

## Management Of Organizing From The Perspective Of The Qur'an And Hadith In The Modern Era

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### ABSTRACT

**Objective:** This study aims to analyze the principles of organizing management from the perspective of the Qur'an and hadith and its relevance in the modern era. The research explores how Islamic teachings provide a framework for effective organizational management that aligns with contemporary demands. **Method:** Using a qualitative approach, the study employs a literature review method, collecting and analyzing data from 15 relevant articles. The data are processed through problem formulation, comparative analysis, and synthesis to draw conclusions. **Results:** The findings reveal that the concepts of organizing management outlined in the Qur'an and hadith emphasize values such as trust (amanah), consultation (shura), justice ('adl), and accountability (muhasabah). These principles demonstrate high relevance when applied to modern organizational systems, providing a robust foundation for fostering collaboration, efficiency, and ethical practices in organizational development. **Novelty:** This study contributes to the existing body of knowledge by bridging classical Islamic principles with modern management practices, highlighting the applicability and timelessness of Qur'anic and prophetic teachings in addressing contemporary organizational challenges.

## INTRODUCTION

In this modern life, humans are more preoccupied with digital roles, but fundamentally, humans are social beings who need to interact with other humans in any situation and condition [1]. Not only that, Ach.mohyi (in F. Rahman) states that humans are also known as multidimensional beings. This means they have many titles, including: as social beings, organizational beings, individual beings, humans who prey on other humans, working beings, and beings who like to use various symbols [2].

One of the characteristics of humans as organizational beings is that humans, from birth, cannot live independently without the help of others. so that the existence of the organization is created solely for the benefit of humans. In management science, one of the important discussions is organizing. A person must be able to manage, organize, and develop the organization they oversee so that they are not enslaved by the organization itself. Islam strongly encourages all its followers to do everything neatly and in an organized manner to avoid falling into falsehood. As mentioned in the saying.

"Unorganized truth can be defeated by organized falsehood."

An organization is a structure or unity consisting of several people to achieve a common goal [3]. In short, an organization is a group of people who work together to

achieve specific goals, whether economic, social, or political. In Islam, the exemplary conduct of Prophet Muhammad (PBUH) is demonstrated in his skill in organizing his troops during times of conflict. The Prophet divided each duty and task among the companions according to their respective capacities. In the Qur'an, it is also mentioned in Q.S Al Imran Verse 103.

وَاعْتَصِمُوا بِحَبْلِ اللَّهِ جَمِيعًا وَلَا تَفَرَّقُوا ۚ وَادْكُرُوا نِعْمَتَ اللَّهِ عَلَيْكُمْ إِذْ كُنْتُمْ أَعْدَاءً فَأَلَّفَ بَيْنَ فُلُوبِكُمْ فَأَصْبَحْتُمْ بِنِعْمَتِهِ إِخْوَانًا وَكُنْتُمْ عَلَىٰ شَفَا حُفْرَةٍ مِنَ النَّارِ فَأَنْقَذَكُم مِّنْهَا ۚ كَذَٰلِكَ يُبَيِّنُ اللَّهُ لَكُمْ آيَاتِهِ لَعَلَّكُمْ تَهْتَدُونَ

*Meaning: "Hold firmly to the rope (religion) of Allah, do not be divided, and remember the favor of Allah upon you when you were enemies, then He united your hearts so that by His grace you became brothers. (Also remember) when you were on the brink of the abyss of hell, then Allah saved you from there." Thus Allah explains His verses to you so that you may be guided [4].*

With the application of management science in educational institutions, they will achieve their goals effectively and efficiently, and can produce high productivity. In the history of science, one will not find a field of knowledge that has developed so rapidly and been so easily accepted as management. As a discipline since it was first introduced in the late 19th century, management has solidified its role and function in meeting the needs of individuals and organizations. Organizing management is a discipline that has existed in the Qur'an and the science of hadith. In human life, both individually and socially, organization is needed. The main sources of law in Islam are the Qur'an and Hadith, which have many benefits and serve as guidance in human life. During the time of the Prophet Muhammad (PBUH), the fundamental substance of the Quran was practiced and taught by the Prophet Muhammad (PBUH) to his companions. Besides the Quran, the attitudes, actions, and sayings of the Prophet are used as references by Muslims in their daily lives, both regarding matters related to the relationship between humans and their God as well as with other humans, including the surrounding environment. Organizing management is essential for regulating life, especially in times when conditions are constantly transforming along with the development of human thought, making accurate guidance for humanity very necessary [5].

