

# Element Of The Muslim-Friendly Sharia Compliant Business Management

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## Abstract

Muslims should run business that complies and fulfill the Sharia of Islam. The issues of usury, selling alcoholic drinks, gambling, employees who are not performing their 'ibadah, and violating the appropriate dress code are still rampant because religion is not seriously being concerned during the business. Henceforth, a few crucial elements need to be highlighted in ensuring that the conducted company complies with the demand and regulation of Islamic Sharia. This article aims to give exposure related to the implementation of Muslim-friendly businesses. This research opted qualitative approach by using content analysis of related documents. The findings highlight five main elements in the Muslim-friendly industry: the obligation of performing 'ibadah, choosing and selling halal products, Sharia-compliant dress code, and Islamic financial management.

**Keywords:** Element; Business; Muslim-friendly; Sharia Compliance.

## A. INTRODUCTION

Business is one of the permissible jobs in Islam; nevertheless, its management has to be conducted based on al-Quran and al-Sunnah (Abd Hamid, M. N. & Mohd Yunus, A., 2020). Besides, al-Quran is the guidance for men to associate in society, including handling a business (Ismail, S. K. & Ahmad, R., 2017). The firm conducted with the appropriate Islamic sharia is considered ibadah (religious service) to Allah SWT. An Islamic business is carried out by referring to the authentic and primary sources, al-Quran and al-Sunnah, and not solely on human intellect (Suwandi et al., 2016). Besides, the forbidden elements by Sharia are not applied in all business transactions, such as oppression, usury, scam, gamble, and others (Abdullah, M. R., 2014). These kinds of forbiddances are not legally applied in business;

hence, the element of maqasid al-shariah, particularly the concept of hifz al-din (preserving religion), can be implemented in industry.

The definition of sharia is understood as the source of drinking water (al-Yūbī, 1998: 29), taking water by mouth and putting something higher. Sharia also means near the road and straight path. From the aspect of its terminology, this word is translated as all the regulated laws by Allah that are bestowed down to Prophet Muhammad PBUH and hence conveyed and practiced by other human beings which are related to ibadah, action, food, beverage, attire, and muamalah (social transaction) (Zulkifli al-Bakri, 2014). The concept of sharia encompasses three categories; human relation to Allah and unseen things, human connection to each other, and the human relation to other earth's creatures (Engku Alwi et al., 2018).

Thus, indirectly, the business conducted under Islamic sharia includes the criteria of maqasid al-shariah. 'Alāl al-Fāsī (1993: 7) defined the maqasid al-shariah as aim, objective, and secret that is being put by Islamic law for each regulated rule. Therefore, all regulated laws promote goodness and abandon unscrupulousness upon human beings (Abdul Rahman, M. Z., 2015).

Mohd Zain, M. (2012) stated that amongst the obligations upon Muslim business persons is to run their business ethically. The company's objective must be clear by not putting worldly profit as the main aim but striving for Allah's blessing is becoming the foundation in business. Among the rich and generous companions of Prophet Muhammad PBUH was Abdul Rahman bin Auf, who gained all his wealth through a halal (permissible) source. An honest business entrepreneur will never increase the selling price indiscriminately and take particular advantage for her own sake.

Based on the statement mentioned earlier, it can be said that Islam is very concerned with all aspects of human life. The Sharia becomes the backbone of all aspects of human matters, including business transactions; hence it secures the happiness and perfection of life.

## **B. METHOD**

The method used to obtain all the information in this study is qualitative. The method of data collection and data analysis is to use the technique of content analysis from books, articles, journals, and previous studies related to this research. In addition, research-related information is through a trusted website and trusted the data obtained.

## **C. RESULT AND DISCUSSION**

### **1. Business in Islam**

Next, al-Sayyid Sābiq also described the element of "Sharia permissibility" in his definition of a business (Sābiq, S., 2004: 897). Selling and buying are the processes that happen during the transaction of exchange product with a product, property with property, or property with the item (payment) between seller and buyer by the agreement and acceptance between two parties according to the permissible ways Sharia. Ibn Khaldun explained that the business or purchase transaction is one of the methods to expand the capital.

Nasir, M. S. (2019) stated that Islam is the religion that is accepted and approved by Allah SWT. In this religion, business is a permissible occupation as long as its implementation is not opposing the Sharia of Islam. Besides, the Islamic Sharia is specific legislation that manages the human life system that encompasses the aspects of ibadah, muamalah, munakahat(marriage), jinayah(crime), and the human practiced cultures. Each regulated Sharia by Allah needs to be obeyed and practiced by human beings to secure public needs and interests (Abd Hamid, M. N. & Mohd Yunus, A., 2020). Islamic Sharia is set to prioritize the subsistence of public life (Wan Chik, W. M. Y. & Ali, A. K., 2015: 9).

Prohibited things such as usury, cheating, usurping people's rights, corruption, illicit goods, and monopoly goods are among the things that are strictly forbidden, especially in business. A business entrepreneur should learn and understand the Islamic laws of sale and purchase; hence the implementation of business is done on the right track and meets the requirement stated on Islamic sharia. Business profit gained from the element of usury is disregarded and not considered profit in Islam's perspective (Saiman, M. Z & Salleh, A. D., 2017: 32).

