher, this time, will convey a discussion about management from the perspective of the Qur'an with the use of approach *library research* or study bibliography, as well supported by analysis of nature concept descriptive.

There is no scientific research that does not involve the study of literature by researchers. Literature review or library research is something method used to get information data with facilities available at the library like books, magazines, documents, notes, stories, and history or use sources from books or results of research that has been done. There is previously related to object study. Then, nature analysis and descriptive are required in the study. This is to explain something matter or related circumstances with discussion.

Results and Discussion

A. Understanding Management

Many experts have scientifically discussed management as something that disciplines knowledge knowledge (Na'im, 2018). From that, lots of presentations and discussions related to knowledge management will be produced, and a number of derivative detailed discussions things related to management. Henry Fayol in Nirva Diana, for example, put forward that management consists of at least five items, namely *planning, organizing, commanding, coordinating, and controlling*. Meanwhile, George Terry revealed that management arranged Dai's four aspects, namely: *Planning, Organizing, actuating, and handling*. Likewise with definition management proposed by James AF Stoner, where aspect function management at least own element planning, organizing, directing and supervising.

From various concept that has been stated by a number of experts related to function management, the researcher concluded at least four functions' main necessary direction _ reviewed further.

1. Planning (*Planning*)

George R. Terry in Nirva Diana defines: "*Planning is the selecting and relating of facts and the making and using of assumptions regarding the future in the visualization and formulation of proposed activities believed necessary to achieve the desired result*". (Planning is the selection and search of relationships between facts as well as manufacturing and the use of assumptions about the future to describe and formulate proposed activities, which are considered needed to reach desired results). Good Planning will play an important role in every decision made because this is the first step in every action. Planning also guides a person in carrying out a process for an objective certain (Talibo, 2018).

2. Organizing

Activity organizing for Teacher in learning is intended to determine who will carry out tasks in accordance with organizing principles by dividing the responsibilities of each school personnel clearly according to their fields, subjects, and obligations. Organizing learning means dividing tasks according to their respective authorities.

3. Actuating

Moving (actuating) or providing Directions include activities carried out by a guna initiating and continuing activities determined by the planning and organizing elements so that goals can be achieved. Activities include providing instructions or direction, leading, developing and compensating. A propulsion function is also available. This means that someone must be able to provide motivation, advice and guidance within a group or community to improve enthusiasm and make an effort to reach an objective so that it can be achieved optimally.

4. Supervision (*Controlling*)

Supervision is unit purposeful activities for evaluating as well as seeing is something activities that have been done walk in accordance with what has worn inside Planning. According to Stoner, Freeman, and Gilbert, supervision is a process for ensuring that all activities are carried out in accordance with what has planned. Supervision means providing an assessment of the implementation of some activities, whether they are in accordance with the intended objectives or not. So, what is assessed is the process and results of some actions.

B. Management in the Perspective of the Qur'an

Humans need various kinds of knowledge in their lives. There are two types of sources of knowledge, namely naqli and aqli. This naqli source is the pillar of most of the knowledge needed by humans, both in their religion specifically and world problems in general. (Nugroho & Amsori, 2022). A very authentic source for Muslims, in this case, is the Qur'an, which is the source of everything, including knowledge.

Islamic teachings, as stated in the Qur'an, teach about complete life directed and orderly. Al-Qur'an and hadith, with all the integrals, can also function as sources in determining something, responding to, and evaluating the self from all actions taken. That matter is an example concrete and evident exists leading management to regularity. Activity aliyah-aliyah, which originates and is derivative from the Koran and hadith, such as prayer, fasting, pilgrimage and so on, implementation practice monumental management (Mesiono & Aziz, 2020).

Theories and concepts of management use moment. This is Actually No new thing from the perspective of Islam (Riyadi, 2016). Control That has there is at least when Allah created the natural universe along with its contents. As The example stated in QS As-Sajadah verse 5, Allah, through the Qur'an, has conveyed proof practice inside the management universe. This:

يُدِيرُ الْأَمْرَ مِنَ السَّمَاءِ إِلَى الْأَرْضِ ثُمَّ يَعْرُجُ إِلَيْهِ فِي يَوْمٍ كَانَ مِقْدَارُهُ ٥٠٠٠
أَلْفَ سَنَةٍ مِّمَّا تَعُدُّونَ ﴿٥﴾

"He regulates all affairs from heaven to earth, then (affairs) ascend to Him in one day whose length (length) is a thousand years according to your calculations."

