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### Shaping Workfield of the Addicts Enhancing the Economy through Sufism (SAEES)- A Secret Treasure for Malay World

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**Abstract:** Job performances need quality service with teaching of Sufism for the addicts for *RumabInsani*, Malaysia. With a due to the quality of the learning process for them to increase professional training with religious practices for spiritual development. Secular way obtained job satisfaction by shaping the work field in shortly for the addicts although in spiritual way of performance for them in permanent. Enhancing the requirements, they need mental perfectness with spiritual guidance in their work places.

**Key words:** Work field, Sufism, professional, spiritual

#### INTRODUCTION

Shaping work field is enormously proven model now a day at *RumabInsani* in Malaysia. For these the addicts needs to developed moralities. As for example, Thankful and grateful to Allah (Glory be to Him, the most Exalted) with patience in faith. It is a huge recurring theme. However, alongside this is gratitude. Allah (Glory be to Him, the most Exalted) reminds and He provides eyes, ears, nose, tongue and touch with good health. It is really take a deep journey in hearts to reflect Allah (Glory be to Him, the most Exalted). It is indeed has come to Allah (Glory be to Him, the most Exalted). It is a light for them. He guides the paths of peace and He brings them out from darkness unto light by His will and guides them to a straight path. Misfortune and trial occurs in the life of a believer. It has been trial prove conviction in faith to Allah. SAEES teaches the addicts regarding activities are fare recruitment and selection for job without any corruption, training and development, discussion about job facilities, the addict relation, performance of the addicts. It is needed to improve their character with moral conduct. They have to observe *adl* and *ihسان* for developing their moral behavior.

For the above matter obtained also by settling responsibility with each other in the work places likely the *Rumah Insani* in Malaysia. One of the maxims of Islam is to fulfill the responsibility among of us. As for example, neighbor. So it is very important to help each other in work places for organizational development as better group performances. At times felt like giving up however true patience is being steadfast in the face of challenges in the same light to goals to do good. Elevation of status is only from Allah (Glory be to Him, the most Exalted) from the bottom of the well and makes the people of understanding. Remembrance through all acts of worship will help the addicts for job satisfaction into their work place. The state of happiness all desire as only through to Allah (Glory be to Him, the most Exalted). Allah (Glory be to Him, the most Exalted) is the one who can bring tranquility and contentment to heart of the addict. That is why it is needed to grateful to Allah (Glory be to Him, the most Exalted) to find contentment by the remembrance of Allah (Glory be to Him, the most Exalted) because surely in the remembrance of Allah do hearts find tranquility with a view to adopting job satisfaction for SAEES.

By the by, beware of worldly distractions for Allah's richness is enough for the addict heart satisfaction which considered the physical fitness as well mental fitness. This means they should lead a balanced life but with a focus on the Hereafter in all the deeds in their work places as well. It is also recommended do *towbah* for forgiveness of their sins in the past because for this reason they will feel enjoy in their heart for getting peace compared to the Hereafter. Their thinking regarding hereafter inside the addiction center *RumahInsani* in Malaysia. When they will get training to receive the goodness from Allah (Glory be to Him, the most Exalted) they will not do any bad activities inside the work places. As a result, do the work very well and get maximum benefit from their work because of job satisfaction for SAEES. It is consider deploying minimum effort but getting the best result to change start for exerting effort themselves. It does not change the condition of a people until they change their state themselves of job satisfaction for SAEES. For this, they have to make the required adjustments in their lives in order to become closer for job satisfaction. It desires the Hereafter and strives for it with the necessary efforts. It is for true believer. They will be thankfully rewarded for their effort because they tried their best to investigate *halal* food for pleasing Allah (Glory be to Him, the most Exalted).

## LITERATURE REVIEW

SAEES is very important for job satisfaction as well because without it *RumahInsani* in Malaysia cannot afford to ignore the potential contribution for human resource management. Their fighting each other inside the drug addiction center. That is why it is mandatory for them to make understanding and in practicing Islamic perspective in work places over there. Because the Islamic perspective often reminds of honesty and justice in work or business as well. They (honesty and justice) demand for an impartial and fair distribution of time and wealth in the society. Religious effort and management are very much emphasizing on these principles. This requirement is obligatory to control them to work as warden or security inside the drug addiction center *RumahInsani* in Malaysia or any. Honesty and Justice are excellent is the teaching for issuing dominant to maintain equality in all the spheres of human lives as well with a view to maintain human resource management activities inside *RumahInsani*, Malaysia.

