

The Islamic and Modern Concept of Educational Monitoring and Inspection



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Abstract: *This research article is the study of Islamic and modern concept of educational monitoring and inspection, their effect on institution's performance. Research was quantitative and documentary analysis in nature. The population is all the secondary school of two divisions D. I Khan and Kohat. By multi-stage cluster sampling techniques a sample of 12 (6 boys, 6girls) secondary schools with 120 participants randomly selected, and data was analyzed using SPSS, by means of chi-square. The study found that due to modern educational monitoring and inspection system absenteeism of the teaching staff is reduced. Beside this, educational monitoring does not improve the result of students. Moreover, Islamic concept of monitoring and inspection system contained Knowledge, justices, trust and responsibility*

Keywords: Monitoring and Inspection, Quran and Sunnah, Secondary School, Khyber Pakhtunkhwa Pakistan

Introduction

Islamic concept of monitoring and inspection offer extensive system as they provide both ethical and divine expect. Such concepts and rules are unanimously valid and very significance used for the betterment of the Institutions. Comprehensive way of life is Islam; it deals both the major and minor problems in different dimension of human life and activities including monitoring and inspection in the institution. It tells to the all-human beings without any differences of area, language and nationality. Islamic monitoring and inspection concepts are the basic source in Islamic sharia, and Sunnah and derived from the Quran. The very basic concept is knowledge, telling good and ignoring bad, Amanah (trust), justice, shura

(consultation), brotherhood; moral and ethical behaviors, responsibility (trustworthiness), and the Mahasabha (accountability).The values which pave the path to enhance the monitoring and inspection in Islamic ideas which must be implemented in the institutions.

Basic Rules of Monitoring and Inspection in the light of Islam

Selection of Staff:

According to a popular saying, "Staff selection completely denies a man leadership should he demand and struggle." (Muslim, Ki tab al-Imarah, chap. 12:207). Because it ensures to performs his duty with Amanah, devotion, and perfection, fearing Allah is highly prized.

Furthermore, it was emphasized that stability

and trust—two fundamental components—must be stressed while choosing the right workforce. These verses from the Quran make reference to this.

١- “قَالَتْ إِحْدَاهُمَا يَا أَبَتِ اسْتَأْجِرْهُ إِنَّ خَيْرَ مَنِ اسْتَأْجَرْتَ الْقَوِيُّ الْأَمِينُ”

“One of the women said, "O my father, hire him. Indeed, the best one you can hire is the strong and the trustworthy” (Al-Qasas: 26).

According to the passage above, two factors should be considered while choosing employees: power and trustworthiness. The first strength described in the verse depends on the type of responsibility that will be placed in the employee's hands, and it involves knowledge, expertise, experience, individual potential, and character. The second is trustworthiness. (Amanah). The term "trust" in this context refers to the fear of Allah SWT and awareness of Allah's presence at all times, which should cause a person to carry out his or her duties with diligence, accountability, effectiveness, and complete obedience, not only to the current rules established by his or her employer but also—and perhaps more importantly—to the laws and instructions of Allah S.W.T.

وَالَّذِينَ هُمْ لِأَمَانَاتِهِمْ وَعَهْدِهِمْ رَاعُونَ 223:8

And they who are to their trusts and their promises attentive.

Assign Duties on the basis of Qualification:

On the basis of qualification right person for right job it can highlight the basic concepts of monitoring and inspection like knowledge (elm); it is stated in the Quran (Surah AL Alaq-96)

اقْرَأْ بِاسْمِ رَبِّكَ الَّذِي خَلَقَ

خَلَقَ الْإِنْسَانَ مِنْ عَلَقٍ 4

اقْرَأْ وَرَبُّكَ الْأَكْرَمُ 5

الَّذِي عَلَّمَ بِالْقَلَمِ 6

“Recite in the name of Allah who formed you.

