Application of Islamic Education Management in Responding to Environmental and Humanity Issues in the Digital Era

Muhammad Faizal A. Ghani[1*], Muhammad Taqiyuddin Muhammad[2], Amalina Ayub[3]

Faculty of Education Universiti Malaya[1*], Islamic International University Malaysia[2], Ministry of Education, Malaysia[3]

Correspondence ✉*mdfaizal@um.edu.my

Abstract: The effectiveness of an organization is often linked to management factors. Planning, organizing, leading and controlling are management processes that are carried out by the community of an organization to achieve its goals. However, frequent failures to achieve the organizational goals often result from the behavioral factors of the organization's community. Most studies, such as Muhammad Faizal A. Ghani (2023) and Edria Nita Mustaffa (2022), found that the values of the organizational community, especially leaders and employees, have a significant relationship with their work productivities and organizational achievements. This article discusses the application of Islamic education management in dealing with issues related to the environment and humanity in the digital era. The discussion begins by defining the variable concept of the article themes based on experts' perspectives in Management Education and Islamic Education. Finally, this article discusses the main issue of the application of Islamic education management in dealing with environmental and humanity issues in the digital era.

INTRODUCTION

Majority of people spent part of their lives at work. Therefore, the internal and external environments of the workplace significantly influence their behaviour. Saundry, Fisher, and Kinsey (2024) stated that the internal environment of an organization, particularly harmonious relationships among the organizational community, is able to create a positive culture. They further argue that such positive culture increases work productivity within the organizational community. Moreover, one of the main domains for most workplace wellbeing measurement instruments is the harmonious relationship among the organizational community (Chartered Institute of Personnel and Development 2023).

In other words, there is a significant relationship between a supportive work environment, such as harmonious relationships within the organizational community, and conflict factors. Acas (2024) illustrates this relationship by stating that negative conflict at work affects employee's performance and productivity because they are less focused on achieving their organization's goals and objectives.

Regarding the external environment of organizations, the global community has been repeatedly warned that the world has become global. In this context, Gertler and Vinodrai (2021) assert that an organization is eligible to access and use information published elsewhere. This situation is called globalization. Globalization is defined as a process integrating political, economic, and social components through global networks of communication, transportation, and trade activities (Bhagwati 2024).

A more serious implication is that people live in a borderless world. Consequently, the internal environment of an organization will become less relevant in influencing people's behavior (Dicken 2024). Therefore, society, especially the organizational community, needs a mechanism for systematic behaviour called "management." Taylor (1911) states that management is a process of planning, organizing, leading, and controlling organizational resources, including human, financial, facilities, and information resources, to achieve organizational goals. The development of management knowledge has led researchers to explore management knowledge based on current contextual needs, such as Islamic Education Management.

Islamic Education Management was formed due to ongoing damage in the world, even though it is led by highly knowledgeable individuals. This situation is described in Surah Ar-Rum (30: 41) as follows:

> "Corruption has appeared throughout the land and sea by [reason of] what the hands of people have earned..."

Based on this phenomenon, Allah has also sent individuals to manage resources efficiently and effectively, as stated in Surah Al-Baqarah (2: 30):

> "And [mention, O Muhammad], when your Lord said to the angels, 'Indeed, I will make upon the earth a successive authority.' They said, 'Will You place upon it one who causes corruption therein and sheds blood, while we declare Your praise and sanctify You?' Allah said, 'Indeed, I know that which you do not know.'"

Therefore, this article will discuss the application of Islamic Education Management in solving issues related to the environment and humanity. The implications of this discussion can raise awareness among stakeholders, especially individuals and teams involved in the field of Education, about the importance of this knowledge in addressing global issues, particularly those related to the environment and society.