The Koran is believed to contain a principle base concerning all aspects of the life of man (Ramadani, 2022). Interpretation of the everlasting Al-Quran becomes important because of one side's revelation and prophecy in the corner. Look at the timeline, and it has ended. Meanwhile, on the other hand, the conditions of the times have always changed along with the development of thought and civilization of man, so it is still necessary to correct instructions for man. Already, it has become certain that the Koran references and views life in aspects of Muslims like management and specialized related control in the Al-Qur'an perspective.

1. Planning (*Planning*)

Planning as a process requires a rational approach towards previously determined goals; for this reason, Planning requires data and information so that the decisions made can solve the

problems faced. Planning is a systematic activity process to operate something, work, and achieve the objective. Between activities, there is forecasting, determining goals, scheduling, and budgeting.

a. Forecast

يَا أَيُّهَا الَّذِينَ آمَنُوا اتَّقُوا اللَّهَ وَلْتَنْظُرْ نَفْسٌ مَّا قَدَّمَتْ لِغَدٍ وَاتَّقُوا اللَّهَ إِنَّ اللَّهَ خَبِيرٌ بِمَا

تَعْمَلُونَ ﴿٥٦﴾

"O you who believe! Fear Allah and let everyone pay attention to what he has done for tomorrow (the afterlife), and fear Allah. Indeed, Allah is very careful about what you do."

Forecasting is an attempt to predict or predict conditions and time. In other words, it is necessary to determine estimation time related to process activities in achieving targets and goals. In line with the matter mentioned in Al-Hasyr's letter verse 18, is there the sentence "... *wal tanzhur naphsumma adamant lighted...*" (and let every self notice what has he did for day tomorrow. I mean, take it into account yourself before being punished by Allah. Moreover, look what you have saved for yourself from charity shall For day then and when meet with your *Rabb*.

Allah implicitly through the Qur'an in Al Hasyr's letter verse 18 so that humans make estimations or forecasts in their lives with methods to do calculations or conclusions based on information on facts that have been known. So, that connection in do planning will add efficiency and effectiveness in deciding on action at the beginning of the activity or in the middle of the movement.

b. Goal Setting

وَمَا خَلَقْتُ الْجِنَّ وَالْإِنْسَ إِلَّا لِيَعْبُدُونِ ﴿٥٦﴾

"And I did not create jinn and humans except so that they would serve Me."

Determination objective means doing an activity For something you want to be achieved through an implementation process in the form of an action or activity. Related to the determination objective in the interpretation of Mishbah Surah Az-Zariyat, verse 56 has an explanation, " I " (God) did not create them (humans) but so that the aim or end of their activities is to worship Me. The words "... *li ya'budu u n* ..." in the verse above are named by experts in the Samuel 'aqibah language, which means the end or impact and consequence of something (Shihab, 2017).

In addition, Allah has introduced the concept of management in terms of Planning in the form of goal setting, which is contained in Surah Az-Zariyat verse 56, which is a fragment of a hadith by Ali bin Abi Thalhah narrated from Ibn 'Abbas: "Meaning, but so that they will submit to worship to- Me, whether voluntarily or forced. While Ibn Juraij said: "namely, so that they know Me. " This form of goal setting will make the planning process more focused, making all forms of activity focus on a predetermined and agreed end point.

c. Scheduling

فَإِذَا قَضَيْتُمُ الصَّلَاةَ فَادْكُرُوا اللَّهَ قِيَمًا وَقُعُودًا وَعَلَىٰ
جُنُوبِكُمْ فَإِذَا اطْمَأْنَنْتُمْ فَأَقِيمُوا الصَّلَاةَ إِنَّ الصَّلَاةَ كَانَتْ
عَلَى الْمُؤْمِنِينَ كِتَابًا مَوْفُوتًا ﴿١٠٣﴾

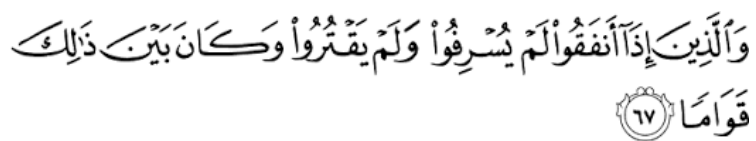
" Furthermore, when you have finished (your) prayer, remember Allah when you stand, when you sit and when you lie down. Then, when you feel safe, then perform the prayer (as usual). Indeed, prayer is a time-determined obligation for those who believe . "

Mauqutaa said, taken from the word *waqt* (time). In terms of this word, language is used in the sense of final limit chance or opportunity To finish One work. Every Salat has time in the feeling that there was a time when someone must finish it. When that time passed, then basically time passed to Salat That.

