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Identifying Individual Factors Affecting the Behavior of Employers with Islamic Approach

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Abstract

The increasing advances in technical knowledge, the huge problems encountered by organizations, finds more human nature. Therefore, managers and experts in organizational matters in the study of human behavior are working to solve the human problems of organizations. In this area, theorists and researchers in organizational studies with the help of managers and their behavioral theories in the field of (organizational behavior) and has solved many of the organizational problems or reduced their complexity. Second, studies on organizational behavior in organizations, especially in Islamic organizations, and it is necessary, given the sensitivity of religious communities and value data of Islam Effective Islamic factors were classified according to Robin's theory in five sections: job satisfaction, motivation, attitude, learning, and based on the Quran and Nahj al-Balaghah and hadiths, examples and documents were presented for each of them.

Keywords: Talent Management, Attract, Retain, Development, Discovery, Employees Performance

Introduction:

One of the basic issues in the low and high-quality study of the performance of the system's agents is to pay attention to how people behave in the operating environment of the organization (Pasha, 2009). Today, due to problems and relative negligence, the very important issue of descriptive behavioral models of individuals, it seems that there is no complete explanation and comprehension of the people's system of behavior. One of the main assets that Islamic management (and other Islamic humanities) distinguish with it. Linking the divine knowledge source to the upgrade and completion of knowledge and human perception. For example, in the above, Islamic management can claim that by referring to the heavenly resources of Islam We can provide a more complete explanation of the people's behavioral system, that is, by referring to these sources, the impact of the imperfect human limitations and analyzes is minimized and results are given with high accuracy and accuracy (Rezaeian and Abdollahi Neisiani, 2013). An important part of the humanities finds a close relationship with religion, religion, by providing a proper foundation and specific principles relevant to the worldview, affects the humanities. Similarly, these

sciences, in turn, provide principles and rules to applied sciences. The most important effect applied by the applied sciences to religion is the effect that its value system derives from its effect on behavioral systems and practical methods and goals (Mesbah Yazdi, 1999) with respect to this article as well as The claim that the experts of management as a branch of the human sciences is undoubtedly a valuable category and according to the relevant scholars, Medi Quality at the same time a scientific discipline that has no value, but is rooted in the beliefs and values (religion and Kennedy, 1998). An important part of the humanities finds close contact with religion, with the provision of scholarship and specific theories that are in line with the worldview, it affects the humanities, and the same sciences, in turn, provide principles and rules to applied sciences. Gives the most important effect that applied sciences accepts from religion is the effect of its value system which influences the behavioral system and practical methods and goals (Mesbah Yazdi, 1999). According to this article and also the claim that the management experts as a branch of human sciences are undoubtedly a valuable category and, according to the relevant scholars, management is rooted in the beliefs of the sciences, which are not merely values (Dean & Kennedy, 1998). Therefore, considering the influence of the underlying factors of culture and religion on the leadership style, management, managerial attitude and attention to the fact that organizational behavior seeks to identify, predict and control human behavior in the context and organization of the organization. In this regard, the managers of the country's organizations should have patterns consistent with the values of that society, in accordance with their comprehensive religious values. Therefore, in this research, we are going to present the factors affecting the organizational behavior of the system's agents with the Islamic day by studying the sources and common patterns of organizational behavior.
Given this importance and the lack of research and studies on the Islamic organizational behavior within the country, its implementation is of great importance to society.
The main question of the research is:

1) What are the components of the Islamic model of individual behavior of the system's agents from the Islamic dimension?

Levels of analysis on organizational behavior

There are three levels of analysis in organizational behavior that underlies this research, which is needed to understand the behavior of the organization in all three levels. (Figure 1) Organizational behavior experts believe that in order to understand why individuals behave in an organizational environment, they must receive information about their reactions as individuals, groups to which they belong, and the organization in which they work. Levels of organizational behavior analysis:



Figure 1: Levels of Organizational Behavior Analysis (Rezaiean, 2009)

In fact, the way to analyze organizational behavior is summarized at three levels of person, group and organization.
At the individual level: Focus on how the individual behaves, and they focus on issues such as personality, attitude, and the role of the job.
At the group level: Focus on how the group behaves. And how the working groups interacted and how they are guided and developed.
At the organization level: Focus on how the organization behaves, and it discusses organizational culture, legal changes, policy and management strategy, and so on.
The conduct and the personality of each person is the starting point for communication and interaction with the external environment of society. The behavior of man with himself and his/her fellows is a logical action and a sign of the personality, attitude and thoughts of his/her objects. In fact, the attitude, thoughts and performance of the individual, have mirrored all the facets of their findings and beliefs, and these two closely related with each other. Religious leaders believe that the divine tradition has not been accepted that it is impossible to modify and transform human encounters and behaviors, the possibility of changing and modernizing the community and its individuals is impossible.

