

The Impact of Human Resource Development towards Efficiency of Workers from the Perspectives of Islamic Creative Management Strategies: A Preliminary Study

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Abstract

The study aimed to identify and analyze the impact of human resources development towards the efficiency of workers from the perspectives of Islamic creative management strategies, based on the descriptive analytical approach. The study found out that human resource development increases productivity and efficiency, as well as reduces the accident rate among employees. The aspect of training, motivation, and performance appraisal are considered as the most important processes practiced by human resources management. At the same time, creative management is an important entry point in developing organization's strategies and directing it towards achieving the highest degree of initiative and flexibility, the ability to solve problems and innovation in providing solutions and treatments. The study recommends holding several training courses to meet the different needs of employees in institutions, and to provide justice and objectivity when judging an individual's competence, while providing various incentives, both material and moral.

Keywords: Human Resources, Efficiency of Workers, Training, Islamic Creative Management

Introduction

Recent global changes, developments and trends have significant impact on management thought, enhancing the importance of the human resource and considering it as one of the most important features of institutions, and making its further developed and enhances of its capabilities in becoming top strategic priority (Manea, 2015). The human element represents a fundamental pillar in achieving the success of the institution and reaching its goals, in terms of which the administration must do its best to direct individuals and build their capabilities, link their goals with the goals of the institution, and work to create

a work environment that supports participation, mutual respect, a sense of responsibility and belonging and spreading the spirit of cooperation and loyalty at work (Suleiman, 2011).

"The core axis of creative recent organizations is based on their development of an organizational environment that works to crystallize creative trends in an intellectual and scientific approach, based on values, standards and functional practices that are reflected in the efficiency of employees and improving their performance in the organization. The flexible administrative system that is not characterized by complexity or rigid, and the work environment that there is a trust among employees, which is the basis for the development of open communication, which in turn helps the flow of information and problem solving, which would affect both creative behavior and improve the performance of the organization" (Al-Azzawi and Naseer, 2012).

Some theories have emerged that explain creativity, including what has been explained by creativity as addressing the problems facing organizations, as some organizations face a gap between what they are doing and what they are supposed to do, and some theories have been interpreted by creativity as taking place through three administrative approaches represented in realizing change, proposing change and adopting change and its application, as most of these modern theories focused on understanding creativity through the use of systems for creative routine solutions.

As for Islam, it builds the creative capacity with an integrated holistic vision, which does not neglect an iota of the affairs of the self and society, and moves its children in a framework of balance and moderation, which does not deviate the human instinct from its true essence. Allah said: {Do what you will, Verily He is All-Seer of what you do} [Fussilat: 40]. Also, Islam guards the creative entity of society by forbidding every creativity that leads to extravagance and waste, and the destruction of the blessings and wealth that man possesses. Allah said: {And do not act extravagantly; verily He does not love the extravagant} [Al-An'am: 141] (Mohamed, 2012).

There is a tradition of the Prophet Muhammad PBUH that read: "Whoever establishes a good sunnah (sunnah hasanah) in [the religion of] Islam that is followed in practice afterward, will have recorded to his merit a reward equal to the reward of anyone who practices it, without any of their rewards being at all diminished. Whoever establishes an evil sunnah (sunnah sayyi'ah) in [the religion of] Islam that is followed in practice afterward, will have recorded against him a burden equal to the burden of anyone who practices it without any of their burdens being at all lessened" (Muslim, Sahih, 4:2059-2060).

Considering the role that creative management strategies can contribute to the development of human resources, and the impact that it can have on the efficiency of workers in various institutions, the need arises to address this issue from an Islamic perspective, which prompted the researcher to choose the current study to be entitled: The impact of human resource development from the perspectives of Islamic creative management strategies.

Literature Review

Creativity is the natural ability to generate new ideas and/or possibilities in solving problems. Nizah et al (2015) conducted a study aimed to measure the level of creativity practices among 30 volunteers of first-years student in University Sains Islam Malaysia. The test instrument administered based on the Torrance Tests of Creative Thinking to the selected respondents to measure the level of creativity, creativity practices and creativity from the Islamic perspective. Data then analyzed using descriptive through mean analysis and inferential statistical methods. Also, (Nizah et al., 2015) reported that although there is no significant difference in the level and creativity practices among gender, but in terms of Islamic creativity elements, significant difference is observed. This indicates that the respondents are more creative upon exposure to materials on creativity during the period of the study. Thus, relevant efforts must be concentrated to produce more creative students who also have a proper understanding of creativity from the Islamic perspective.