Temporary That in A hadith conveyed by the Prophet: Has told us Suraij bin Nu'man Has told us Husyaim he said, has told us Daud bin Abu Hind he said, has told me Abu Harb bin Abul Aswad from Fadlalah al-Laitsi he said; I went to Prophet Muhammad and finally embraced Islam. Then he taught me so he taught me the five daily prayers and their times. So I said to him, "Indeed, these times are busy. Therefore, order me something comprehensive (of value)." So he said to me, "If you are really busy, then do not let yourself be busier than two times." I asked, "What is the second time?" he answered, "namely, the Fajr Prayer and the Asr Prayer" (HR. Ahmad No. 18251) (Alfansury et al., 2022).

There are times for prayers and various forms of worship that Islam stipulates exist distribution technical regarding time or time. This matter teaches people to have short and long plan periods, as well as to finish every plan in time according to the specified time and schedule. Implicit in the Koran is the necessity of scheduling and determining time for an activity so that the whole process of Planning reaches an objective systematic.

d. Budgeting



"And people who if earn a living, they No excessive, and not (also) stingy, and is He mid between both of them."

Yusrifu said, taken from the word scarf, that it goes beyond reasonable limits in accordance with conditions of living and being given livelihood, or in anything else fits with circumstances owner finance (Firdausy & Syamhadi, 2023). Even if you are rich, you will be despicable If you give a child small to exceed his needs. On the other hand, the same vile If give adults in need more Lots equalized as much giving to the child.

Yaqturuu said is against from *yusrifu u*. He needs to be more from what can given in accordance with the circumstances of the giver and recipient. *Qowaaman said* it means fair, moderate and mid. Through recommendation this, Allah swt. and the Messenger of Allah accompanied him man for can look after his wealth, no waste so that finished, however in same time No hold it the same very so that sacrifice interest personal, family, or who needs it. Look after something good, including treasure, so treasure that is always available and sustainable is religious orders.

Related Planning in matters of operating function management and being wise in budget expenses are also points in the implementation stage of good Planning. A budget that has an appropriate target can help mobilization in reaching specified goals. So from that, we really need To determine and adapt the budget with activities to be executed. Use the principle *cowman*, which means fair, moderate and mid in formulating or determining a budget. Not too much either narrow available budget hinders the management process.

2. Organizing

Represents part in management, in the form of activity distribution duties and authority planned work For resolving a human, fine-by matter connection to an activity group or individual (Syahputra & Herviana, 2021). Organizing is also defined as activity distribution tasks, delegating authority, and establishing desired activity done throughout the hierarchy organization (Syuhudi & Mahmud, 2023). In terms of this is what Allah said road Surah Az- Zukhruf verse 32 is related to Organizing:

أَمْ يَقْسِمُونَ رَبِّكَ نَحْنُ قَسَمْنَا بَيْنَهُمْ مَعِيشَتَهُمْ فِي الْحَيَاةِ
الدُّنْيَا وَرَفَعْنَا بَعْضَهُمْ فَوْقَ بَعْضٍ دَرَجَاتٍ لِّيَتَّخِذَ بَعْضُهُمْ
بَعْضًا سُدْحًا وَرَحْمَتُ رَبِّكَ خَيْرٌ مِمَّا يَجْمَعُونَ ﴿٣٢﴾

"Do those people want to share the grace of your Lord, O Muhammad, so that they can choose prophets for the people they want? No, We are the ones who divide the living among them, so that We make some of them rich and the rest poor".

Ibn Ka ts Ir, in his interpretation of this verse, explains that Allah gives levels to His creatures regarding the wealth, reason, and understanding given to them, as well as various physical and spiritual powers. The words *nahnu qosamnaa bainahum mai'syatahum fil hayaatiddunyaa* have Meaning. We have determined between them their means of livelihood in this worldly life so that some of them can use others. One opinion says that Meaning is a partial order. They use some others are deep various charity, because part needs some others. That is what Assuddi said. While Qatadah and Adh-Dhahhak said in part they own others, meaning This return to the first.

Meanwhile, in the Tafsir Al-Mishbah, *nahnu qosamnaa bainahum mai'syatahum fil hayaatiddunyaa*, this sentence has an explanation: We (Allah) have divided through the establishment of laws that have been established between them and based on Our wisdom, both general and specific, We have divided -for their means of subsistence in worldly life because they cannot do it themselves. We have raised some of them in wealth, knowledge, strength and so on above others by several levels so that some of them can use others so that they can help each other in meeting their daily needs because each of them needs each other to find and organize their lives.

Then Allah said, *wa rahmatu rabbika khoirum mimmaa yajmau'n*. The mercy of your Lord is better than what they collect. That is, Allah's mercy to His creatures is better for them than what they have in the form of material possessions and the pleasures of worldly life.

