

Islamic HRM: Laissez Faire or Free of Choice

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Proposition of this study is that Islamic HRM (human resources management) is related to laissez faire. Why Islamic HRM is related to laissez faire? Response might be potential and attitude analyses. Attitudes turn to behaviours in workplaces, and potential reflects future performance. Laissez faire is defined as free of choice in this study, and it is defined as freeness and liberty in France. Second principle of Islamic HRM might be not intervention to employees. Of course organizations determine goals, but no pressure to employees. On the other hand, firms are to always watch the performance of employees. HRM manager and line managers implement hidden performance evaluation. In conclusion, it can be proposed that Islamic HRM has three principles: laissez faire, no intervention, and performance evaluation. Mohamed represents philosophy of Islam. Mohamed was trader in Arabic peninsula, and it may operate as free market economy in trade in that era.

Keywords: Islamic HRM, laissez faire, intervention (pressure), performance

Introduction

Aim of this study is to argue principles of Islamic HRM (human resources management). Basic principle of Islamic HRM might be laissez faire. The other principle might be performance evaluation. Why? Why does Islamic HRM have laissez faire principle? Answer might be potential and attitudes and behaviours, because potential is related to competence and talent and laissez faire principle may enable employee to demonstrate its potential. Further, organizational attitudes of employees affect behaviours of employees at work. Therefore, it is important. Because organizational attitude of employees may turn to organizational behaviours at workplace and laissez faire is able for firm management to observe attitude of employees, organizations are to measure potential and attitude and behaviours of employees in the recruitment stage. Employees are free in Islamic HRM to perform and observe their potential and attitudes.

What is laissez faire? There are two citations to Islamic HRM: Qouran and Muhammed. Muhammed was free trader between Mekka and Damascus. In addition, Muhammed's students are free to choose Islam in Medina. In addition, in Qouran people are free in their choice and decisions.

Principles of Islamic HRM

There are two basic principles of Islamic HRM: laissez faire and performance evaluation. Employees are free but their performance should always be observed by managers and supervisors. Laissez faire is introduced

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to science by Adam Smith, founder of classical economy. He obtained laissez faire from F. Quesnay, France. Laissez faire is described with free entrepreneurship. In USA people are free to establish new business such as Google, social media, Amazon.com, Coca Cola, others. Those companies increase national GDP of USA economy.

Islamic HRM is based on laissez faire. Laissez faire is defined as free of choice in life. Further, in Islamic HRM employee is not strategic, while in American HRM employee is strategic in achieving organizational purposes. Employee is considered as workforce in Islamic HRM.

Second principle of Islamic HRM is individual voice. This is called as “whistleblowing” in American HRM. Top management permits you to raise your voice. Sahabe, student of Muhammed, asks free questions to him about Islam, and raises voices against him. In European HRM social welfare or social works of employees has priority in management of HR.

Third principle of Islamic HRM is, might be, that firms do not intervene the personal life of employees. However, employees do not become alcoholic, workaholic, drug use, or unsleepy at work. Further, not intervention covers pressure about goals, time, remote or jobplace work. Assumption is that no pressure increases employees’ efficiency.

Fourthly, the other major principle of Islamic HRM might be performance evaluation. HRM does not intervene to the employees but HR managers or managers always watch their performance to understand if employees have good or bad performance. In good performance, employee possesses promotion; in bad performance case employee may be have dismissal.

Methodology

This study uses heuristic methodology. Researchers obtain and produce scientific knowledge from less literature sources in heuristic. Heuristic knowledge is based on experience of researchers. Scientific knowledge of this study is based on long term career of author (experience) on human resource management field. Thirdly, due to experiences, heuristic methodology is related to cognitive knowledge. Cognitive is to produce results from experiences in related field, i.e., Uysal, produces scientific knowledge in this study through less literature source, experience, and cognitive in HRM field.

Scientific knowledge of this study, based on heuristic method, is that Islamic HRM is related with laissez faire principle, and managers and supervisors are to always watch employees’ work and performance.

Principles of HRM

There are two principles for HRM in literature: talent management and performance. HRM is always involved with top management to affect HR decisions. HRM department retrieves complaints from all employees in organizations. To stop this, HRM department must pursue strategic partnership policy, i.e., HR must become partner of line management and top management in human-related decisions.

Conclusion

To conclude, there may be four general principles of Islamic HRM:

- Laissez faire,
- Individual voice,
- Intervene (no pressure),

- Performance watch.

Laissez faire is described with free in entrepreneurship. It is described as free of choice in this study. In Islamic HRM HR manager and line managers always watch employee performance. If employee has bad performance, it is dismissal; or if employee has good performance, it has promotion or compensation. Therefore, employers always watch employee performance. Islamic HRM means not to intervene to employees in individual choices.

References

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