

HUMAN RESOURCE PLANING AND DEVELOPMENT THE ISLAMIC PERSPECTIVE

This comprehensive book examines Human Resource Planning and Development through an Islamic perspective, offering a unique integration of contemporary HR practices with foundational Islamic teachings and values. The work systematically explores how Islamic principles including *Amanah* (integrity), *Adl* (justice), *Shura* (consultation), and *Taqwa* (God-consciousness) can inform and enhance effective HR strategies in modern organizational contexts. Drawing from the Quran and the teachings of Prophet Muhammad (peace be upon him), this book presents Human Resource Development (HRD) as a holistic approach that transcends individual skill acquisition to encompass social justice, equality, and community well-being. The Islamic framework positions HRD as a vital mechanism for socioeconomic development and improving quality of life across all societal levels, emphasizing employee welfare and ethical considerations as fundamental organizational imperatives. The book provides in-depth analysis of human resource planning methodologies that align with Islamic values, addressing both theoretical foundations and practical implementation challenges. Key areas examined include organizational development through Islamic leadership principles, the integration of worship (*Ibadah*) and stewardship (*Khalifah*) concepts into workplace culture, and the application of accountability (*Hisab*) and intention (*Niyyah*) in performance management systems. Through detailed case studies and examples of successful HR initiatives across various Islamic contexts, the book demonstrates practical applications of these principles in contemporary organizational settings. Each chapter includes comprehensive review questions designed to reinforce learning outcomes and facilitate deeper understanding of the material. This work serves as an essential resource for HR professionals, organizational leaders, scholars, and students seeking to understand and implement Islamic perspectives in human resource management while maintaining effectiveness in today's competitive business environment.

ABOUT THE AUTHOR



Walusimbi Yunus is a management scientist/ teacher. He graduated as a teacher from Makerere University Kampala (MUK) in 1996 and has taught widely in the field of economics at the advanced level. He holds a Masters in Management science from Uganda Management Institute (UMI) obtained in 2006. Since 2008, he has been a lecturer in the Department of Public Administration at Islamic University in Uganda. He has taught extensively in the areas of Human Resource Management and General Management. He has held several positions at the faculty, including head of the department and Deputy Dean of the Faculty of Management Studies, from 2010 to 2016. He is currently the Dean of the Faculty of Management Studies at the Islamic University in Uganda. He has been involved in designing programs and curricula for the faculty, as well as publishing work in this area. He has supervised research for both undergraduate and postgraduate diploma students.

Additionally, he has participated in workshops and seminars focused on improving the skills of university leaders, including a management and leadership training program held from 2010 to 2013 by the National Council for Higher Education in partnership with the Carnegie Corporation of New York. His extensive attendance at seminars and workshops on HR management and research has significantly enhanced his academic skills in the field. Recently, Walusimbi completed a PhD in management at Universiti Sultan Azlan Shah in Perak, Malaysia.

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