For job satisfaction inside drug addiction center among the addicts who are old they are preferred always to influence right decisions and justice. Although, it is one of the most complicated tasks inside the addiction center. Because some of the addicts are old in their jobs as well but they are not excellent in

disciplinary works as well. That is why, this is due to the fact that when there are many applying for the facilities cannot justified by maintaining equality. But they have plenty of potential. In order to ensure the extra benefit is needed to fairly conducted and a just treatment in all the manner. Islam requires the person in charge of facilitator to be pious and just. A CEO of the addiction center of *RumabInsani* is obliged to perform prayers, fasting, zakat and other pillars of Islam. To attain best level of religiousness job satisfaction is the required merit and competence for it. It stresses the importance of competence not only but also honesty since without these pre-requisites one could not be efficient. That is why *RumabInsani* in Malaysia switched on to practice five pillars of Islam to offer job satisfaction for justifying SAEES. Because of the best in chosen field of job who is the strongest and trust worthy. Employers are required to inform the truth about the jobs offered to applicants. These include the job requirements, the criteria of the job holders, and the compensation to be paid. It is important for the information to be fairly provided to applicants so that they can evaluate and match well the job suitability with their competency, capability, interest, and rewards.

Training for development their efficiency in the work place is also provided by *RumabInsani* in Malaysia for job satisfaction with a view to establishing SAEES. Because training is the process of developing qualities in human resources. It will enable them to be more productive and thus to contribute more to organizational goal attainment. It is the basic qualification for being the representative of Allah (Glory be to Him, the most Exalted) on earth to possess knowledge. Allah (Glory be to Him, the most Exalted) is the Almighty and He created the human as representation the quality of human being for serving the society as well. To get knowledge and practice they must need training for their development their activities in their own work field either the addiction center or any. The addict with proper knowledge to surpass others. On the other hand, limit is the reception of admonition to those endowed with knowledge and understanding in ranks in the presence of their Lord. They are favored than others and also better in job field. It is help them in all the professionals. They also urged them to strive to achieve excellence, proficiency and perfection in job for making excellent in SAEES.

Because Islam made education obligatory for all rich and poor. It is not only the duty of rich people but also to facilitate education for poor people. It is said that seeking knowledge is obligatory for all Muslim men and women. In Islam it is preferred job excellency as like as worship to Allah (Glory be to Him, the most Exalted). That is why, it is an obligation for Muslims to seek knowledge diligently. It is also mandatory to obtain excellence in performance for job. Muslims are urged to seek knowledge from the cradle to grave. This great concept creates a state of knowledge continuity in their lives as well. It is the regular schedule for them to seek knowledge lies on the individual as well as the employer. It is obligatory for the addicts who are recruited for job inside drug addiction center at *RumabInsani* in Malaysia. To seek knowledge is also to serve center well. This is responsible to provide opportunities to enable the addict to improve their competencies for job satisfaction. As a result, they are bound to attend training organized by *RumabInsani* in Malaysia by the expertize from different perspectives either in secular or religious background from Malaysia or in abroad.

They are organized training in regular basis for the addicts for getting their job satisfaction to serve the center in the best of their efficiency. It is always happened and no choice for them without participating in all levels of job either addicts or any. Superiority are not considered here but participation is mandatory for all of the addicts inside here to review pertinent information regarding the employee's performance. To

find potentials is requirement to obtain job satisfaction for SAEES as professional training for them. Of course, some employees are more fortunate than others. The unfortunate ones usually perceive they are unfairly treated in the last where cannot control in the justified manner which is the greatest limitation here as well. SAEES contains performance of reckoning because it is a formal system of setting work standards, assessing performance and providing feedback for the addicts who are working inside drug addiction center. With a view to enhancing motivation, corrections and continuation of their performance Information obtained from performance reckoned. It is used for the basic payment and for other facilities of requirements as well.

