
Opinion of Muslim Managers on Religious Dress Code and Exhibition

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ABSTRACT

OPINION ON MUSLIM MANAGERS ON RELIGIOUS DRESS CODE AND EXHIBITION

In the scientific, systematic and in-depth study, a modest attempt has been made to know whether the social and cultural background of a manager have any bearing on his skills, competence and approach because it is true that human factor is the cockpit of all problems in an organization and account of its complex nature and fast changing character of socio-economic and political belief & overall values of the society in the perspective of educational, Socio-cultural and politico Legal and economical charges in the society as a whole. A sociological consequence, the magnitude and complexity of human problems are also changing.

In short, the relation aspect has received a new dimension in executive thinking as a result of the overwhelming need for exceptional intellectual skill, a distract quality reflected in the attitudinal & behavior pattern of managerial personnel.

To fulfill the objectives of the study laid down by researcher as

To understand how Personality of Managers can be utilized so that the potential of the people can be optimally utilized.

Sampling is done in such a manner that suits investigator's convenience. In the present piece of research work the researcher made use of convenience sampling to draw a representative sample of 150 Muslim Managers in Lucknow, Uttar Pradesh.

KEYWORDS

Dress code, Muslim Managers, Exhibitions Personality, Management, Sunni, Shia, Ethical standards.

INTRODUCTION

In the present day society human needs are largely satisfied through the economic activities of organized groups and associations. Management uses all resources available to an organization for the realization of result in such a way that the business firm is not only able to pave its way but also able to earn some surplus to meet the growth and expansion.

Traditionally it is believed that managers act as Convenient Subordinate and agent to the masters of Industry or organization, and as such pursue their (owner's) goal of profit maximization. However, today with the widening gap between management and ownership, with the growing professionalism of management, dependence on managers have tremendously increased.

Role and function of the manager are getting important and complex day by day. Luther Gulick, coined the word POSDCORB, using the initial letters of management function viz : Planning, Organizing, Staffing, Directing, Co-ordinating Reporting (Assesment and controlling) and Budgeting. Owing to the roles and functions, there can be no denial from the fact that executives and managers play the most vital role in determining survival and Future of any organization or industry. So, if an organization does not possess a garrison of competent manager, it cannot maintain a sustained rate of growth and contribute to the economic development. Today underdeveloped & developing countries have the scarcity of able and competent managers.

In the scientific, systematic and in-depth study, a modest attempt has been made to know whether the social and cultural background of a manager have any bearing on his skills, competence and approach because it is

true that human factor is the cockpit of all problems in an organization and account of its complex nature and fast changing character of socio- economic and political belief & overall values of the society in the perspective of educational, Socio-cultural and politico Legal and economical charges in the society as a whole. A sociological consequence, the magnitude and complexity of human problems are also changing.

In short, the relation aspect has received a new dimension in executive thinking as a result of the overwhelming need for exceptional intellectual skill, a distract quality reflected in the attitudinal & behavior pattern of managerial personnel.

In the study attempt has been made to know as to whether Socio-Religious belief and cultural practices and knowledge of a person as acquired through socialization have any impact on his intellectual capacity and flexibility. So as to have an impact on his personality and managerial skills. Whether religious teaching and moral values skill have a deeper impact in molding behavior, action and decision in this modern era of education, knowledge and training. Whether such traditional practices and belief are still relevant in this modern Age of Technologies & communication particularly in the Science of Management. For this persons hailing from so called highly traditional & the most resistant change ie: Muslim society of India has been chosen.

W. J. Reddin has emphasized the importance of intellectual capacity as a pre-requisite to managerial effectiveness & the impact of intellectual skill on the management effectiveness and as such advocate that manager must be selected for intellectual capacity not merely for their knowledge and selection should be based on behavioral flexibility because the knowledge which a manager has acquired may often become out of date in a very short span of time.

Thus managers irrespective of the nature of organization are associated with or level at which they are working. Should possess intellectual skill to enable them understanding, apprising and responding to the emerging pattern of human belief, value, attitude and behaviors. Therefore, intellectual flexibility and personality of a manager is of prime importance. The core of personality and crux of flexibility is built by psyche of a person through socialization during the early stage of Development. Thus socio-religious teaching and cultural values are of great importance.

