Effective management education with an emphasis divine and Islamic teachings value and increase the efficiency of individual organizations

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Abstract. Overall management of the most difficult and yet the most delicate human tasks for the feature. Perhaps the lack of these characteristics, a source of stagnation and uncertainty management in the territory. Desperate people, management easy management consider and think just having a degree is enough for the job positions If the management of experts, the truth is otherwise and should for Islamic education experts and skilled people in management and management of practices used To individual and organizational productivity and efficiency of the organization and control. The purpose of this paper is to describe the characteristics and understanding of management as a model is correct. Type of research, methods of theoretical analysis is fundamental library Islamic management features such as accepting the apology, having a positive attitude, experience, judgment is looking to create a fit between a person with his job, following the manager, according to human growth and development, consultations, serve the people, avoid arrogance, justice, mutual trust and respect, according to experience, the management, foresight, motivation, optimism and more. Natural and human genetic basis, the Resurrection, the tried and tested, according to the Holy Quran and messages Nahjolbalaghe in management, supervision and evaluation of the effectiveness of management. Therefore, administrators can manage their group activities and organization.

Keywords: Islamic administration, education, divine values, the teachings of Islam

1. INTRODUCTION

Management is essentially a set of social technologies as well as the type of software. What can best be effective in the community should reflect the values and actions of the ruling recognized that it is acceptable for the people of that society, values, and actions that lead to the best possible motivation and ensure appropriate behavior among individuals and groups. In general, the organizations are complex social and technical systems that their survival and success in achieving predetermined goals depends on the ability to adapt to the environment in which they work (Robbins and Dykenz, 1998).

Per yen, the adoption of strategies that guarantee their effectiveness, in the light of the knowledge of environmental components is possible. So every organization is faced with the problem of managing internal and external environment (Robbins, 1997).

As the management staff and technology is important in the management of relations with the external environment is also important. Research shows that the efficiency of any organization depends on its members in fact form the backbone of an organization depends on. Islamic manage their life more than 1400 years back there for various reasons, the most important of its objectives are:

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1. of Justice ruling on cruelty
2. The promotion of philanthropy
3. Due to growth and excellence in people
4. Promoting respect and trust of others
5. Due to the poor and help them in terms of economic, cultural, social, etc.
6. Maintain and respect the divine trust the Quran and Sunnah
7. Respect the rights of others
8. Eliminate colonialism, exploitation
9. The implementation of Islamic law and divine
10. Condemning the unjust and oppressive
11. Introduced monotheism to idolatry
12. The elimination of anti-human values.

If we can say we have a definition of Islamic management "means the use of human and material resources from the Islamic teachings to achieve the goals by the value system of Islam" (Azhdari, 2008)

The lessons from the Quran and the Sunnah of the Imams (AS). The two most important sources identified as the basis for determining the values of Islam in management are given.

Islam, unlike other materialistic attitude more worldly follow any of productivity and results, not only focuses on the welfare of the world, but above all, human beings seek happiness hereafter.

In Islam, life is a continuation of the world, therefore, more important than worldly results should be available next toy. Accordingly, any activities with the intent heavenly world is valuable. In Islamic management, the main objective evolved humans and the proper use of the human, so that human values are at the forefront of management decision making.

Many Islamic scholars believe the Islamic administration of the Islamic world is a result of management and scientific management is among other achievements. They believe that Islam due to its fullest for all aspects of management guidelines that can be used as management principles (Naghavi Damghani, 2003).

This view for many years formed the basis of many theoretical studies they refer to the texts and religious literature, and above all, the scrutiny of the Qur'an, as a guide book man sought to define new rules of management; Think contrary or different rules that will be managed by the scientific achievements. However, the development of all disciplines of knowledge and analysis of the phenomenon that is God's creation and the manner in accordance with the principles of the Quran.

Prevailing view of most of the administration's management. The owners are trying to view changes in appearance such as changes in procedures, regulations, or changes in the behavior of the manager, the Islamic manage their implementation. In this way, the largest enforcement effort is realized. Islamic completely absorbed or human resource developments, for example, planners are committed to Islam, Islamic executives and even controllers of the results of the view.

These efforts, however, somewhat to explain and introduce something called "Islamic administration" have been successful, but in practice used as a guide managers in leading organizations are not treated the stability and reliability are high. This could be the question of management thinkers is that the pattern of how management can effectively steer the

organization is efficient.