Shaped man from a cleaning substance

Recite in your lord is most generous

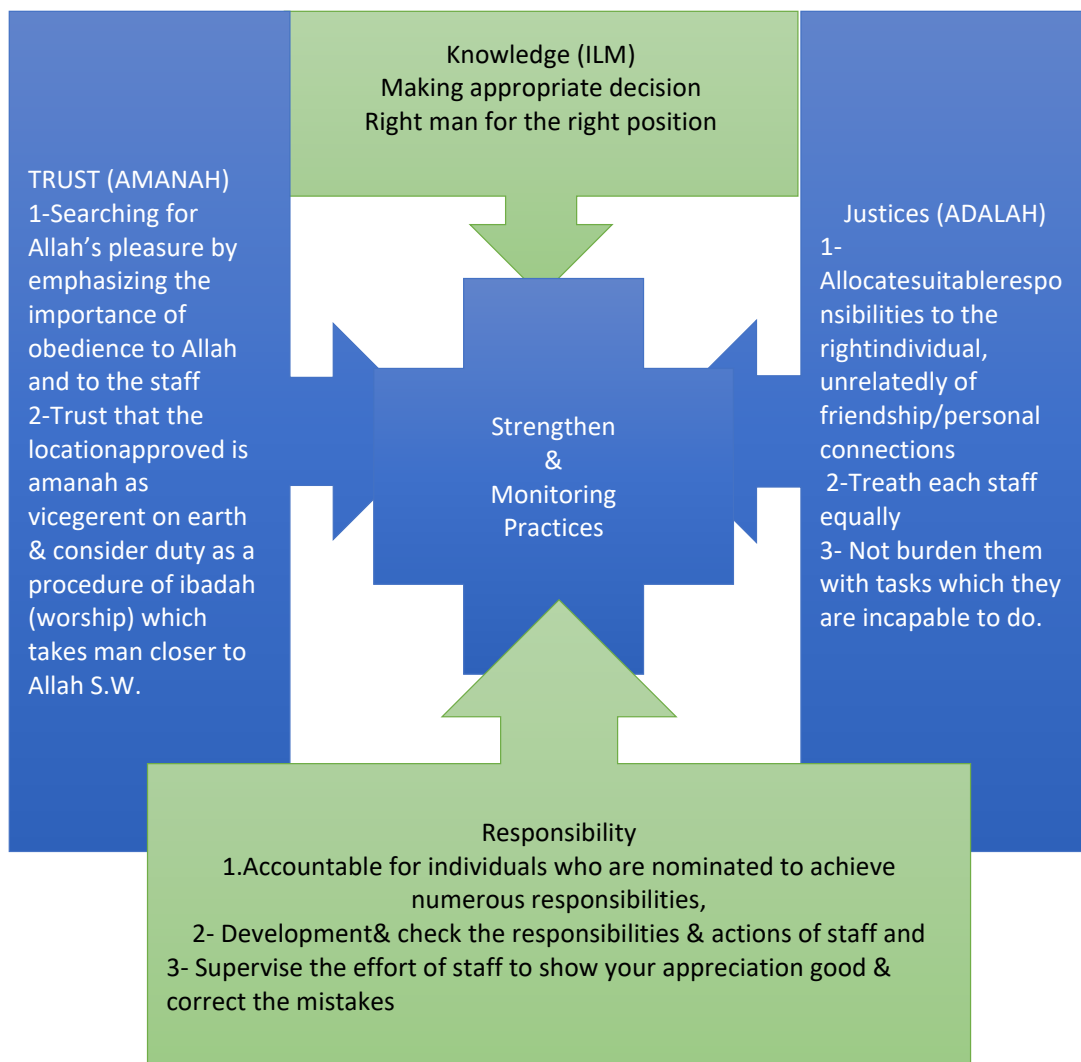
Who educated by the pen”

Educated man that could he not new

Legitimacy and brotherhood. Proper workdistribution should be done in ensuring the best performance among the employers. Distribution of duty among the worker the worker must consider the knowledge. This favors individuals who possess the crucial knowledge (needed for the successful completion of the duty) over those who do not. By doing this, the employee would be able to practice their vocation as perfectly as possible under the supervision of the aforementioned body's management.

The word Justice has been mentioned more than 24 times in 22 versus of the holy Quran. Another Islamic idea is justice (adalah). Muslims are required to practice fairness in all spheres of their existence, including their separation of duties and employment. Regardless of their acquaintance, relationship, or other interpersonal connections with the organization, it is imperative that the employer assign appropriate responsibilities to the qualified and trained employee. It is also fascinating to note that Islamic norms of educational management, particularly in the specialty and allocation of labor, do not contravene brotherhood (ukhuwwah) or the so-called spirit of cooperation.

Although the idea of specialty and division of work requires that the member would work in diverse space of effort in different divisions, Islam observes this doesn't stop it of drilling the essence of cooperation in the enactment of the work.