The series of holy verses from the Qur'an that have been explained in the previous paragraph implies that organizations as places of human gathering consisting of behaviour, customs, habits and norms cannot be denied that will form a vision, mission, and goals to be achieved by the organization. The. Organizing also means Sharing task One with others as form linkages in matter each other required to achieve its specified goals. Therefore, in an effort to accomplish these achievements, organizations need values that can be used as guidelines, characteristics, and internal reference activity. With clarity regarding these matters, the organization will determine the best strategies and ways to achieve goals (Yuni & Azizah, 2022).

3. Actuating

Actuating is the process of carrying out activities in order to move group members in such a way that they want to achieve the goals, objectives, and targets that have been set. In Arabic, the word *actuating* is interpreted as *attach*, which also means directing. The Qur'an has explained

many keywords, namely, the process of mobilizing or directing human resources to achieve common goals (Wisudaningsih, 2018). For example, in Al-Qur'an surah At-Taubah verse 122:

﴿وَمَا كَانَ الْمُؤْمِنُونَ لِيَنفِرُوا كَافَّةً فَلَوْلَا نَفَرَ مِن كُلِّ فِرْقَةٍ مِّنْهُمْ طَائِفَةٌ لِّيَتَفَقَّهُوا فِي الدِّينِ وَلِيُنذِرُوا قَوْمَهُمْ إِذَا رَجَعُوا إِلَيْهِمْ لَعَلَّهُمْ يَحْذَرُونَ﴾^(١٢٢)

" It is not appropriate for all believers to go (to war). Why not leave some people from each group among them to deepen their knowledge of religion and to warn their people when they return to it, so that they can guard themselves."

The person who will give a warning (leader) to his people, community, or group must prepare to the maximum his knowledge and abilities; in other words, he must have competence.

The word competence in the Koran " لِيَتَفَقَّهُوا " is interpreted by Al-Thabary: the person who is going to give a warning must listen to everything that is in his community and pay attention to everything that Allah has revealed. The phrase "Fiqh" also means knowing or understanding what one is doing. People who know are called "faqih". This verse emphasizes that leaders, before going into the field to give warnings, must first enrich themselves with knowledge and practice. The explanation in the At-Taubah letter verse 122 is the element direction and mobilization.

4. Supervision (*Controlling*)

﴿وَلَقَدْ خَلَقْنَا الْإِنْسَانَ وَنَعْلَمُ مَا تُوَسْوِسُ بِهِ نَفْسُهُ وَنَحْنُ أَقْرَبُ إِلَيْهِ مِنْ حَبْلِ الْوَرِيدِ﴾^(١٦)

"Indeed, we have truly created man and know what he whispers. We are closer to him than his jugular vein."

Allah, in the Qur'an Surah Qaf verse 16, tells about His power over humanity, that He is their creator, His knowledge covers all the problems of life, and He even knows what is whispered by the hearts of Adam's children and grandchildren, both in the form of goodness and badness. In an authentic hadith, it has been confirmed by the Messenger of Allah, who said: "Indeed, Allah Ta'ala forgives what the hearts of my ummah whisper as long as they do not say or do it."

Whereas sentence *wa nahnu acrobat divine min habit warid* (And We are nearer to her than tendon liberty) meaning, His Angels are closer to man than tendon his neck Alone. The person who interprets by a-will that's near That is God's knowledge, and then He tries not to must exist upstream or Ittihad (the belief that Allah occupies the corpse of somebody). This verse is form action supervision where Allah is the Almighty Who regulates (management all over creatures and their creations) and does leadership as form concrete function management.

Conclusion

Management is a process in the form of abilities and skills in Planning, organizing, directing and supervising each person's efforts in order to achieve predetermined goals.

Experts have discussed management scientifically and as a scientific discipline. From the many presentations and discussions related to management science, several derivative talks have been produced that explain matters related to management. One of them is regarding management functions.

Henry Fayol in Nirva Diana, for example, stated that there are five management functions, namely *planning, Organizing, commanding, coordinating, and controlling*. Meanwhile, George Terry revealed. There are four functions in management, namely, *Planning, Organizing, actualizing, and handling*. Likewise, the definition of management put forward by James AF Stoner is that the management function aspect has at least four functions: Planning, organizing, directing and supervising.

From the various concepts that have been put forward by several experts relating to management functions, the author concludes that there are at least four management functions, namely, planning, organizing, directing and supervising.

The Koran is believed to contain a principle base concerning all aspects of life, man. Interpretation of the Koran and Hadith have always done. This matter is important because of one side's revelation and prophecy in the corner. Look at the timeline; it has ended. Meanwhile, on the other hand, the conditions of the times have always changed along with the development of thought and civilization man, so it is still necessary to have correct instructions _ for man. It has already become a certainty that the Koran became a reference and viewed life in aspects of Muslims like management.

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