To answer that question seems to have stepped back. The objective of the activity measured by the thinking of the organization.

Richard Hall believes that every school of thought is to define the whole phenomenon. This means that all components of the organization structure, planned and led by the school management principles that have driven them. He believes that to better understand the organization and management should also be a theoretical coherence.

Islamic-oriented human management
1. The human-oriented, management is decentralized.
2. Human-oriented managed to achieve the objectives of rational individuals.
3. 3 people-oriented, excellence, integrity and human development is more targeted.
4. Reasonable satisfaction of individual organizational satisfaction is preferable.
5. The management tips, guidance, navigation and prescription.
6. Respect, dignity and empathy principle.
7. Decisions are advisory and participatory management. Options are also given.
8. Power specialists and competent organization.
9. Indirect control and non-continuous.
10. Director and counsel's negligence to note and to enjoin good and forbid evil respected Islamic organizations.
11. The organization is open.
12. Employees with the intimacy and understanding is established.
13. Organizational communication is based on mutual respect and trust.
14. The initiative, creativity and innovation are important.
15. people in the full sense of responsibility.
16. Job security is based on a merit system.
17. Concepts of management and leadership

Management concept

It martyr Motahari, management and policy development, and are synonymous with ineptitude for the maintenance and operation of facilities to mobilize, organize and control the organization and human resources (Hersey and Blanchard,1990).

The concept of leadership

Guidance synonymous martyr Motahari leadership and guidance of well-being. He says God's guidance and leadership in fixed orbits about ethical and Sharia rules, while some minor issues and common guidance range (Motahari,1964).

1. Common leadership of the guidance, tips, and modulates forces, the forces and ideas stimulated the production enthusiasm and interest in and to facilitate and accelerate work to achieve organizational goals (Hersey and Blanchard,1990).

2. Leadership is influencing people so that looking for work group goals. (Sadra,1984).

3. Management in Islam (that leadership is a special case) on the basis of the plan is consistent with the fundamental principles of Islam and the Islam-friendly goals that

divine revelation is above all of them is. In this regard, the quality of treatment should be based on Islamic criteria (Mesbah Yazdi,1999).

4. Leadership is the art of motivating and influencing people so that with a passion to achieve the objectives of the organization to continuously strive for.

5. The leadership of the Muslim community in the absence of the Imam and the supreme leader and cleric Hojjat time to cope with the situation, according to verse 59 of Sura "Nisa" is.

Islamic management objectives

The main objectives of management are:

1. Establish social justice and bring justice to the (justice);
2. Rights organization (the savings);
3. Education and giving to the organization and training of the revival of spiritual and moral values;
4. To provide opportunities and growth terms, excellence, integrity and achievement worthy of divine revelation in the organization;
5. To provide the opportunity and the possibility of action potential school board members and faculty of imagination, creativity and innovation in organizations;
6. Guidance, support, strengthen, help and assistance to the people instead of audit, inspection and criticism savings;
7. Providing salt fields, exchange of ideas, the thinking, Taty ideas and interaction between employees;
8. Establish a spirit of brotherhood and equality of people and human relations;
9. Solve the problems of individual, organizational and community;
10. Provide material and spiritual interests of individuals and organizations (Terry, 1960).

The nature of management

Management school of nature, values, and is based on the revelation, the Qur'an, the Sunnah, reason and consensus. Pure wood management principles rooted in revelation, the Qur'an and Sunnah, and it is based on reason stems and trunks, consensus, axioms, the axioms, theories and scientific theories, but the branches and leaves of the tree can be managed and scientific methodology technological methods, technical use.

Therefore, the guardian of the nature of the management of heritage values and principles of Islamic culture that is based on revelation, the Qur'an, the Sunnah, reason and consensus.

Islamic management principles

Islamic management principles are universal standards and substantive issues of intellectual principles and criteria as a school, origin, criteria and guidelines for the thoughts and behavior of managers in organizations. As applied and interdisciplinary knowledge management so that the origins of the axioms and inference can be taken from there. In general, the principles of management can be divided into two categories:

A: axioms: The cases and no major problems found in other places, the situation and the use of proven and managers.

