

# THE REALITY OF DEVELOPMENT AND MANAGEMENT OF HUMAN RESOURCES IN LIGHT OF TRANSFORMATIONS AFTER COVID 19 ECONOMIC: SOCIAL AND ISLAM'S PERSPECTIVE

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**Abstract:** *Organizations are affected by the changes that occur in the surrounding external environment, and these changes are a decrease in the capital required for financing, a change in the demographic characteristics of the workforce. These results resulted in increased competition between organizations, increased levels of performance in organizations, and increased interest in survival and continuity in the market. Certainly, Nations will not save from underdevelopment, disease and ignorance, except through its continuous pursuit of continuous development plans. especially in the new world of COVID19. It should be emphasized that the growing complaints of Arab youth about unemployment and an increase Poverty, exclusion and a loss of hope with dark and hard future call for a review of the indicators associated with Development. Bearing in mind that quality education is the main entry point for resource development. Humanity and the formation of cognitive, social, value and human capital, leading to the preservation of elements of sustainable development and meeting the requirements of the times. One of the most important goals of Islam was to develop human resources in a fruitful and beneficial way, so it is God Almighty sent the prophets and messengers in all nations, nations, and languages, to raise them and to get them to the goal of their lives.*

**Keynote:** *Human Development, Covid 19, Islamic Prospective*

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## **Introduction:**

### **Societal Economic Development**

In the traditional work system, central capitals and major cities usually receive the lion's share of the economic movement, where the headquarters of giant companies that attract employees to reside and work in them are concentrated, which translates into an economic movement and continuous development, but on the contrary, rural and other areas lack Remote cities have these economic advantages, although they are in dire need of them. Ahmed Alsaad (2012).

But in the remote work system, people no longer have to move to cities in search of a job opportunity, and the geographical location is no longer a condition for joining jobs, for example, via remote employment platforms, such as a remote location, the employee can join work in a company located in a far geographical area every. The distance from his residence, and thus the opportunities and jobs shall be transferred to the people in their places and societies, whatever their economic status, and not the other way around. Blmasery(2020).

Just as the emergence of the first industrial revolution accompanied the growth of the major cities economically and developmentally, the current technological revolution based on digitization, with which the economy is gradually shifting from the physical to the digital economy, will help to deliver positive economic influences to a wider and more comprehensive area of the major cities and capitals.

### **Post - pandemic economy (COVID 19)**

The world is currently experiencing a fierce war with a virus that does not see with naked eyes but sees its health and economic effects. The opinion of the eye, and those affected negatively, whose difficulty is knowledge of certainty, and not all countries are in a degree of vulnerability, but some of them, the world experienced the crisis with the right of certainty, despite its financial capabilities and its predecessors in the field of progress.

While the governments did not neglect an effort in the confrontation, the enemy is an aggression, one by origin and the other; accordingly, the latter is related to the economic and social aspect. Especially economic for people with limited incomes and vulnerable groups, as well as negative behaviors that lead to poor distribution, such as monopoly and price manipulation, in addition to false advertising of inappropriate products. Blmasery(2020).

As long as the authority in the Islamic market is primarily for conscience and morals, neither all producers nor consumers are in a significant degree of them, and we may not have luck in some global markets to exploit this circumstance to achieve obscene profits at the expense of the capabilities of members of society, and here every reasonable person wonders whether Islamic thought recognizes the role of the market. It Prevents any external interference untouchable.

### **Achieve the purposes of Sharia in financial transactions in times of epidemics**

1. Money turnover
2. Reducing burdens

### **Taking care to take precautionary measures to limit the spread virus COVID19;**

1. Achieving the social and economic ladder of individuals, as necessities are inevitably achieved, and this is required by law.
2. The economy should not stop, avoid monopolistic behaviors, and basic materials reach different classes.