RESULTS AND DISCUSSION

MANAGEMENT
Lists Various Definitions of Management From Different Experts

No.	Definition of Management
1.	Management is a process of forecasting and planning, organizing, leading, coordinating, and controlling. The forecasting and planning process means examining the future and drafting action plans. The organizing process involves developing two main aspects: materials and humans. Leading means maintaining activities among workers. Coordinating is the process of unifying and harmonizing all activities and efforts together. Controlling is supervising activities to ensure they follow set rules *(Fayol 1916, p. 5-6)*.
2.	We can only answer the question: 'What is management and what does it do?' with the understanding that management is like a body that has various uses for managing a business entity, manager, and managing workers and work *(Drucker 1954, p. 17)*.
3.	Management is a process of planning, organizing, leading, and controlling resources to achieve goals *(Schermerhorn 2005, p. 8)*.
4.	Management is defined as a process of achieving organizational goals through planning, organizing, leading, and controlling human, physical, financial, and information resources of the organization in an efficient and effective manner *(Bovée et al. 1993, p. 5)*.

5.	Management is a process of achieving organizational objectives in a changing environment by balancing efficiency, effectiveness, and equity, fully utilizing limited resources, and working with and through people (Naylor 2004, p. 6).
6.	Management is a set of activities (including planning and decision-making, organizing, leading, and controlling) directed at an organization's resources (human, financial, physical, and information) to achieve organizational goals efficiently and effectively (Griffin 2013, p. 5).
7.	Management is defined as a process of achieving organizational goals efficiently and effectively by integrating the work of people through planning, organizing, leading, and controlling organizational resources (Kinicki & Williams 2018, p. 5).

Table 1: Various Definitions of Management from Various Experts

In summary, management is an activity of planning, organizing, leading, and controlling resources involving people, finances, data, and information to achieve organizational goals.

EDUCATION

Educational activities are not only limited to the delivery of knowledge in formal institutions such as schools and universities but also including informal learning such as self-learning, work experience, and observation of the environment. Education involves the transfer of knowledge, skills, values, and behaviors from the deliver (e.g. teacher) to the receiver (e.g. student). The receiver uses his or her knowledge to develop himself or herself to improve the standard of living. Education is also essential for individual, economic, political, and social development of a country. This could be achieved through individuals' contributions to their countries.

Shows Various Definitions of Education From Different Experts

No.	Definition of Education
1.	Education is a process of training humans to achieve their goals using all the facilities provided as members of society *(Ackrill 1997, p. 2)*.
2.	Education is any interaction that occurs through every association between adults and children *(Langeveld 1979, p. 34)*.
3.	Education is planned educational efforts to influence and help children improving their knowledge, physical and moral aspects so that they can gradually guide children to the highest goals. Thus, the children are able to live happily, whatever they do it benefits themselves and society *(Mahmud Yunus in Mohammad Herry 2006, p. 22)*.
4.	Education means bringing out the ideas that possess universal validity stored in the minds of every human *(Socrates in Ausland 2019, p. 685)*.

Table 2: Various Definitions of Education from Various Experts

In summary, education is an effort to develop individual self-competence by increasing knowledge involving knowledge, skills, values, and behavior to improve their standard of living and enhance the economic, social, and political aspects of their country.

ISLAM

Islam originates from the Arabic word that gives a meaning of peace, submission, and obedience. According to Al-Ghazali (2015), submission and obedience mean acceptance and commitment to following Allah's commands and prohibitions. Peace means that Muslims will be at peace with Allah and His creations by accepting all the commands involving prohibitions and instructions (Nasr, 1989). Osman Bakar (1998) adds that peace means living harmoniously by fulfilling the rights to Allah, humans, and the environment, such as animals and plants.

Nasution (2019) states that Islam comes from the root word "salima." Linguistically, salima means pure, authentic, true, and safe. Therefore, Islam can be interpreted as following the true and safe path by adhering to the prohibitions and instructions as stated in the Quran and Hadith.

Based on the above discussion, Islam is a complete and holistic system of life. Nasr (1989) describes that Islam as a way of life through problem-solving strategies provided by Allah, especially related to Muslims. Al-Ghazali (2015) adds that Allah does not leave Muslims in darkness without guidance for daily life. In other words, Allah does not let His creations, especially humans, follow the weak desires and minds for daily life. Therefore, Allah sent the religious to guide His creations in managing their lives individually and for the common good.

