

## CHANGE MANAGEMENT: AN ISLAMICS PERSPECTIVE

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### ABSTRACT

*This paper attempts to review the literature on the Islamic values and change management, then presents the importance of its delineated dimensions. Two main theories of Islamic perspective and practices are discussed comprehensively based on the Qur'an verses as the ultimate source in Islamic thinking. The review includes the comparison between certain components' implementations. This reveals that each of dimensions are clearly change management. It suggests that Islamic emphasizes on commercial activities which denied the authors' opinions on its' teaching for not governing the materials aspect or success in change management. The Islamic religion seeks to deliver the goodness to all mankind according to its rules and principles. The integrated system of the Islamic worldview encompasses all aspects of both worldly and hereafter- including the aspect of change management. The researcher have three part Islamic for change management such as human, development and change. We need other Islamic perspective for change management that can add many reference for other researcher*

**Keywords:** Islamic values, Islamic practice and change management

### INTRODUCTION

"There is nothing eternal in the world except the change itself". This is an ever-changing analogue of the world. The theory of change has actually been discovered by Darwin with his theory of evolution. Darwin's revelation associated with the theory of evolution "survival in the fittest" is related to something that is adaptable. Darwin's claims relate to the living beings of the world that can survive that are compatible with the state of nature. In other words, Darwin's theory is related to natural selection. This theory can help each other and no few companies can't change with existing conditions it will fall by itself

Companies can't adapt to the environment then the company is heading for destruction. We can see some companies are destroyed because they can't adjust to the state of the market. Examples of companies destroyed because they can't adapt to the environment. First Nokia, this company has become the king of mobile phone companies in the world. Nokia phones are excellent in the hearts of consumers around the world. But since the existence of smart phones, Nokia did not quickly catch the changes that are in the market. The second example of Blackberry to be a pioneer of Smartphone, but lost to compete with the late Samsung lost also in the market. Samsung used to be scorned by Sony but now Samsung has left Sony. Another example that exists in Indonesia and still warm in our minds, how minimarket Seven Eleven that must close and lift the foot from Indonesia because it can not compete with other competitors.

Examples of companies that are destroyed by change can explain the importance of a change. In other words, we are required to adapt to the environment, otherwise we will be crushed by the

change. This is in accordance with Darwin's theory of natural selection. After studying the case of a falling company because it can't adapt to the environment and its relationship with Darwin's natural selection toe. The question is why should we change?

### Change Management

According to kasali (2010) First, change is a sign of life. We used to be a baby who really need the help of others, then after growing up we begin to reduce dependence with others. Similarly, companies and products that have life cycles such as living beings are born, developed, old and died. It is like the life cycle of a product such as introduction, growth, mature and decline. Many companies enters the introduction period then immediately decline because it can't be accepted by the market.

Second, change gives hope. Any change will give hope. We feel every turn of the Country leader there is hope for the better. But basically every change is not all changes give the appropriate expectations.

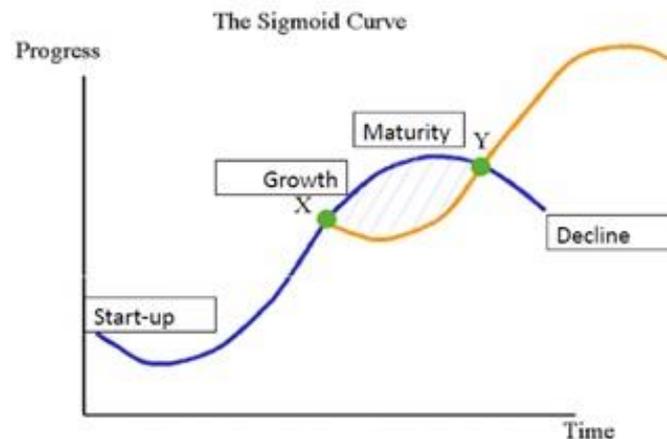


Figure 1. Sigmoid Curve

When viewed figure 1 , that a company will grow and then fall down in the phase of maturity. Therefore, they should make changes to their developing. Examples of companies do not make changes when changing as developed by Nokia that does not directly respond to the existence of a smartphone. Therefore, they have to pay dearly by far behind by its competitors. Companies that do not want to change because they feel comfortable with the situation that is facing develop and then they are lulled.

