

Ali, A. J. (2005). *Islamic Perspectives On Management And Organization* (New Horizons in Management). Northampton, MA: Edward Elgar.

The dynamics of the global business environment necessitate that organizational assumptions and underpinnings are understood in their socio-cultural context. This pioneering book covers issues related to Islamic assumptions about organization and management, enabling readers to understand the challenges in managing corporations that operate in an Islamic environment.

The author provides an original and up-to-date treatment of management orientations and practices in Muslim countries and provides pertinent information about the frame of reference for Muslims and Muslim organizations.

Relying on classic interpretations of organizational issues without ignoring contemporary thought, the author uses original sources and extensive business, psychology, sociology, and religious references to highlight the orientations and practices that lead to superior performance in a Muslim environment. He goes on to identify both organizational and societal attributes that are essential for effective relationships at the workplace, underscoring the peculiarities of personal relationships and their tremendous influence on organizational expectations and conduct.

Scholars and practitioners who specialize in business, economics, international relations, religion, and sociology will find this book a necessary resource for broadening their understanding of the religious and cultural aspects of conducting business across cultures. The comprehensive and original coverage of the book will prove useful in understanding business, cultural, and philosophical issues related to the Islamic World.

Here is an excerpt from the Islamic Work Ethic and Values chapter of the book:

“The issue of work ethics and value systems associated with work has captured the attention of scholars for the last seven decades. Most discussions about these topics have been concerned with Judeo-Christian contributions and, to a large extent, have been carried out in Western countries. Despite the fact that many other religious and ethnic groups have achieved prosperity

## Islamic Perspectives On Management And Organization

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and tremendous economic advancement during part of their history, their contributions have been almost totally ignored in management literature. The Islamic view of work and ethical considerations have either been misunderstood or not widely studied in the field of organization studies. This chapter provides insights into the Islamic Work Ethic and the underlying assumptions for personal value systems. The emphasis will be on the meaning of work and organization in early Islamic teaching.” (p. 50)