In summary, Islam originates from the root words aslama, salima, and salam, which are defined as submission, obedience, and self-surrender to Allah, guided by the teachings of the Quran and Hadith to ensure happiness in this world and the hereafter.

Islamic Education Management

The concept of Islamic education management is a combination of two main fields, namely Management and Islamic Education. Hidayat (2017) associates that the term Islamic Education with the Philosophy of Islamic Education. He further explains that Islamic Education is a planned effort by adults to develop children's competencies through Islamic teachings based on the Quran and Hadith.

The more appropriate term to be applied in the field of Education is *at-tarbiyah*, which involves the process of growth, development, improvement, supervision, and leading children to grow, improve, manage, lead, and supervise students (Fakhry, 2010; Fasih, 2016). Meanwhile, Dakir and Sardimi (2011) define Islamic Education as an effort to influence children to understand Islamic teachings as a whole, aiming to make them educated individuals who adhere to the teachings of Islam.

Therefore, efficient and effective management is crucial to achieve the aforementioned goals through systematic management of resources involving planning, organizing, leadership, and control activities (Abulhasan, 1996). This effort is related to the definition of Islamic education management. Furthermore, Arif Arifuddi (2008) opines that Islamic education management is the process of planning, organizing, leading, and controlling organizational resources sincerely, honestly, reliably, justly, responsibly, dynamically, practically, and flexibly to achieve organizational goals. Similarly, Ali (1996) shares the same view regarding Islamic education management. He states that Islamic education management is an activity of planning, organizing, leading, and controlling human, physical, financial, and informational resources of the organization based on the guidance of Allah and the Prophet to achieve organizational goals.

In summary, Islamic education management is an activity that involves the components of planning, organizing, leading and controlling resources to achieve organizational goals based on Islamic guidance.

Issues Related to the Environment and Humanity in the Digital Era

The industrial revolution has produced new digital advancements by the giant powers of Europe and the United States. This revolution which took place from 1760 to 1840, marked a transition to new manufacturing processes with these countries successfully producing highly digital products.

However, the implications of this digital advancement have led to a decline in environmental quality, which includes the misuse and damage of the natural earth. This deterioration involves two main factors as follows.

Air and Water Pollution

Air pollution occurs when hazardous gases are released excessively into the Earth's atmosphere, such as carbon dioxide, carbon monoxide, sulphur dioxide, nitric oxide and methane. The main sources of this pollution are related to digital advancements that emerged following the industrial revolution, such as the burning of fossil fuels, factories, power stations, large-scale agriculture, and vehicles. The negative impact of air pollution affects the health of humans and animals. Global warming, which involves the increase in greenhouse gases and the trapping of heat on Earth, causes global temperatures to rise.

Water pollution, on the other hand, involves the contamination of water bodies such as lakes, rivers, oceans, and groundwater, caused by human activities. Several common water pollutants used by humans include domestic waste, industrial effluents, and insecticides and pesticides. In the industrial sector, a specific example is the release of untreated wastewater into natural water bodies, which can lead to the deterioration of aquatic ecosystems. Other negative impacts include diseases such as typhoid and cholera, eutrophication, and the destruction of ecosystems affecting the food chain.

Depletion of Natural Resources

Depletion of resources is one of the negative impacts of digital technology on the environment. This phenomenon refers to the use of resources before their planned time. There are several types of resource depletion, such as aquifer depletion, deforestation, fossil fuel and mineral mining, resource pollution, soil erosion, and excessive resource use. This phenomenon occurs because of agricultural activities, mining, water use, and fossil fuel use, all of which have been carried out with advancements in digital technology. In other words, the depletion of natural resources occurs without the need for human expertise.

The increase in global population also causes the rate of natural resource degradation to rise. This phenomenon is due to the global ecological footprint being one and a half times the Earth's capacity to provide sufficient resources for everyone. Since the industrial revolution, resource exploration, such as petroleum, has occurred on a large scale, leading to future shortages of petroleum supply. The combination of advancements in digital technology and research has made natural resources easier for humans to explore, resulting in the depletion of these resources.