Mace et al (2012) reported a research addressed the global problem of human trafficking and provides an exploratory analysis of the need for, and possible approaches to, integrating the principles of Human Resource Development (HRD) to support a solution. Also, (Mace et al., 2012) mentioned that the solution focuses on the integration of HRD practices in the prevention of human trafficking. More precisely, the notion of National HRD (NHRD) and the connection to community development is explored within the context of the human trafficking phenomenon (Mace et al., 2012).

Abdul-Halim et al (2010) stated that there are six types of HRM strategy, namely: expansion, cost efficiency, quality conscious, commitment, conventional and employee development were employed to test their influence on HR outsourcing. Also, Abdul-Halim et al (2010) suggested that organizations rely on outsourcing of training, recruitment, payroll and HRIS functions when they espouse expansion HRM strategy. Quality conscious HRM strategies are significantly related to the outsourcing of payroll and HRIS functions. In addition, cost efficiency is significantly related to outsourcing recruitment but in opposite direction. Commitment HRM strategy is significantly related to the outsourcing of training and payroll functions while conventional HRM strategy is associated only to outsourcing training functions. However, employee development HRM strategy is not related to any outsourcing activities (Abdul-Halim et al., 2010).

Human resource development is a very crucial for any countries or institutions to give beneficial services to the people. There are various types of good relations between the multiplication of human resource and the welfare of a nation that have been proven with the help of instances from the past and present. Most of the developed countries in the world are very growth and progress because of their human resources. Plentiful human resources are not promise the prosperity of a nation, on the other hand proficient human resources can productively turn to advantage of restricted natural resources (Chowdury, 2017).

Also, Chowdury (2017) reported that the development of human resource to serve as the compelling power for enhancement and prosperity is no suspicion a key to political and socio-economic advancement of any society.

In the Islamic perspective, human resource is not just as a shape of human capital, such as knowledge, education, proficiency, training, personal improvement but wanted to preserve humankind as social beings in community, enabling them to pleasure their entity in the communal midst, are portion of this spacious domain of human resources (Chowdury, 2017).

Problems of the Study

Although the terms of human resource development and creative management are among the current and emerging terms and concepts in relation to Islamic sources, their essential connotations, purposes and goals are not new to Islamic thought, nor to its original sources represented by the Holy Qur'an and the pure Sunnah of the Prophet, which gave the first indications to the care Divine development of man in all his positions, and considering this as an integral part of society's responsibility towards the individual, and the responsibility of the individual towards himself, which equally applies to public and private institutions and organizations (Sarhan and Hamoudi, 2012). If the human being is the basis of human development, then Islam has preceded all visions for this, through other terms such as construction, acclamation, upbringing, succession, harnessing, knowledge, responsibility... and other things that may, in essence, have clear indications of human resource development in the light of the vision Islam (Al-Zaidi, 2015); All of these concepts carry in their meanings and purposes the dimensions of creative management, and stress the need to develop human resources and direct them towards unleashing their creative energies in all areas of work, thus contributing to the prosperity and progress of humanity.

Where many studies revealed the need to identify the creative energies of individuals, identify their needs and provide care for them, creativity is a phenomenon that needs to provide the material and human capabilities necessary for its development. The studies also revealed the society's lack of awareness of the importance of creativity, and the lack of encouragement and appreciation of creators and scientists and that the availability of the necessary capabilities educational institutions, programs and material support to help to develop the creative thinking process (Morgan, 2011).

There are a set of obstacles that would limit the creative management within educational institutions, and among these obstacles is what was referred to (Al-Tuwaijri, 2016) and represented in: Weak financial capabilities, which leads to the lack of an appropriate organizational climate as a result of its lack of elements of good organizational, lack of job stability, such as movement between people and units and change in administrative positions, and this leads to weak creativity and lack of clarity of organizational goals, which results in confusion of goals, low morale and creativity, as well as low efficiency of workers, which leads collision in various work units, as well as the lack of awareness of the importance of creative management, and the lack of trained experts to apply it, and the leadership style that is followed constitutes an obstacle to the creativity of administrators, as authoritarian leadership does not allow creativity to appear in administrative activities as a result of not giving individuals an opportunity to participate in decision-making or to exchange views and suggestions, and Al-Zamel (2017) added that there are other factors such as mental, emotional, motivational, organizational and environmental obstacles that all hinder the achievement of creative management.