The reality in the modern era like now, the organizing management that exists today is experiencing very complex and dynamic developments. Management organizing must be able to quickly adapt to existing developments, whether through changes in the business environment, consumer preferences, or technology. Good organizing management allows for remaining responsive and flexible. The utilization of available technology can change the way organizations work, and the process of organizing can be facilitated by various project management software. The presence of a positive organizational culture can also enhance employee productivity and loyalty. Management organizing plays a role in creating and maintaining the desired organizational culture. From here, a big question arises, is the current organizing

management system in accordance with the views of the Al-Qur'an and hadith? From the above issue, the researcher is interested in studying the article titled Organizing Management from the Perspective of the Al-Qur'an and Hadith in the Modern Era. The purpose of this research is to analyze how the Qur'an and hadith view organizing management and its relevance to the modern era.

## RESEARCH METHOD

Method is a process, or procedure, used to find answers to all existing problems. This research uses the Literature Review method. The Literature Review approach is a method used to analyze data by describing the results of the review obtained during the research, with a focus on library research, which involves reading, studying, and reviewing books, journals, and articles from various sources related to the issues to be discussed in this study [6].

In data mining, this research was conducted by reviewing 15 articles related to titles with similarities. Sources of information or articles obtained from Google Scholar and Lens.org. During data collection, the researcher took a sample of 15 articles published in the last 10 years using keywords. The keywords used are Organizational Management in the Perspective of the Qur'an and Hadith in the Modern Era. The selected articles are then reviewed and analyzed, after which the results are compiled in the form of a data table containing the author's name and year, title, and research results. The content of the articles is examined to produce the results and discussion of the reviewed articles, followed by data comparison to obtain a new conclusion.

## RESULTS AND DISCUSSION

Management organizing or organizing is very much needed in all fields, especially in this modern era, in addition to the existence of knowledge, humans are required to be able to organize anything. The organization referred to is one that aligns with the views of the Qur'an and Hadith. Organization is a process of simplifying the division of labor, where tasks are assigned to individuals according to their roles and empowering all their abilities for the agreed-upon goals. Organization is a series of effective and efficient cooperation among several people in performing various tasks to achieve mutual satisfaction. In examining and analyzing the concept of organizing management from the perspective of the Qur'an and hadith in the modern era, the researcher reviews and critiques several articles that share similarities either in whole or in part. The following table presents several articles related to management organizing from the perspective of the Qur'an and hadith in the modern era.

No	Researcher's name and year	Article title	Research results
1	Sinta Sukma Ayu (2023)	Penerapan Planning, Organizing, Actuating, And Controlling (POAC)	The implementation of POAC in Islamic business management must be in line with Sharia

		Dalam Manajemen Bisnis Islam	values. the synergy between business interests and public welfare becomes the key in the organizing process
2	Henny Hamdani Basri1, Heliwasnimar, Inong Satriadi (2024 )	Fungsi Manajemen dalam Al-Quran dan Hadist: Studi Literatur	The analysis results show that in implementing the functions of Management, there is the word of God that governs it, starting from planning, organizing, movement, and supervision.
3	Norma Fitria (2023)	Kajian Prinsip Dasar Manajemen Pendidikan Islam	Research results show that Islamic education management based on the Quran and Hadith has comprehensive principles starting from planning, organizing, and supervising in the management of Islamic educational institutions.
4	Yayat Hidayat, Miftah Nurul Maarif, Indri Ramdani, Ana Vanista	Fungsi Manajemen dalam Pandangan Islam	The result of the information found is that management functions are not only implemented by Western experts, but the Quran also plays a role in explaining these functions.
5	Hendra safri (2017)	Manajemen dan Organisasi dalam Pandangan Islam	In Islamic teachings, humans are always expected to seek sustenance through halal means and avoid usury, which must be based on solid goodness.
6	Aulya Hamidah Mansyuri dkk (2023)	Optimalisasi Peran Pesantren dalam Lembaga Pendidikan Islam di Era Modern Aulya	Islamic boarding schools have a strategic role in the efforts to develop and advance education in Indonesia, especially in the modern era.
7	Fathor Rachman (2015)	Manajemen Organisasi Dan Pengorganisasian Dalam Perspektif Al-Qur'an Dan Hadist	The main substance in organization includes task arrangement and division, the selection of appropriate resources has been mentioned in the Qur'an, indicating that the Qur'an provides guidance to humanity in leading an organization.