Uncontrolled deforestation also leads to a reduction in resource quantity. The World Bank reports that the net loss of global forests between 1990 and 2015 was 1.3 million km². Deforestation occurs for the needs of fuel and residential space for the population. The negative impacts of this activity include the loss of important trees that can absorb carbon dioxide from the atmosphere, and animals losing their natural habitats, leading to extinction.

In summary, digital advancements have both positive and negative impacts on the environment and humanity. A solution is necessary, and one such solution is the application of Islamic educational management.

Application of Islamic Educational Management in Addressing Environmental and Human Issues in the Digital Era

Planning

Planning is the initial process before implementing follow-up activities. Ngalim Purwanto (2006) supports this view by stating that the initial step to carrying out an activity is to think about designing an implementation framework. He further adds that this framework should include activities, implementation strategies, achievement timelines, and implementation costs to achieve the set objectives. Moreover, Kamzi (2005) emphasizes that weak planning has long-term impacts on future generations. This is related to the Cause and Effect approach (Bakhtar, 2007).

Therefore, planning for an organizational activity is not solely to achieve worldly goals but must be far beyond that, extending beyond the targets of worldly life (Goffar, 2016).

Organizing

Islam always urges its followers to carry out activities systematically. Goffar (2016) illustrates this statement by applying the Cause and Effect approach. He emphasizes that adversaries can easily defeat a planning implementation if it is not executed systematically.

In carrying out an activity, Fasih (2016) suggests the following approaches to ensure the effectiveness of planning and achieving the goals of an organization: controlled freedom, justice, and consultation.

Leadership

According to Neuman (2024), leadership is the process of influencing followers (or employees) to voluntarily work towards achieving organizational goals. In this context, both leaders and

followers need to develop their personal competencies. Leaders must possess knowledge to guide followers effectively, while followers need to develop job-related competencies to produce high-quality work (Markwell, 2024). Abuhasan (1996) also emphasizes that a leader should possess the following traits: (i) truthfulness in words and actions, (ii) fatonah, meaning intelligence and wisdom, (iii) trustworthiness, and (iv) tabligh, which involves conveying the message of Allah SWT and upholding Islamic law in managing an organization to achieve genuine progress towards national welfare.

In conclusion, the function of leadership is a guiding process based on religious principles for peers, so that a follower is willing to perform their duties with seriousness, enthusiasm, and deep sincerity.

Controlling

Controlling is an activity that involves monitoring the progress of an activity to ensure that the planned objectives are achieved (Griffin, 2013). The purpose of controlling is to ensure that improvements can be implemented. To achieve this goal, Chuck (2018) suggests that organizational leaders should conduct control periodically.

In applying Islamic educational management, a leader needs to supervise employees by sharing input for the purpose of guidance. The leader should be aware that ultimate supervision is by Allah SWT (Fasih, 2016). Therefore, leaders should supervise with a humanitarian orientation to respect the rights of employees (Fakhry, 2010).

In summary, both leaders and employees should be aware of two aspects: (i) supervision is part of a competency development program for both leaders and employees, and (ii) supervision should be humanitarian, inspired by Islam, with the ultimate supervisor being Allah. This supervision has a long-term perspective, addressing both worldly and spiritual needs.

CONCLUSION

Management is a systematic process. Systematic management involves the activities of planning, organizing, leadership, and controlling. To evaluate the effectiveness of management, the goals set in advance should align with the output of activities developed during the planning process. However, an added value to the effectiveness of management is the robust components of knowledge possessed by both leaders and employees. They should have components of knowledge, skills, values, and behavior. Knowledge refers to information related to improving work quality. In this aspect, individuals will have academic qualifications as a prerequisite for being part of an organization. Additionally, knowledge gained through involvement in competency development programs supports employees in producing high-quality work. Skills relate to the ability of employees to perform tasks hands-on. This ability is due to the employee's mastery of specialized knowledge and support for work quality. Values pertain to good practices in life. Thus, for employees who are practicing Muslims, personal values are shaped by Islamic religious education. Furthermore, an employee's professional behavior is formed by a combination of knowledge, skills, and values.

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