A Review of Learning Organization Concept from Islamic Perspectives

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Abstract

The paper's purpose is to explore the concepts and understandings of learning organization from an Islamic perspective. It also aims to examine the potential integration of the learning organization idea in Islamic organization. The study analyses four understandings of learning organization as proposed by Örtenblad (2002) followed by Islamic views for each understandings. The findings suggest that the idea of learning organization is in harmony with Islamic teaching in many ways. Empirical research on the practice of learning organization in Islamic organizations is needed to shed more lights on the subject. Learning organization can be successfully implemented in Islamic organizations and Islamic organizations can be a 'learning organizations'.

*Keywords:*Learning Organization, Islamic Organizations, Islamic Teaching

INTRODUCTION

The learning organization concept is a very familiar one in management and has gained wider attention among academicians and practitioners. The concept is very inspiring and adopted in many big organizations and claimed to be able to promote progressive and competitive organizations. However, this concept has yet to be explored from Islamic perspective. According to Kazmi (2003), Islamic management as a discipline is not a well researched area. Furthermore, Ali (2005) suggests that issues related to the Islamic views on work and organizations are neither well known nor much researched in the management literature. Literatures in the area are intertwined and need to be extracted from various other disciplines such as politics, business, economy, and history. However, it has been proposed that Islamic management is a developing field (Kazmi, 2005) and consequently the interest to view unIslamic management theories especially the western one from Islamic perspective is also growing. This paper lists some of the major ideas in learning organization viewed from Islamic perspective. When viewed from Islamic lens, it is found that most of the ideas promoted have some agreements with Islamic principles.

Learning Organization

The idea of 'learning organization' has gained popularity since 1990s though mentions of it can be found earlier. The concept has been extensively discussed and different authors proposed different views on the subject. Its likelihood of being an important agenda in today's