

Human resource management with Islamic management principles: A dialectic for a reverse diffusion in management

Emerald Group Publishing Limited
Personnel Review, Vol. 39 Iss: 6, pp.712 - 727

Author(s):

Mohamed Branine, David Pollard

Abstract:

Purpose – The purpose of this paper is to explore the nature and contents of Islamic management practices and their consequent implications for human resource management (HRM) in Arab countries. In addition, it aims to examine the implications for multinational companies (MNCs) operating in Islamic countries and the impact of globalisation before proceeding to an analysis of managerial problems in Arab countries and the need for understanding Islamic management principles by Arab (national) and international managers.

Design/methodology/approach – The paper takes the form of a qualitative approach based on an extensive review of relevant literature and the employment of examples from selected Arab countries.

Findings – The study reveals that a gap exists between the theory of Islamic management and the practice of management in Arab countries. Management in Arab countries is informed and heavily influenced by non-Islamic traditional and national cultural values and norms of different countries and by Western management thinking rather than Islamic principles derived from the Holy Quran (words of God) and the Hadith (words of the Prophet Mohamed).

مدیریت منابع انسانی با اصول مدیریت اسلامی: مناظری برای انتشار معکوس در مدیریت

برداشتی از مقاله:

هدف از این مقاله بررسی ماهیت و محتوای شیوه های مدیریت اسلامی و مفاهیم منتج از آنها برای مدیریت منابع انسانی (HRM) در کشورهای عربی میباشد.

مدیریت منابع انسانی، اسلام، تکنیک های مدیریت، شرکت های چند ملیتی، کشورهای حوزه خلیج فارس

واژگان کلیدی:

[لینک دسترسی به این مقاله](#) **