The Holy Quran says:

The Almighty God will not make any kind of change among any people until one person in that community despises his transformation and restoration. Therefore, it is impossible to anticipate the Islamicization of society and the administrative environment, except through the tone of individual individuals and their members into religious teachings. That's why brokers do not play their role properly. Definitely will fail in the process of transforming and modernizing society and moving toward the Islamicization of such environments. The attention of the brothers and the organization is important to some of the characteristics and individual behaviors in order to achieve the above goal. In this speech, using texts The Islamic Imams and the Holy Qur'an consider the individual behaviors of brokers in five parts that employers and managers can do with their high level of behavioral effects at the workplace and, consequently, at the organization level. This dimension is:

A- Factors Affecting Job Satisfaction of Brokers
B- Factors Affecting Brokers' Attitudes
C- Factors Affecting the Understanding of Brokers
D- Factors Affecting the Motivation of Brokers
E- Factors Affecting the Learning of Brokers

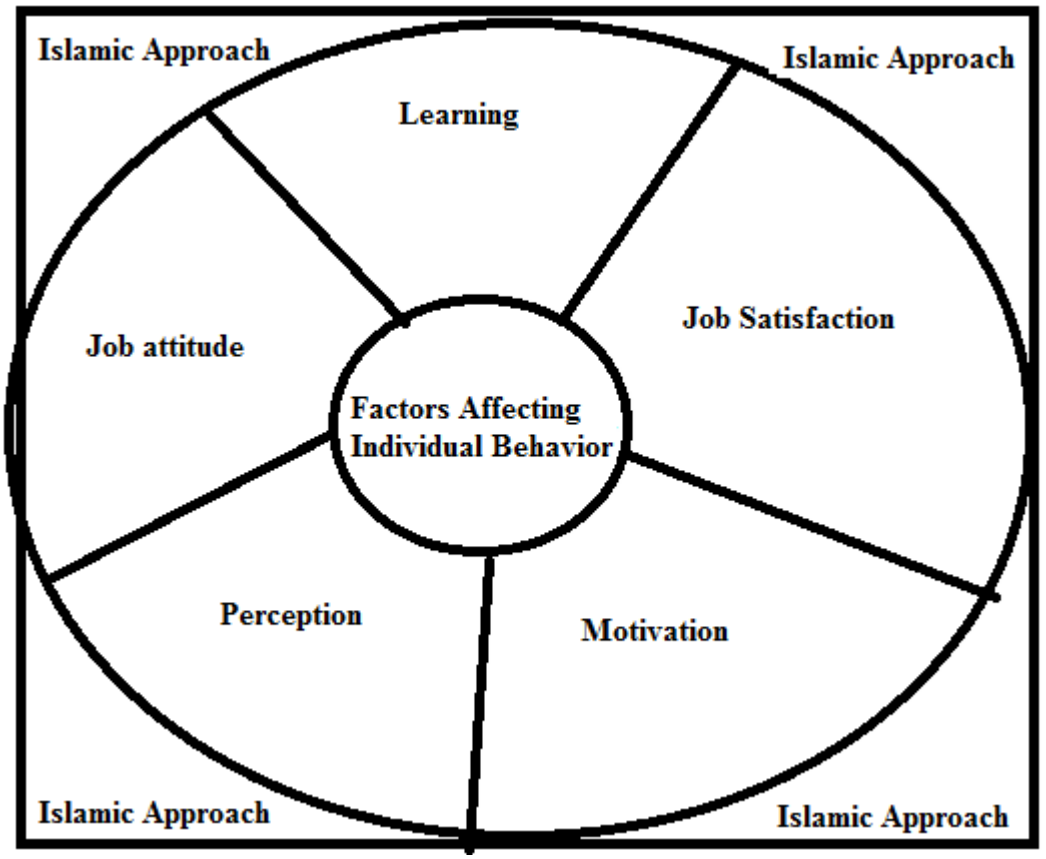


Figure 2: Individual Dimensions Affecting Brokers' Behavior (Source: Robbins, 2007)