Since man is made of the two constituents of spirit and body, we require an educational principle that may harmonize his body urges with the spirit. This principle can either be one based on religion or one that is a product of the human mind. When we compare the two, we clearly observe the primary and authentic character of the educational principle based on religion. That is because the religion motive is innate in man's nature and is evident in him before he becomes the victim of various kind of blindness, early in life its radiance illuminates man's heart and conscience. As a result, he makes himself conform to this inner urge, and with the increasing awareness of this hidden power he becomes even more compliant to its dictates.

Ethical standard are the principles of business conduct by which the propriety of business activities may be judged in terms of right or wrong. Ethical principles underline broad social policies and are dictated by society.

Ideas of right or wrong are determined largely by custom and environment. By publishing its own standard of conduct in the form of basic principles and rules of action, a business goes on record in their support. Such an action is intended to ensure the confidence of competitors, customers, and all other parties who have an interest in the business

In short human resource development concentrates not only on the present need but also on future requirement of the organization. This is a very delicate job and involved the process by which management determines how an organization should move from its current manpower position to a desired manpower position. It consists of defining the present needs and estimating the future needs of manpower in an organization. It is through manpower planning that management insures that it has the right number of people and the right kind of people at the right place at the right times doing things for which they are best suited, so it is a strategy for overall development of an organization involving procurement, allocation, utilization and maintenance of human resource of an enterprise, job analysis, job assignment and job description, recommitment, training of

new/ old employees and then their directing, controlling and evaluation of work performance etc. are the main aspect of human resource development. All these needs tremendous confidence in the manager who performs the work of human resource development. Only a visionary having imaginatory sense with reference to present and future scenario of market and economics may perform the work of human resource development.

Thus we can conclude that basically origin and management of conflict dependents upon the quality and strength of command which is directly related to the nature and personality of the manager. If the manager is participative and consultative and have a close personality traits can be helpful in evoking obedience of command and resistance to changes can be effectively explained and convincingly inculcated by the manager to his staff and conflict can be minimized. In this study we find that Muslim manager are having a very impressive image of being dutiful and punctual before their subordinates

There vision, horizon and confidence virtually comes from their religions teaching where equality of humanity is the first and foremost aspect. Accordingly Muslim manager appear to have extraordinary qualities of conflict management as far as managerial traits are concerned.

Research Methodology

In the instant research case the universe is almost infinite and the sampling units are spread all over state, so a source list was formed containing about 950 units and the size of sample has been brought to a practical size for interview therefore 150 managers were randomly selected in such a manner that there is representation of all categories of managers and data so collected are remained unbiased and meaning full to draw a conclusion after processing.

Opinion on Religious Dress Code and exhibition/Profession of Religion in Public Life

S.No.	Manager	Dress of religion life Code				G.T.		Religion should be limited to			
		is essential aspect						Home/ Personal		Public /Road	
		Yes		No		Level		Exhibition			
		No.	%	No.	%	No.	%	No.	%		
1	Sunni Total No. :92	3	2	89	59	92	61	85	57	7	5
2	Shia Total No. : 58	4	3	54	36	58	39	54	36	4	2
	Grand Total : 150	7	5	143	95			139	93	4	6

The table depicts opinion on religious dress code. Of all 150 managers, 143 managers don't think dress of religion life code is an essential aspect.

Result and Interpretation

This study is intended to be a subset of a large number of similar studies which can be carried out by understanding the religious philosophy of Hinduism, Buddhism, Chinese tradition, Sikhism, Judaism and Christianity in the context of the management of modern day organization. Further integrative studies can be carried out based on the synthesis of various religions.

In the study, we find how the Muslim managers have a distinct flexible personality and how this is coined through their Socio-Religious belief and practices and they are useful lot of the present age management when the emphasis is being laid of Ethical aspect of management to make the managerial affairs honest, transparent and gainful to the mankind as a whole rather than exploitative and profiteering as traditionally believed.

Personality is something which is unique to each individual. It is easy however to exaggerate the matter of uniqueness. One should realize that uniqueness occurs only within certain limits. There are, many aspects of personality which are standard equipment in one society, and other aspects of personality which are standard in another society. Further there are some things which all personalities have in common, just as all mammals

or all human finger prints have some thing in common. Even then, it remains true that no set of finger prints can ever be duplicated by any one not perfectly, even by identical twins. So is each personality which can never be duplicated. Personality, in all its individual complexity, is unique.

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