Administrative work in general has become suffering from many problems, including: the predominance of personal considerations, the predominance of trust, courtesy and mediation, as well as the predominance of the tendency to negative behavior from members of the organization over the ideal effective positive behavior, as well as the feeling of fear of expressing opinion or objection, as well as the tendency to adhere to with traditional methods that reflect negatively on human resource development (Al-Lama'i, 2014). In this manner, Islamic creative management strategies have become a necessity, and one of the most important factors that lead organizations or institutions to human resource development and employee efficiency, especially as they face various problems caused by globalization. Creative management strategies are a function and a strategic requirement for many factors, the most important of which are: they develop and accumulate personal skills in collective creative thinking and interaction through brainstorming, so as to increase the quality of decision making made to address problems and situations at the organization level.

Accordingly, the problem of the study is mainly focus on the need to evaluate the impact of human resources development from the perspectives of Islamic creative management strategies.

Objectives of the Study

The study mainly aims to evaluate the impact of human resources development from the perspectives of Islamic creative management strategies on the efficiency of employees. The sub objectives are as follow

- To identify the foundations and dimensions of human resource development from Islamic perspective.
- To determine the problems resulting from the application of non-Islamic creative management strategies.
- To analyze of Islamic creative management strategies in recent management thought.

Importance of the Study

Theoretical Significance

- This importance is evident through the interest of many researchers in studying this topic, in addition to what this study and related studies will add to the enrichment of knowledge for administrative studies, especially in the state of the UAE, so that the new term and modern knowledge becomes an important addition to public administrative studies.
- The researcher hopes that the results and recommendations of this study will contribute to achieving a paradigm shift in human resource development.

Practical importance:

- This study draws the attention of leaders and consultants to the necessity of using the method of empowering workers in work relations, because of its significant impact on raising the level of performance and providing practitioners with documented information derived from the field study.
- This study is an attempt to enrich the concerned managers of administrative institutions with the importance and necessity of creative management strategies in the development of human resources by improving the efficiency of workers.

Methodology

The approach adopted during this study is the analytical descriptive approach and the comparative curriculum, by describing the impact of human resource development towards efficiency of workers from the perspectives of Islamic creative management strategies, by referring to the previous literature, analyzing it objectively, expressing an opinion and commenting on it. As for the comparative approach, by comparing the relationship between the pandemic and its developments and the fatwas.

Descriptive research aims to accurately and systematically describe a population, situation or phenomenon. It can answer what, where, when and how questions, but not why questions. A descriptive research design can use a wide variety of research methods to investigate one or more variables. Also, the descriptive research is usually defined as a type of quantitative research, though qualitative research can also be used for descriptive purposes.

Results

The study reached several results, the most important of which are:

- An efficient individual must possess many competencies that help and enable him to achieve himself, and the ability to complete all tasks and works.
- The development of human resources increases work productivity, increases work efficiency, as well as reducing the accident rate among employees.
- The phase of training, motivation, and performance appraisal are some of most important processes practiced by the human resources department.
- Creative management is an important entry point in developing the organization's strategies and directing it towards achieving the highest degree of initiative and flexibility, the ability to solve problems and innovation in providing solutions and treatments.
- The creative leader can learn and benefit from the great lessons of the Prophet's migration from Mecca to Medina, especially in the field of organization. Neither chaos nor confusion had a place in the Prophet's migration, but rather organizing, coordinating, arranging, and taking full precautions.
- Multiple elements of creative management, including: sensitivity to problems, fluency, flexibility, originality, and continuation of the direction towards the goal.
- There are several obstacles that limit the achievement of creative management within institutions, including mental, emotional, and motivational obstacles, as well as organizational and environmental obstacles.
- Leadership in Islamic thought must have an innate willingness to lead, and his leadership skills can grow through training, education and guidance.

Conclusion

This preliminary paper tries to establish a connection between the development of human resources and Islamic creative management. The paper has managed to extract several factors and attributes that determine the relationship. Further studies need to be carried out to test the significant of these variables by analyzing the questionnaires given to the relevant parties. Hopefully, then a concrete relationship can be established in determining the connection.

Recommendations

The study recommends the following

- Holding several training courses to meet the different needs of workers in institutions.
- Availability of fairness and objectivity when judging an individual's competence.
- Providing various incentives, both material and moral.
- Encouraging workers to believe in his creative abilities, and giving them confidence through the wrong attempt.
- Providing administrative leaders with training skills that include simplifying and organizing ideas.
- Urging administrative leaders to apply Islamic creative ideas, especially when dealing with crises.
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