(B) Principles: The theoretical and substantive issues in the management of cases by experts discovered and proven.

Thus, the axioms can not be changed, but the principles can adapt, adjust and change.

Axioms of origin which are:

A school of origin; (b) the origin of society; (c) the origin of man.

Postulates the origin of school
1. The principle of monotheism, God-oriented, we confess that the Lord every day, ten times resourceful manager of the universe and the universe is a unit managed by this manager "Allah" is.
2. Therefore, all of the directors are aware that by God and is necessary in becoming the province. Which act sake of God?
3. The principle of seeking truth and justice;
4. Oriented principle of revelation, the Qur'an, the Sunnah, reason and consensus and moral values;
5. Principles of wisdom, justice, non-discrimination and respect for diversity and social justice and bringing justice;
6. Guiding principle and leadership;
7. To enjoin the good and forbid evil;
8. Principles of stability and sustainability in the right position.

Postulates the origin of society

1. Right and responsibilities between managers and individuals;
2. Public relation and human relations and serve the people;
3. Consultations and collaborative decision-making;
4. Social human being and development opportunities in the organization;
5. Individualism and community, and the interaction between them;
6. Acculturation, mobility and socialization training of employees;
7. Interactions between the cultures of the community;
8. According to the organizational culture and organizational climate.

Axioms of human origin

1. deserves the support of people in the organization and development of the human being;
2. Principles of equality and inequality, the rights of people in the same organization, but the ability of people working in the same organization.
3. Pendulums is human and non-real-time task of managers is that the pendulum always lead humanity towards perfection and excellence;
4. Free man responsible for his actions and the actions of voluntary and depends on his hands. Thus, Islamic leaders should give people authority and corresponding responsibilities;
5. Atmospheres are God and Man instinctively wants to reach perfection and actuality pleasant. Thus, Islamic leaders should provide the opportunity and the possibility that people remain ignorant of God and walk in the park;
6. Different God created human beings so that Islamic leaders must be able to share those things and expect them to have more power and ability;
7. People with various existential dimensions that managers must consider all these aspects and opportunities to grow and provide for it;
8. For the sake of the people of God must be fulfilled satisfaction.

2. HISTORY RESEARCH

1. Arafi in his article of Islamic jurisprudence as a way of influencing the introduction of the Human Sciences (Arafi, 2007).
2. Gaeini comment by resorting to sources of revelation and the Qur'an and other religious sources of his theory explains the default design (Gaeini, 2007).
3. Imam Khomeini is a symbol of political management, the set of elements noted that the statements of Imam Comparison with theory and the theory of the East and West Imam has introduced model.
4. Dr Naqi Amiri in their study with an overview of current issues of management efforts in conjunction with the launch of a dominant reckon that apart from the experimental approach offers (Amiri, 2008).
5. Mr. Tavalaee in his article as a comprehensive model for recognizing the approach of management with respect to the outcome of a series of meetings with library research of what management is proposing a comprehensive action (Tavalaee2006).
6. Naghipour and Izadkhah in his article presents the evolution of the management model (a comparative study of Islamic management) capitalism approach and humanist, religion, Protestantism and Islam and inviting scientific management led to criticism, moral development and prosperity God's nature is raised (Izadkhah and Taghipur, 2007).

The features and values of the Islamic Management

1. Response to people about monotheism.
2. The implementation of the principles and provisions of the State on the basis of justice.
3. Respect for the poor and their arrest.
4. Any rejection of oppression and injustice and cruelty.
5. According to the values and ideals of Islam and the Islamic system.
6. The emphasis on pride and pride and avoid any improper behavior.

3. CONCLUSION

Effective management of the two major concepts: one manages to suggest an extension of human knowledge and one of the stories of religious orientation knowledge In fact, we can say that the Islamic administration suggests a link between these two concepts and the relationship between science and religion. So the religious knowledge of a very deliberate and thoughtful and reasonable methodology and the indicators that can be observed there are many measures of management in person realize and individual and organizational prosperity and development to be followed. The view that employees control their own behavior, organization, today, many management styles adopted and the formation of working groups specialized in the organization, the tool of this method. Therefore, to implement a management system of the organization is required to use the attitudes and assumptions of proven Islamic religious teachings, principles of management, especially in the school of management theory to be examined teeth.

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