1- Factors affecting job satisfaction of brokers in Islam

In a general definition, job satisfaction is partly of the positive feelings and attitudes that a person has toward his/her job (Robbins & Jayge, 2012). When someone says that she has high job satisfaction, it means that she really does her job He likes to have good feelings about his/her work and values his/her job. Job satisfaction is satisfaction (in the sense of pleasure from the satisfaction of needs, desires and hopes) that the individual derives from his/her work. In other words, job satisfaction is a set of consistent and incompatible emotions that employees are looking at with their feelings. There are many factors in this job satisfaction, but the results of research by behavioral science researchers show that the most

important factors affecting job satisfaction The types of work, peer, salary and benefits, the type of deal and the respect given by the organization to the individual, job security, the ability to express opinions, gaining recognition due to performance and the possibility of progress. Based on this, the following important determinants are effective in job satisfaction (Mohammadnia Ashraf: 2011)

Paying enough wage

Getting decent pay is one of the definitive tools for maintaining the organization's work life and employee satisfaction.
In this regard, Imam Ali (AS) refers to Malek Ashtar:
So then you have to give them their day so that they can strengthen them so that they cannot afford to eat the property they have. If they do not disobey your command or they betray their trust, they will not have any excuse for them. And the proof is over them (Nahj al-Balaghah, letter 53)

Attention to employees

The person is trustworthy and is looking for value in his work. This creates self-confidence for him/her (Foruzandeh, 2007).

Al-Imran, 20)

God tells his Prophet to tell the people of the book and the people of the people. . .

Equitable treatment of all people

Managers avoid from the point of view of the Islamic school, they should treat their behavior towards all people fairly and apply any kind of discrimination and inequality towards different groups of people.
With the implementation of justice, people will be well-off. (Being Saleh)
He does not correct the people and the people except justice.

Existence of cooperation and cooperation in the work

In fact, cooperation and working relationships in the workplace increase job satisfaction (Robbins, 2007, p. 47).
And he also says:
The best brothers are those who help the things of the hereafter (the same).

The presence of vitality at work

I swear to the angels who perform their mission with vitality (Surah Naziat, verse 2)

2- Occupational attitudes in Islam

Basically, any organization always seeks to be aware of employee attitudes, and if these attitudes are expressed explicitly, organizations can get useful information for manpower management (Bozorg Zadeh, 1988). Investigating employees 'attitudes due to different results on employees' behavior during the last decades has also attracted the attention of experts in organizational behavior (Soroush 2009).

Faithful to the promise of the promise in the organization

From Islam's point of view, the vow of the covenant is so important that the Holy Quran encourages many Muslims to this human character, and considers it as the signs of the believers who are prosperous and victorious:
Verily, the believers have been prosperous, those who are weak in their prayers, and have faith in their trusts and treaties.

The criticism of the authorities

Criticism and criticism are the points that have been considered in Islamic culture. Imam Khomeini has repeatedly emphasized the necessity of criticism and criticizes the introduction as reformation and guidance, because "we have no fault", and until defects are said it will not be corrected. And the people will not be reformed (Zakeri 2009), Imam Sadiq (AS) Says:
My best friends are the ones who give me my faults (Al-Kafi, vol. 2, p. 639)

Chastity

Imam Ali (as) said: "The highest prayer is chastity" (Kolayni, 1404, c. 2) of Imam Baqir (AS): "No worship is to God above the chastity of the belly and skirt." (Ibid, p. 80) And when somebody told them that I was weak in doing good deeds and I cannot read many prayers and receive so many fasting, but I hope that I will only pay royalties and make marriage lawful, Imam Baqir (AS) said: "What jihad is superior to Belly and skirt?"(Ibid, p. 79)

Right and submit the right

Imam Ali (AS) also always insisted on observing the right. In a letter to the owner, he writes: Observe the rights of those who want to know the right as a relative or alien, and be patient in this matter, and put it on the account of Allah (and ask for the reward of it), although this will put pressure on the closest friends, and the weight Endure this path for its ultimately praiseworthy and bad guys if you think about you.