In Islam, there are rewards and punishments in worldly life and the Hereafter. There are a lot of good news and warning from Allah (Glory be to Him, the most Exalted) to humankind. They are sent through His Divine sources of revelation and His Messengers. It has to believe that they will be sent back to his Lord. They will punish for their wrongdoings. Those who are believing and do the all deeds in goodly they will be goodly judged by Allah (Glory be to Him, the most Exalted) in order of their own degree of merit. It (SAEES) is another way of justice to get job satisfaction in their work place. For this, activity is subjected to justice. It is well documented. There is a lot of idealism to prove in this manner because of subconscious tendencies. Warder inside addiction center to find it difficulties as well. To organize their employees effectively, this is due to religious consideration, personal relationship. It is also needed to avoid bureaucratic tendencies for getting job satisfaction by adopting SAEES.

The addict should be aware that measuring performance in Islam must take into account the concept of accountability and responsibility in all the spheres of human lives. To justify them for their responsibility to appraise their work place must be fair and care for reaching the maximum level of job satisfaction at all times of their recruitment after getting maturity by given all report from trainer, warden as well. On the other hand, there is another justification for the addicts inside the *RumabInsani* in Malaysia is compensation for them. Equity is also regularly connected with addict payment for executed job satisfaction at *RumabInsani* in Malaysia. The reason for any remuneration whether immediate or any. It is to perceive the execution estimation of representatives for the addiction center for enhance SAEES. It is to set up approaches to rouse them to work with full productivity in a constantly manner for addict improvement for facing business environment.

In the early time of companion of prophet hood, the payment depended on several establishments. To start with, work is an agreement, in this way the satisfaction of an agreement is a commitment for both CEO of the addiction center of *RumabInsani* and addict to meet. The moral trains devotees to meet conditions as well as to dodge any endeavor to circumvent the agreement. Islam accentuates that specialists ought to be given sufficient and sensible wages for their work. It is not only but also keeping in view the quality and amount of work. It is also mentioned about their needs and necessity which is the general monetary state of the general public. Hererecognize different degrees among laborers on the premise of the quality and amount of their work. It considers a few specialists require particular aptitudes although some can do manual work. This gives a plentiful evidence. It is for wages for all laborers. It cannot be equivalent in all cases. Furthermore, to all are positioned by their activities for job satisfaction by SAEES. The addict remuneration must be resolved ahead of time. They would payable for their wage must be quickly once the work has been settled. It is said in that compensation the addict his wages before his sweat dries.

Their remuneration can either be fiscal or non-financial. Wages and remunerations depend on earlier assertion. They ought to be expanded by conditions. Islam precludes any abuse or misappropriation of their work. They are qualified for the commonly concurred compensation. Allocation of anything past the stipulated wages is either a demonstration of deceptive nature or taking both of which are expressly prohibited. Furthermore, wages and pay ought to be adequate to give a better than average living, in the event that the wage is too low, the individual may not feel propelled to put in a sufficient measure of exertion, then again, expressed that a laborer is qualified for a reasonable and simply wage for his work. Trains that wages must be resolved with common conference and assent. Islam entirely restricts pressure and constrained work for job satisfaction to exercise SAEES.

## **MATERIALS AND METHODS**

### **Population and Samples**

This study is a survey of 120 drug addicts at RumahInsani, Malaysia. Random sampling method is exercised.

### **Measurement and Testing Variables Research**

- Group performances inside drug addiction center calculated from the addicts job performances by using Likert Scale of 1 to 5
- Job satisfaction has identified from long lasted job experiences inside drug addiction center by using Likert Scale of 1 to 5
- Professional in job based on the dimension of costs and benefits associated with drug addiction center by using Likert Scale of 1 to 5
- Spiritual Judgement justified from the record of wardens inside drug addiction center by using the Likert Scale of 1 to 5