Islamic Concept of Monitoring and Inspection

Abdullah Ibn Umri Maktum was occasionally chosen by him to oversee Madinah-related affairs in place of Ali Bin Abi Talib. Additionally, representatives were chosen to handle the business of distant area. In this regard, Attab Ibn Usaid and Uthman Ibn-Al were two of those whom the Holy Prophet had The above-mentioned figure makes it clear that the combination of the four values and values of Islami management, namely Knowledge, Trust, Justice, and Duty, are the crucial components which are use any organization in order to ensure not only the successful operation of the society's

selected to carry out the aforementioned duty. (saw). The same is true of Ali Bin Abi Talib's, Muaz IbnJabal's, and Abu Musa al-Ash'ari's duties in Yemen (Ibn Taimiyah 1992b:27), as well as the Khulafaar-Rasyidin's custom of delegating their authority to other suitably qualified individuals to carry out any duties for the community's knowledge. (maslahah al-ummah).

daily operations but also existence and success of the organization on its own. They are in charge of the procedures used to carry out the duty. The aforementioned basic concept of the Islamic monitoring provides a base for the existing concept of monitoring and inspection

system in KP Pakistan.

Modern Concept of Monitoring and Inspection:

The new system of monitoring is the functions like collection of information about the performance of any institution [20]. Therefore, the new structure produces data around an organization incorrect or correct way by joining its past, present and future. Moreover, it finds the deficiencies of the organization for creation operative and appropriate measure to the recovering performance. The developing countries use this system to assess their institution performance. First time in history by the United Kingdom introduced this inspection which was earlier took care the prisoner in the United Kingdom. In this method, a significant number of staff was employed to assess the condition of impartialities and other thoughtful problem linked to the prisoners like, health, food [20]. Besides, a works was also shaped to encourage the elementary idea of inspection and its effect on the institution [17]. After that the result of this literature used to the other institutions, like education etc. [18]. It is used together information for talking the matters delayed in actual presentations in schools [18,21]. According to research finding outdoor responsibility is an essential of a day.[10]. One of study conducted by the researcher stated that the system of inspection also assesses the academic successes as well as teachers'absence [8,1]. At last, first march 2014 Khyber Pakhtunkhwa government introduce the new system to evaluate the performance of schools like teaching and non-teaching staff absenteeism and regularity, dropout rate and basic facilities of school [16].

Objectives of the study:

Highlight Islamic thought of administration and inspection system.

Identify the effect of monitoring and inspection on staff' absence

Hypothesis:

H₁: There is no significant effect of monitoring and inspection of principal, and teachers' absence and regularity.

Research Design:

Nature of the research is quantitative and documentary analysis.

Data Collection Instrument:

Data were collected with the help of closed ended questionnaires and primary sources.

Data Analysis

Through SPSS and using chi square data were analyzed.

Population and Sample of the Study:

All 203 (127 Boys, 76 Girls) secondary schools in D.I Khan and Kohat division were the population. A sample 12 (6 males, 6 Females) schools with 120 (60 males, 60 females) respondents randomly selected through multi stage cluster sampling techniques from the two divisions D.I khan and Kohat) and one district (Kohat, D.I Khan) from each. There were 78(49 boys, 29 Girls) secondary schools in district Kohat, and in D. I khan district 125 (78 Boys, 47 Girls) secondary schools.

Result Discussion

Staff Absenteeism and Regularity

Table-1 Regularity of the staff

Item No		<u>SDA</u> (N, %)	<u>DA</u> (N, %)	<u>UN</u> (N, %)	<u>AG</u> (N, %)	<u>SA</u> (N, %)	Chi-square	P-Value
1	staff absenteeism was a problem	34 (6.8%)	68 (13.6%)	22 (3.3%)	196 (39.2%)	180 (36.0%)	270.800	.000
	Became regular	36 (6.2%)	84 (16.8%)	39 (7.8%)	195 (39.0%)	146 (29.2%)	192.140	.000
2	Still a problem	88 (17.6%)	171 (34.2%)	40 (8.0%)	127 (25.4%)	74 (14.8%)	101.900	.000
		83	103	72	135	107		

3	Were regular	(16.6%)	(20.6%)	(14.4%)	(27.0%)	(21.4%)	23.560	.000
4	Teachers' absenteeism is reduced	58 (11.6%)	81 (16.2%)	45 (9.0%)	177 (35.4%)	139 (27.8%)	126.000	.000

Table 1 item 1 demonstrates that 13.6% participant disagree that staff absence was a problem, and 74.2% of the respondents were agree 3.3% of the respondent are neutral. Value of P is .000. Value of chi-square is 270.800 with df-4. Result was statistically significant. In the 2 item 23% disagree that the teachers became regular and 68.2% were agree whereas 7.3% of the respondent were neutral. Value is 192.140 with df-4 Value of P is .000. The results were statistically significant. 3 item shows that 50.1% of the defendant disagree that 'absenteeism is still a problem in school and 40.2% participant

agreed whereas 7% of the defendants were undecided. value of P is .000 and 101.900 with df-4 value of P is .000 which less than .005. Findings were significant. 4 numbers item classifies that 37.2% of the respondent disagree that the teachers were regular before the system and 48.4% defendants were agreed and 4.4% of the respondent were neutral. Value of P is .000. And value is 23.560 with df-4. Results were statistically significant.