8	Jailani Syahputra Siregar, dkk (2023)	Konsep Manajemen Pendidikan Islam Dalam Perspektif Al-Qur'an Dan Ilmu Hadis	with the application of Management science in educational institutions, the goals can be achieved effectively and efficiently, and it can also produce high productivity
9	Suzana, dkk (2023)	Learning Organization Pada Madrasah Aliyah Negeri 1 Kota Bandar Lampung	that system thinking at MAN 1 Bandar Lampung is carried out by involving all stakeholders together to see the existing opportunities and challenges.
10	Ahmat Jaelani, Sabarudin (2021)	Organisasi Manajemen dalam Meningkatkan Mutu Pendidikan Islam	The principles of good management can be found in the teachings of the Quran and can be applied in a modern context to enhance management effectiveness.
11	Fahmi, Faiz Alan (2017)	Pelaksanaan Fungsi Manajemen (Planning, Organizing, Actuating, Controlling) Pada Manajemen Masjid Al-Akbar Surabaya	The results of this study indicate that the implementation of asset management at Al-Akbar Mosque in Surabaya plays an important role in building the mosque's economic independence.
12	Ma'ruf, M. (2015)	Konsep Manajemen Pendidikan Islam Dalam Al-Qur'an Dan Hadis	Overall, this research provides deep insights into how management principles found in the Qur'an and Hadith can be applied in the context of Islamic education to improve its quality and effectiveness.
13	Abdul Goffar (2018)	Manajemen Dalam Islam ( Perspektif AL-Qur'an Dan Hadits)	This result shows that management in Islam not only focuses on technical aspects but also on the moral and ethical values that underlie every action within the organization.
14	Munawaroh, Siti Khoirul	. Manajemen dalam Perspektif Islam	Based on the research findings, it can be concluded that the Qur'an

(2024)			reveals the meaning of management through the use of the word Al-Tadbiir..
15	Rizka Firnanda Milenia Putri (2024)	Metodologi Penafsiran Al-Qur'an Dan Hadis Tentang Organizing Dan Relevansinya Dengan Manajemen Pendidikan	Understanding the methodology in interpretation can be achieved by sincerely comprehending and applying two basic principles: sincerity and honesty. A fundamental understanding of the methods of interpreting the Qur'an and Hadith has a significant impact on educational management within the Muslim community because it enables the design of better strategies in integrating religious principles.

From the table above, it is found that Islamic education management has been mentioned in the Qur'an and hadith, and has comprehensive principles starting from planning, organizing, movement, and supervision. The basic substance in organizing management consists of Planning, Organizing, Actuating, and Controlling. Good management principles can be found in the teachings of the Qur'an, and can be applied in a modern context to enhance management effectiveness. This shows that in leading an organization, the Qur'an and hadith have provided guidance to humanity.

#### The Perspective of the Qur'an and Hadith on Organization

In the Islamic view, an organization is not merely a container but is more emphasized on how a task can be carried out neatly [7]. The Qur'an has provided a clear and precise depiction of various aspects of human life, one of which is a depiction of management [8].

In Islam, the concept of organizing has been explained in QS. Al-Hasyr (59): 18.

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

*Meaning: "O you who have believed, fear Allah, and let every soul look to what it has brought forth for tomorrow (the Hereafter). And fear Allah. Indeed, Allah is All-Aware of what you do."*

*The above concept explains that when making plans, they must be adjusted to the existing conditions, as thorough planning is the key to success [9]. In the Qur'an, Allah has reminded that all work done by humans must be coordinated compactly, collaboratively, and disciplined so that a strong and solid work system is created and remains unshaken by existing obstacles, one of which is through management organizing.*

Organization can be defined as a work system where existing tasks are divided into several parts and can be managed together to achieve the agreed-upon goals. Management organizing becomes important after making thorough planning, because an organization is a place where people with different functions and jobs gather but have

the same goals [10]. Organizing is a method of distributing various tasks or jobs and coordinating them to achieve the planned organizational goals. The fair division of labor to create a synergistic organization is the main key to ensuring that the organizing activities run smoothly [11]. Fairness here can be interpreted as the division of work assigned to each member being based on their respective abilities and job descriptions. The development of organizational functions can be seen through the workload on each member or group, delegation of authority, utilization of company facilities, and interpersonal relationships. Members with low qualifications are assigned to low workload tasks, while members with high qualifications are assigned to more complex tasks.

Organization can be done in several ways:

1. Forming an integrated system, meaning that before employee placement, a company must prepare the types of cases first and the various types of tasks and group members needed. In other words, before water is added, the container must be prepared first.
2. Paying attention to the span of control means that a company manager must be able to effectively control and manage the number of employees or staff.
3. Ensuring alignment in each group or section so that the established goals can be achieved optimally. In order to work at maximum capacity, a manager must be able to ensure the welfare of every component involved. As stated explicitly and implicitly in QS. Ash-Shaf verse 4

إِنَّ اللَّهَ يُحِبُّ الَّذِينَ يُقَاتِلُونَ فِي سَبِيلِهِ صَفًّا كَانَهُمْ بُنْيَانٌ مَرْصُورٌ

Meaning: Indeed, Allah loves those who fight in His cause in a row, as if they were a solidly constructed building.