## **2. Main Elements of Muslim-friendly Sharia Compliant Business Management**

Elements that need to be highlighted in Muslim-friendly business are:

### **a. Obligation to perform ibadah**

There is five obligatory ibadah that must be performed flawlessly by a Muslim. These ibadah obligations are the backbone of the strong religious foundation. These pillars of Islam encompass the declaration of faith (shahadah) to Allah SWT and Prophet Muhammad PBUH, five times daily prayers, fasting during Ramadhan, alms-giving, and performing hajj for those that are capable.

The business managers need to ensure that all Muslim employees are performing their sharia obligations. Performing all the responsibilities perfectly indicates that the faith of a Muslim is also in a perfect state. The Muslim scholars have agreed that if someone abandons or refutes one of these pillars, then the person ruins the faith and Islam in himself ('Abdul Rahman, M., 2008). Therefore, the business managers should focus on these issues to ensure that the conducted business is successfully established as a sharia-compliant business. During the process of obtaining a business profit, the aspects that lead to the blessing of Allah in conducting business should also be taken into account.

### **b. Selecting and selling halal products**

Halal is one of the primary aspects that should be highly concerned by the business entrepreneur. However, to be in a perfect state of business implementation, it should be understood within the aspect of halal and pure or massively known as halal tayyiban. Halal in the Arabic language is a verb derived from halla, yahillu, hillan, which means permissible, allowable, liberating, acceptable, breaking, dispersing, or freeing (Mohamad, M. H., 2009). Meanwhile, tayyib is pure, decent, and sound (Mohd Yusoff, Z. et al., 2010: 332). Allah SWT has regulated the Sharia

laws, commanding His servants to prioritize the halalantayyibanfood and service. This concept of permissible and pure needs to be opted and applied by all human beings to have a healthy and blissful life from Allah SWT.

Hence, the business management unit should be alert and responsible for ensuring that all the selling products are halalantayyibanand always secured from haram sources and materials. Besides, the cleanliness of the business premises should have committedly cared for hence the quality of the products on selling racks are remain good and preserved. Other than that, all the procedures started from the selection of source until becoming the result should be under the process that follows the concept of halalantayyibanas well (Abdul Wahab, H. &Azhar, A., 2014: 109).

#### **c. Dress-code etiquette**

According to Ismail, S. K. et al. (2016), the fuqaha'(Muslim jurist) have agreed on the obligation to cover awrah; however, there are differences of opinion regarding the boundaries and limits of the awrah. The dress-code etiquette, especially amongst workers and staff, needs to comply with the rules and regulations stated in al-Quran and al-Sunnah. The attire must cover the awrah perfectly, be friendly with the surrounding of the Muslim community, and not too tight that may invite sexual urge to beholders. The concept of awrah is based on which body parts need to be covered and prevented from being seen by others (Jainudin, N. I. & Ismail, A., 2018).

Dress-code etiquette for customers, workers, and staff needs to be drafted in parallel to the propriety of dressing as a Muslim or Muslimah. Therefore, Muslims are demanded to follow the rules and guidelines of putting the best attire according to Islamic sharia, based on al-Quran and al-Sunnah. Thus, the business managers should always be concerned and enforce the right dress-code etiquette amongst the staff and workers.

#### **d. Financial management**

The sharia-compliant business management needs to follow and obey Islamicprinciples, ethics, and method of Islamic finance. Verily, Allah SWT is forbidding the Muslims to do something that religion forbids and scourges those practicing fraud, monopoly the selling goods, taking and giving usury – including two of its witnesses and writer involved in this crime. Ibn' Asyur explained that the rules of muamalahare not merely abstaining from usury and allowing the purchase transaction only (Abdul Aziz, S., 2016).

The sharia-compliant business is established whenever all the sources of finance that are credited in and out are meeting the sharia's rules and regulations and free from any haram elements such as usury, bribery, exploiting goods, and scamming. Al-Kandahlawi, M. Z. (1994) explained that the wisdom behind the prohibition of usury seems to violate the honor and rights of others. In addition, Prophet Muhammad PBUH also scourged people practicing bribery (al-Qaradawi, 2015: 77). All the forbiddances in Islam must be avoided and abstained in all aspects of daily life, including in conducting business.

## D. CONCLUSION

It is compulsory and regarded as an obligation for all Muslims to practice the Islamic way of life under sharia, which is guided by al-Quran and al-Sunnah, hence the Islamic environment able to be established, attain happiness bless from Allah. Therefore, business entrepreneurs need to concern the implementation of Sharia-compliant business. The main element of a Muslim-friendly business is the priority of performing ibadah, selecting and selling halal products, dress-code etiquette, and financial management have to be concerned and highlighted by the management unit in business hence the Muslim-friendly business to be set up. This is due to the value of Islam that must be preserved and defended in the life of a person called a Muslim.

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