According to Kotter (2002) the reluctance to change is influenced by the first, satisfied with the performance of the company. Second, do not want to move or stop in place and protect themselves do not want to receive input from others. It could be because they are panicking and fearful of a change. Third, pessimistic for fear of change then many companies that do not make changes.

### Change management in islamics perspective

#### Human

The Islamic context in the management of change originated from the creation of man. Man was created by Allah SWT as a perfect being. This is also evidenced by Darwin's theory of natural selection. Man is a creature created by Allah SWT is the most adative to change. Humans can survive to this day because it is adative to the environment. This different from the large and powerful dinosaurs but in fact they can't survive until now.

According to Majid (2003) the natural basic law of all that exists is "change and development", for: all these things are God's creation and development by Him in an unrelenting process. This revelation explains that human beings are created to continue to evolve and change. Both of

these things have become human nature created by Allah SWT. In addition, human beings are created to constantly evolve and grow in a better direction.

According to Al Qur'an, S. Al Qashash (XXVIII); 20 "a man came from the uttermost part of the city, running. He said: O Moses! Lo! the chiefs take counsel against thee to slay thee; therefor escape. Lo! I am of those who give thee good advice". This Qur'anic doctrine explains that we are asked to grow and develop ourselves for the better. Basically a human born to the dead is developing and a sign of a life

### **Development**

Based on Al-Mujadila 58:11 "O ye who believe! when it is said unto you, Make room! in assemblies, then make room; Allah will make way for you (hereafter). And when it is said, Come up higher! go up higher; Allah will exalt those who believe among you, and those who have knowledge, to high ranks. Allah is Informed of what ye do". In verse has given doctrine about capacity building. We are encouraged to increase the scientific capacity and skill that we possess wherever we are. This is in accordance with the opinion of Rafiki and Wahab (2014) about the concept of self-development that is in the Qur'an.

Rasullah SAW said: "Demanding knowledge is a duty for every Muslim man and woman". Allah gives virtue and glory to those who are knowledgeable in His word in Al-Qur'an Surah Al-Mujaadilah verse 11: "Allah will exalt those who believe among you and those who are given knowledge of some degree". Hadith and verse al qur'an above shows that we are required to study or in other words increase our capacity in order to develop for the better.

"But (as for) those who believe and do good works – We tax not any soul beyond its scope – Such are rightful owners of the Garden. They abide therein"(al A'raf: 42). In this verse we are asked to run the worship is no longer a duty or burden but a willingness or a requirement. This is also in accordance with what has been delivered Rafiki and Wahab (2014) about continuous improvement in the concept of al qur'an.

### **Change management in Islamic**

Human and development are two very related things. In accordance with the characteristics of change according to kasali (2010) that the nature of change is due to the sign of a life. Therefore, after we discuss and develop then we will then discuss the nature of change in the Qur'an and hadith.

The first verse QS Al-Anfal [8]: verse 53 "That is because Allah never changeth the grace He hath bestowed on any people until they first change that which is in their hearts, and (that is) because Allah is Hearer, Knower". This verse describes a pleasures given by Allah SWT. If we change the favor then God will not change the favor. This corresponds to a sigmoid curve that explains if we do not change at the time the company is growing, then we will reach the level of maturity. Thus the sigmoid curve suggests making changes as we progress

Problems about the changes in accordance with Al Qur'an Surah Ar-rad verse 11 " For him are angels ranged before him and behind him, who guard him by Allah's command. Lo! Allah changeth not the condition of a folk until they (first) change that which is in their hearts; and if Allah willeth misfortune for a folk there is none that can repel it, nor have they a defender beside Him. This verse explains if we change, then we will be crushed by the change". In accordance with the sigmoid curve that explains after the company develops then the next level is maturity. At this level the company must make changes (or jump to the second curve) otherwise it will lead to the gate of destruction. In accordance with the doctrine above, that God will not change a people if the people do not change. Just as with the company, if the company does not want to change it will lead to the gate of destruction.