### **Analysis Technique**

SPSS used for data analysis techniques with linear regression

## **RESULTS AND DISCUSSION**

Islam censures subjection and gives appropriate acknowledgment to the pride of work and business. One who practice his power and power unreasonable way will not enter Paradise. It is the flag to all CEO (Chief Executive Officer) of the addiction center of RumahInsani and trainer to practice their obligations with full duty and genuineness. Every one among the addicts inside the addiction center are considered are shepherds and each of them is in charge of their duties and responsibilities. CEO (Chief Executive Officer) of the addiction center of RumahInsanimust shield addict from yearning by giving his wages and giving security of occupation. He also provides business security for the addicts who are working in regular and full time basis. It is considered if anything happened in unexpectedly or by sparing from misfortunes. Give them a chance to love the master of his home who gives them nourishment against appetite and security against risk. The addict both must be straightforward in their work each other. Tricking and trickiness from both sides are not permitted in Islam for working performance better or job security for job satisfaction likely for SAEES.

Addict ought not cheat at work and work less while he takes full compensation. Then again, their duties and responsibilities ought not cheat in ponying up all required funds. Hardship to those that arrangement in extortion for each and every individual. They need to get by measure from men with correct full measure. In any case, when they need to give by measure or weight to men give not exactly due. Here is not cheating but provide wages of representative at concurred time. It may not trouble the addict. It might be cash to purchase sustenance and other fundamental necessities. Give the wages of addict before his sweat dry.

Wages ought to be in perfect sum or exactly with hundred percent in *insaf* for job satisfaction and for controlling SAEES. Employer ought to pay the appropriate sum as concurred. Unlawful payment or unjust payment is not admissible in Islamic religion. Try not to withhold from the general population the things that are their due. The enemy of a man who utilizes a worker yet does not pay him legitimate wages as for SAEES. It is totally forbidden by Islam not to give pressure or workload more than his (the addict) capacity. In the event that work load is substantial help him. On the off chance that workload is overwhelming help them. Individuals work under you additionally Human resembling. It is wretchedness and enduring. Work place must be maintaining keep in safety. Not only the work place for safety but also needs sustenance, drink and outfits at the time of work as duties and responsibilities for workers as well. The season of work must be given privilege of individuals working under addiction center for keeping SAEES for job satisfaction.

For the addict work should be simple. It provides easy preparation. The easiest work will be helped for the addicts and for this reason employer will be remunerated by Allah (Glory be to Him, the most Exalted). This reward is not just in life also in after death. One can see this reward as better execution and more benefit in this world. Moreover, carry on good behavior for the addicts with employer or CEO. One of the activities will be useful in their life and in after death. It is for them great conduct with individuals working under employer. General welfare of the addict is an ethical obligation of CEO (Chief Executive Officer) for the addiction center of Rumah Insani in Malaysia. Do great to those whom correct hand have laborer. Among great deeds instruction and social insurance are generally vital. The representative who does not have cash to send youngsters to class and the addict who does not have cash for medicinal treatment merit as support of them for SAEES.

Despite, the fact it is in the business contract. Insurance is another essential object for the addict for job satisfaction because for any accident they will be paid by the employer. As a result, they work harder to take the challenge of work for maintaining quality work inside drug addiction center for permanent effect. For this it helps the bolster self and fulfill the need inside addiction center. It is an obligation to remain adjacent to work in long time because Allah (Glory be to Him, the most Exalted) the lifted up and glorious for those who work in hardly to maintain the standard of work as recommended by moral teaching of Islam. It is debilitated yet the addict did not deal with. Because for job satisfaction to hold up SAEES is mandatory except not.

It is realized the addict cure to demonstrate consideration and apply help each other. It is needed as mindful of this to discover regard, poise and graciousness to the addict. It is the obligation to guarantee through their chiefs, administrators, the regard and nobility of representatives independent of their position. Because Allah (Glory be to Him, the most Exalted) has celebrated shepherds, agriculturists, craftsmen, metal worker by picking his prophets from them. As for example, farmer (*Nabi Adam*), carpenter (*Nabi Nooh*), blacksmith (*Nabi Dawood*) and shepherd (*Nabi Musa*) as well. So it is the duty of CEO of the addiction

center to ensure the addicts are paid with *insaf*. One who abuse those under him will not enter paradise. Doing work properly is pre-requisite for job satisfaction under SAEES. Because working as an addict is one of the aware schedule of job to work in time. An addict will get the remuneration in this world for his work and also in afterworld. This is also way of motivation for the addicts inside drug addiction center for job satisfaction by SAEES.