Table -2 Regularity of the staff

Item No		<u>SDA</u> (N,%)	<u>DA</u> (N,%)	<u>UN</u> (N,%)	<u>AG</u> (N,%)	<u>SA</u> (N,%)	Chi-square	P-Value
7	Regularity of the staff	9 (9.4%)	21 (21.9%)	11 (11.5%)	30 (31.3%)	25 (26.0%)	16.917	0.02
8	Teacher became regular	4 (4.2%)	23 (24.0%)	10 (10.4%)	30 (31.3%)	29 (30.2%)	28.271	.000
9	Teacher absenteeism is reduced	4 (4.2%)	6 (6.3%)	9 (9.4%)	45 (46.9%)	32 (33.3%)	69.729	.000
10	Teachers' absenteeism is Still problem	15 (15.6%)	35 (36.5%)	11 (11.5%)	25 (26.0%)	10 (10.4%)	23.583	.000

Table No.2 item no 7 shows 33.2% disagreed and staffs were regular and 57.3% respondents agreed whereas 11.5% of the respondents were neutral. P-value is .002. Value of chi-square is 16.917 with df-4. Results were significant. 8 items find that 28.2% defendant were disagreed that the teacher became regular and 59.4% of the respondent agreed and 9.4% of the respondent were natural. P-value is .000 and value of chi-

square is 28.271 with df-4. Result was statistically significant. Item 9 validates that 10.5% of the respondents were disagree-value is .00, with df-4 and value of chi-square is 69.729 with df-4 and 36.4% of the participants were agreed that and 11.5% of the defendants were undecided. Value of P-value is .000 and finding were significant.

Findings:

Findings revealed that there are Quranic verses which shows the monitoring and inspection system in Islam as fundamental in the lives of Muslim as well as for the betterment of the institutions.

Before the new inspection and monitoring system staff were not regular, 75.2% of the faculty agreed, 22.6% disagreed and 2.2% neutral. 57.3% agreed, 31.3% disagreed and 11.5% undecided, 45% students agreed, 34% disagreed and 20% undecided.

Majority of the respondents were satisfied that 61.5% principal agreed, that after monitoring system teaching and non-teaching staff became regular, 28.2% disagreed and 68.2 % agreed, 24% were not agreed and 7.8% teacher's undecided.

36.4% of the principal agreed, 52% disagree and 11.5 undecided that teacher's absenteeism still problem in schools. 40.2% teachers agreed, 51.8% dis-agree and 8% undecided.

Majority of the respondents of the viewed that the inspection system has no effect to the academic achievement of the students.

Conclusions and Discussion:

It is obvious life in Islam is a code of life, which has been transcending among mankind since the demise of our Holy Prophet Muhammad (S.A.W). In the world He left to his people the most valuable doctrine, like Al-Qur'an and As-Sunnah, which are source of guidance to the Muslim Ummah in every walk of their lives. These codes have been laid down on the basis of knowledge, justices, trust and responsibility, which give a fundamental concept of Islamic monitoring and inspection system. In the light of the aforementioned guidelines the modern concept of monitoring and inspection system was investigated to explore knowledge, trust and responsibility. Respondents' majority agreed that due to this system teaching and non-teaching absenteeism has been reduced and now they come to school regularly. Before this system staffs were not regular, and after the system staffs become regular. So, there is a significant effect of monitoring and inspection on teaching absenteeism.

Researcher findings were closely related to Many famous studies regarding monitoring and inspection is related to the researcher findings like inspection improve English schools [9,14,17]. Result explains, the teaching learning process that takes time in low level especially[12]. Beside this student results are accelerating to improve the performance of the institutions [7]. It is a key problem in future research, to include teaching method and student overall performance in analyzing the effect of school monitoring.

Recommendations:

High qualification and preservice training are mandatory for the effective monitoring and inspection and this improve the performance of the students. Already existing management cadre in educational department should be given training for effective monitoring and inspection. The newly staff of monitoring and inspection must check both attendance of staff and teaching learning process. If data gathered by the monitoring assistant, should share to the policy makers and decision maker, which will lead the policies that promotes the performance of institutions. It is recommended that on the basis of findings and conclusions, government should observe to implement the Islamic administration procedures in the existing monitoring system. The research study recommends further research on administration in other institutions to check their performance

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