"Whoever his day (today) is better than before, then he has been lucky, whoever his day as before, then he has lost, and whoever is more ugly than ever, then he is classified as the cursed" (alhadith) "Whoever is two days (today and yesterday) the same then he has lost, anyone who day is worse than the previous day then he was classified as the cursed". The origin of this

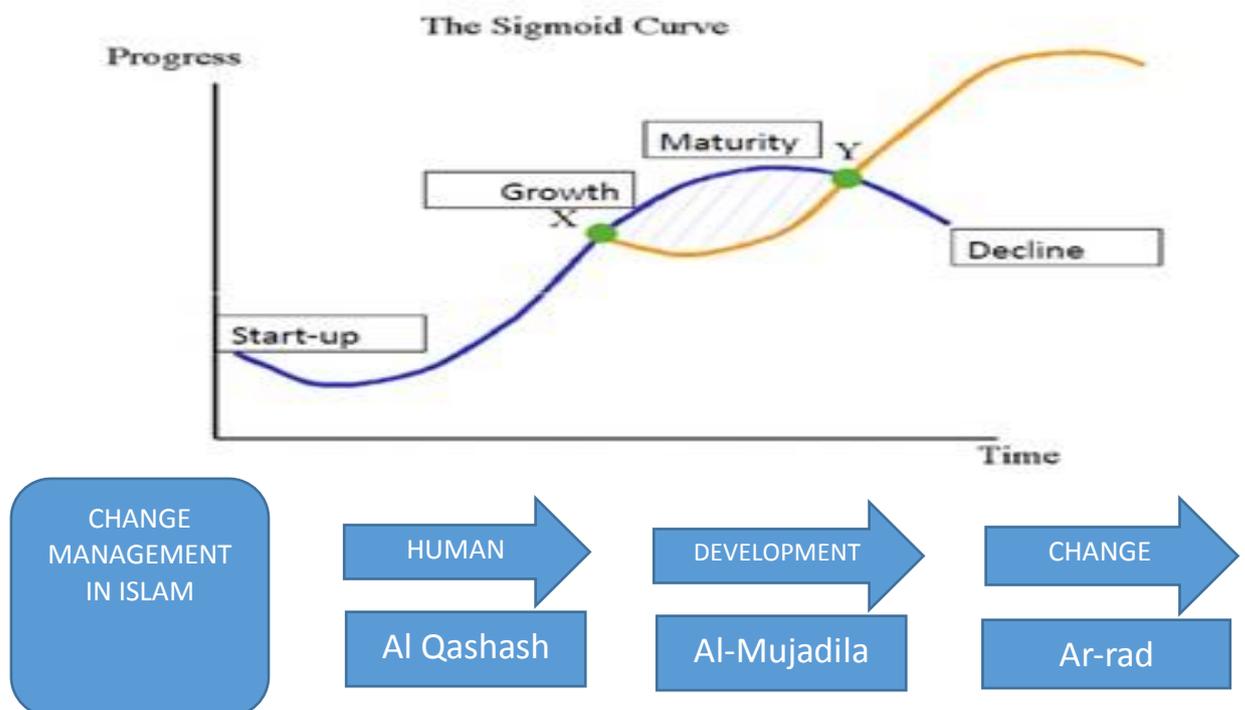
hadith is unknown except in the dream of 'Abd' aziz Bin Abi rawaad, he says "*The Prophet had a will to me in a dream, with the added word at the end*" (HR al-baihaqy), possibly the additional contents are " Then he is in need.

In the above hadith explained that the Prophet invites us to be better every day from time to time. It aims to improve our ability and capacity in life. In addition, to face a changing world, we are required to improve ourselves every day. Nothing is eternal except change itself, and therefore we have to improve every day, month and year in order not to be crushed by such changes.

**Tabel 1. The Al-Qur'an reference of Islamic change management**

| NO | Subject           | Al-Qur'an Verses                      |
|----|-------------------|---------------------------------------|
| 1  | Human             | Al Qashash (XXVIII); 20, an-nas,      |
| 2. | Development       | Al-Mujadila 58:11, hadist             |
| 3. | Change management | Ar-rad ayat 11, Al-Anfal [8]: ayat 53 |

## CONCLUSION



**Figure 2. Change Management in Islamic**

Management of change in Islamic perspective consists of 3 parts of human, development and change. This corresponds to the sigmoid curve present above. Companies are required to make changes as the company develops. It corresponds to the doctrine of the Qur'an and hadith. Therefore, the management of change in the perspective of Islam is in accordance with the teachings of Islam. We hope there are other authors who provide a new reference to change management in an Islamic perspective.

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