Modesty

Humility and modesty are attributes of the believers and divine beings, and in front of them is the one that is unpleasant in nature. Modest humans enjoy glory and dignity with God (Zakeri: 2009) Imam Sadiq (as) says: "The Lord sent to Davood (a) a revelation that:

O David, if the closest people are humbled by God, as well as the most distant people, they are proud of him (Al- Kafi, p. 123)

Simple bio existence in the authorities

Simple and easy to live, is one of the things that should be considered by the officials of the Islamic system. Simplicity tolerates many problems for the people and they do not suffer from mental and emotional distress. When he arrived at the Caliphate, while he was in possession of many properties, Imam Ali (AS) rejoiced himself in a simple life, and pleased himself with the simple life of Asim bin Ziyad who claimed to have left you from the world, saying:
Damn you! I am not because you, God has obliged the leaders of the judge to equal themselves with the disenfranchised people, so that they will be insolent and thirsty. (Nahj al-Balagha Shahidi, sermon 209)
The criterion expressed by Imam Ali (as) is to include all the officials in the role, that is, officials with a sense of belonging and happiness should not be made into the distress and concern of the poor, instead, it has made it easy for you to create a relaxed environment and work hard to improve the standard of living of people.

3- Factors Affecting the Perception of Brokers in the Islamic Perspective

The process of understanding and understanding the perceptions of environmental stimuli, the perception process is responsible for organizing and interpreting individual feelings. Pictures, sounds, smells, and other feelings are not made into the unconscious mind. When a person perceives a sensational effort to organize and categorize information meaningfully, he begins a deliberate attempt (Rezaiean, 2009)

Avoiding Flattery and Fighting It in the Organization

Imam Khomeini, because of the importance of authority and authority from the authorities and the president, asks for his advisers and his colleagues not to choose from wandering, deceitful and cunning people (Sahifeh Imam, vol. 19)
Flattery and unobtrusive definition of others to gain a position is one of the pests of the organization. Because it makes the flattering and fatty people out of the reach of the people and find their dignity with them.
And mistaken the broker. Ali (as) praise's admiration for the merits of others. And he says:
There is no flattering of the prophets' ethics (Ghorarolhekam, vol. 5, p. 273).

Avoiding Early Being and Surface Surveys

The Quran in Surah al-Hijrat says: "Believers, if you know punk, do research, so that you do not decide on unknowingness and harm the people and then regret your misdeeds." The administrators should be investigators and refrained from the urgency and superficiality of the Negro. The Prophet said that you should not regret your mistakes. Therefore, the remedy should be taken before it, the inspectorates should not be united, and the broker should collect information from a few people reveal the truth (Gharaati, 2011)

Avoiding Imagination

One of the most important things in order to focus on matters is realism, and to avoid long aspirations. The Holy Prophet (SAW) is one of the long-awaited long-term hopes of one of the most important threats and misfortunes of our nation. "Most of all I fear for myself, my soul and my long aspirations." (Beharlánwar, vol. 2 p. 106) Imam Ali (as)

Authorized by the scholars

To penetrate better perceptions, it is another practical way of communicating with righteous people with knowledge, dedication and experience, and avoiding the dangers of impoverished people with moral vices. (Deylami, 2010)

Imam Ali (as) says:

The best one who deserves to consult is the owners of wisdom, knowledge and owners of experience and guidance (Ghorarolhekam, Vol. 3,428).

Avoiding liar people

People who easily say that the manager is making mistakes and creating many issues. Sometimes lies about the progress of affairs and time about the existing problems or organizational climate, the efforts of the forces, etc. And by misleading words he misinforms the data manager and he also decides on the basis of this information, and as a result, the manager is led by wrong decisions to the bottom of the collapse. (Nabavi, 1997)
Imam Sadiq says: Do not seek help from those who lie so much, because he will bring you near and far near you. (Mizan al-Hikmah, vol. 7 p. 350)

4- Effective factors of motivating brokers from the point of view of Islam

From the point of view of Islam, man is the only creature that has been placed on the path of paths, the path to guidance and the path towards the sin of the Qur'an says:
And we led him to the evil and the good path (Sura Balad, verse 10)

Providing livelihood brokers

Imam Ali (as) says:
Then, they will develop and open their livelihoods, because this method will empower them to reform themselves and give them the incentive to clean themselves up, and they need no more aggression and a long run to the bite-stick.