The word "shaffan" (row) refers to a group of people who share the same views and are under one organized and solid umbrella or framework. Meanwhile, the word "marshushun" means neatly arranged and lined up. In other words, this verse explains the importance of a compact line, the strength of cooperation, and high discipline in warding off various threats and obstacles that come. If a job is done regularly and purposefully, the results will also be good; conversely, if the job is done without a clear goal, the results will not be optimal. Therefore, in a good organization, all subsequent processes should be carried out systematically and purposefully.

Understanding the verses of the Quran and Hadith not only provides insights into the implementation of organizing management from an Islamic perspective, but more than that, this understanding will serve as a practical guide for Muslims in effectively and efficiently organizing their social lives [12].

Besides the Qur'an, hadith also serves as an important source for Islamic education management. In the hadith, there are many guidelines about leadership procedures, discipline, training, and quality improvement in various fields of knowledge. For example, a Sahih Bukhari hadith states, "Whoever is given a trust but betrays it will not smell the fragrance of Paradise." This hadith emphasizes that responsibility and integrity are very important in an institution or company [13].

### Relevance to the modern era

Relevance to the modern era [14]. Generally, humans need an adequate management system in every activity. Although a portion of the population in Indonesia practices Islam, not all of them have implemented organizational values inspired by the Qur'an and Hadith. Therefore, management systems must be directed as a self-defense against the current tide of moral degradation; all aspects of management should align with the teachings of the Qur'an and Hadith. To achieve this, a new discipline is needed to understand the content and substance of the Qur'an and Hadith through interpretative understanding. A deep understanding of the techniques of interpreting the Qur'an and Hadith can not only enrich religious teachings but also serve as a tool in building and managing organizations according to Islamic principles. [15]

In the Qur'an, the principles of organization have been explained in detail, including:

- a. Justice: in the distribution of tasks and responsibilities within an organization, it should be done fairly. In the context of modern human resources, this principle is already very relevant.
- b. Cooperation: the attitude of helping each other, mutual assistance, and collaboration is highly encouraged in Islam, as well as in an organization, this attitude is highly recommended so that the expected goals can be achieved. Without high solidarity and cohesion, the organization's goals will not be achieved well.
- c. Discipline: In an organization, discipline is very necessary to maintain productivity and order, and Islam has taught how important it is to adhere to rules.

The best example on this earth is the Prophet Muhammad (peace be upon him). He was able to unite various tribes, races, and different backgrounds into one in the religion of Allah, which is Islam. The qualities demonstrated in his leadership are an implied and explicit depiction that has been explained in the Qur'an and hadith. Among them are attitudes that are fair, trustworthy, wise, and capable of making decisions accurately.

In the modern era, the concept of organizing management from the perspective of the Qur'an and Hadith can be applied in various aspects, including:

#### Educational institutions:

Educational institutions can apply Islamic principles in the development of the teaching and learning process, such as creating a conducive learning environment, school management, providing character education to students, and involving parents in the education process.



### Community organizations:

Community organizations can apply organizing management principles in various fields, such as providing assistance to disaster victims or those in need, fundraising, and more.

### The business world:

A company can apply organizing management principles to manage its business, such as engaging in social activities, avoiding practices that harm the company, and implementing a fair wage system for employees. And so on.

## CONCLUSION

**Fundamental Finding :** Organizing management is a critical aspect of achieving organizational goals, functioning as a means to optimize available resources effectively. This study highlights the relevance of Qur'anic and prophetic principles – such as trust (*amanah*), consultation (*shura*), and accountability (*muhasabah*) – in creating strong, efficient, and sustainable organizations in the modern era. **Implication :** The integration of Islamic values into organizing management provides a framework that not only ensures organizational success but also fosters ethical practices and aligns with the broader purpose of human existence as stewards (*khalifah*) on Earth. This approach holds potential to harmonize worldly achievements with spiritual blessings and divine approval. **Limitation :** However, the study is limited by its reliance on secondary data, primarily from literature reviews, without empirical validation through field studies or case analyses. **Future Research :** Further investigations are recommended to analyze prophetic practices in organizing management, particularly exploring hadith narratives, to deepen understanding of their applicability and relevance in addressing contemporary challenges across various sectors, including education, business, and community organizations.

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