## **II. Objectives of the study**

Here are some of the objectives of the study:

1. Study the need for an Islamic economy in a time of epidemics
2. Explore the latest post-virus developments

### 3. Highlighting the challenges facing the post-2020 Muslim Ummah

#### **III Question of Study:**

1. what is the Islamic economy can work in a time of epidemics
2. what will happen after post-virus developments
3. what is challenges facing the post-2020 Muslim Ummah

Despite the limits and difficulties, the presence of the element of expectation and possibility leads to the situation. In the study sample, which led to its weak effect on the results that can be reached.

#### **Approach Based on Economic Models and Scenarios**

Models close to it; modulation, and hybrid with other models to predict and know the effects of natural disasters, such as wars and epidemics in a way, and the mechanism of financial crises on economic variables. Variables macrocosmic, with a focus on specific issues, such as distancing social. Liquidity, stability, and real rates of return. With an alert that the comparison is with a tools quantitative tool or tools qualitative, and each tool has its advantages and disadvantages, or shortcomings, and here is not a field of detail or preference, but a reference and an alert. The approach also benefits greatly - and perhaps other comparisons - On the historical side, whether quantitative or qualitative data are related.

It is noted that most studies appeared in the month of March, that is, more than two months after Corona Virus appeared in December 2019. This is not surprising because the situation was shrouded in mystery in the first two months. Will its influence remain within China? Or will it pass to others? And if he moved, how wide is this spread? Is it limited between neighboring countries? Or in those whose relations with China require communication between people? These questions were resolved on March 11th, when the WHO classified the event as a pandemic. Hence, it is no longer limited to China. But the effect goes for the worst in the whole world.

#### **The Most Important Results and Expectations for this study:**

1. All studies agree that the global economy will see a decline.
2. The impact of pandemics on the economy may last for decades; it may reach forty 40 years as it continues to decline Return of rates real.
3. The total loss of a pandemic widespread and impact such as the Spanish Flu (1918 (flu Spanish)).
4. Distancing social. An important measure and policy necessary to reduce the spread of the virus dramatically, but it has a high economic cost.
5. The world will not be going back to the world we knew before.

#### **Sharia Islamic and financial activities considering the epidemics:**

##### **What can the Islamic economy offer?**

Many have shared the teachings that Islam brought with regard to dealing with pandemics, such as Quarantine ,lockdown and travel, etc., and it is not surprising that Islamic teachings emphasized such measures; rather, it may be preceded by modern science in this because it is a download from a wise expert, who Download the books and send the Apostles, including the laws, to fulfill the interests of the servants in the costs of life. Ahmed Mahdi Belwafi (2020). Because we are part of this world in which we live, and this does not mean “endorsement.”. Based on everything received

or received, but as a matter of fact, we are living as a nation and states with a clear side, which requires taking This is in the consideration of what can be called the jurisprudence of the stage of vulnerability, until God permits a better situation.

1. There are procedures and policies I agree with-in its general framework and premise.
2. There is something that is rejected and disagreed because of its violation of the principles of the Islamic economy, such as the prohibition of usury, fraud, and spending public money on permissible aspects and activities that are not priority in such circumstances.
3. Clarity, transparency, and speed in directing financial resources to sectors.
4. Other additions that can be contributed by the Islamic economy:
  - a. The pairing between the spiritual and the physical dimension
  - b. QE policy replacement (easing quantitative) Mainly geared to major financial institutions Overall facilitation (easing total or Global).

### **Conclusion:**

The economic implications are multiple and varied and can be completely covered in depth in one article, the situation requires independent studies dealing with each of them partially: state, sectors and homogeneous sectors of economy. The global economy will witness a massive recession for years. Economic policies must be modified, and effective coordination between countries and global financial and economic organizations. The economies of countries are affected by the event to varying degrees. The largest global economist, the American economy, will be the most affected, the repercussions of the spread of this epidemic. Some preventive health policies have economic dimensions. It is that social divergence (social distancing) because it is like one of the effective means in curbing the spread of the epidemic, but at the same time it has a high economic cost. What will be its size and impact?

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