Existence of honors and respect in the workplace

It is well known that Islamic teachings are of great importance to the issue of respecting and respecting ethics and respect with each other and each group, especially against religious leaders, scholars and scholars, teachers and parents.

Intimacy and fraternity at work

In the school of Islam, emphasis has been placed on brotherhood, brotherhood, love and intimacy among Muslims. One of the moral values in the school of Islam is to create love and harmony between the believers and the Muslims. Kindness and harmony are the harmony and sympathy of the good behaviors and good morals of the agents in the Islamic system, and this is the privilege of others, and in the Islamic environment, instead of the truth and grudge and opacity and duplicity, the honesty and affection, integrity and brotherhood are dominant (Mirtajoddini, 1997).

Prevent the progressive field

One of the spiritual needs of employees in an organization is having a growth and development field in this fashion, Amir al-Momenin (AS) is the owner of:
Open the field for their pursuit of their goals (achieving higher responsibilities and expressing more desirability). (Nahj al-Balaghah letter 53)

5- Factors Affecting the Learning of Brokers from the Viewpoint of Islam

Learning is a relatively stable change in feelings, thoughts and behaviors that are based on experience (Robbins & Jayj, 2012).
The main features of the divine prophets are that teachers and teachers of humanity are always engaged in teaching human beings during the mission. In the case of Prophet Muhammad (PBUH), repeatedly in the Qur'an, reference is made to the following attribute:

Continuity and sustainability in work

On the importance of continuity and continuity in practice, the following verses and narrations are given;
Imam Baqir (the most beloved thing to do with Allah is the practice to keep it constant, albeit small) (Al-Shi'a, vol. 1, p. 170)

Advise and accept advice

A Muslim ruler has two distinct characteristics of counseling and counseling in common. In the discussion above, we emphasized the nature of the advice of the ruler. The advisers of the rulers make it easy for them to understand their imperfections and problems and benefit from the guidance of others.

Contemplate and consult

In the school of Islam, "the principle of consultation" is one of the most important social issues and has been emphasized in Islamic narratives and is of great importance. In this non-exhaustive article, we refer to some of them:

Imam Ali (as) says: When the Prophet (s) sent me to Yemen, he said:
A person who talks about the ideas of "rationalization" will never be astonished, and one who is consulted will not regret it. (Bihar Al-Anwar, vol. 72)
Regarding nature and creatures

The journey in the land makes man with wonders of creation. Say, "Turn around in the earth, so be careful about how the beings are created." The Qur'an has paid attention to the knowledge of creatures in nature:
In the presence of the livestock, for you (the lessons), there is an epithet: from the inside of their abdomen, you will drink from the digested food and blood, pure milk, and gustatory juices. And you will get a good and clean day from palm and grape fruit. This is a clear sign for those who think (Surah Nahl, verse 66).

Summary and Conclusion

In this research, the individual behavior of agents with an Islamic approach was discussed in five dimensions based on Robben's organizational behavior. According to Islamic guidelines, the agent of the Islamic system should be inclusive in all these dimensions and be a model and example of others, as observation of some factors, such as high pay and the presence of vitality in the workplace, can also be seen for job satisfaction in Western organizational behavior (Robbins). But meeting these in Islam, contrary to the Western perspective, which tries to use man as a tool to increase the efficiency and effectiveness of the organization, motivates people in various ways and makes him happy with the job of an unhappy employee of the organization does not leave and does not cause damage to the organization or does not work with mistrust, and in this way does not reduce the productivity of the organization or with a negative perception of the environment and the surrounding will not reduce productivity. In Islam, the government of the Islamic system should reduce the material tendencies for achieving human perfection have an increasing tendency toward spirituality the motivations, intentions and attitudes of a broker must all be in the direction of perfection.

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