It is the obligation for the addict to work inside drug addiction center or after recovery fully they can go for work in outside for enjoying the work as well. They need to make *dua* (the supplication) for getting the benefit through the land and look the abundance of Allah (Glory be to Him, the most Exalted). They might be fruitful when they earned by their work of hand with truthfulness. While working under a business the accompanying commitments to boss need due consideration: Employee is required to carry out his occupation in most ideal way and to the best flawlessness for the welfare of his boss. Allah (Glory be to Him, the most Exalted) loves a specialist to be flawless in his work. The addict who plays out his obligation to his CEO (Chief Executive Officer) of the addiction center of RumahInsani in Malaysia in right way, Allah (Glory be to Him, the most Exalted) will give him twofold reward. Representative ought to be faithful to CEO of the addiction center of RumahInsani in Malaysia and work for the welfare of the business.

At the point when a representative looks to the welfare of his boss and love Allah (Glory be to Him, the most Exalted). He has two prizes for him. Representative needs to satisfy commitments to his boss. At the point when an addict satisfies commitments of Allah (Glory be to Him, the most Exalted) and commitments of his CEO (Chief Executive Officer) of the addiction center of RumahInsani. Addict must not disregard his work nor hurt boss whether he sees or not. He ought to work truly and deal with property of the business. Do deeds Allah (Glory be to Him, the most Exalted) will see your deeds and (so will) his errand person and the adherents. The addict will be taken back to the all knower of inconspicuous and the seen. Then he will advise what he used to do. Addict needs to keep up work put protected, spotless and sterile. As for example, cleanliness is half of faith. It is required to belief in Islam for keeping job satisfaction as SAEES.

Addict ought to take up his occupation in the soul of love for the fulfillment of Allah (Glory be to Him, the most Exalted). Truth be told this is the Islamic rousing power which prompts to achievement of associations and people also. The laborer if utilized and takes what is correct and gives what is correct resembles a *mujahid*. A *mujahid* who fight for Allah (Glory be to Him, the most Exalted) in battle field. This is one of the greatest conception in Islam as proof to do work with a risk of hundred percent with a view to showing perfectness (*Ikblas*) which is the key for job satisfaction as model in Islam. Someone have chance for die but to work until the end or final destination or reaching the journey at last to get the result which is the burning example or precept for SAEES.

Adjudication in Islam is also recommended for job satisfaction which is practicing in RumahInsani in Malaysia for better service to build up next generation as well. Since Allah is all knower as Muslim belief so no one has to right force according their decision inside drug addiction for performing better. Without warden order or suggestion no worker can enforce since it is completely forbidden the rules abide by the addiction center RumahInsani in Malaysia. It is clear about the commitments of work of the addict. Since human may mistake so no addicts can make pressure on warden to observe the adjudication which is mandatory because of revelation from Allah (Glory be to Him, the most Exalted). In this circumstance

individuals (the addict) are not neglects to determine their opinion. Because they have to believe on Allah (Glory be to Him, the most Exalted) and adjudication in Islam.

For this circumstance Allah (Glory be to Him, the most Exalted) made arrangement of adjudication. That is why, legal framework should be set up to determine any uncertain issues. It is wholly or fully by the control of CEO (Chief Executive Officer insider RumahInsani in Malaysia) to make decision in this manner with a view to controlling the situation or tackling the negative effects of the work performances. It is for job satisfaction only at last because they believe on Allah (Glory be to Him, the most Exalted) and his adjudication referred in Islam by the Nabi of Muhammad (saw). Judgment ought to be straightforward and fair regardless of rich addict or the poor. In general CEO(Chief Executive Officer) of the addiction center of RumahInsani are justified model. Any endeavor with rationally is to impact lawful. The general opinion before the addict were obliterated in light of Islam. In fact, they used to deliver the lawful discipline on poor addict to maintain job addiction emerged solidly in SAEES for pleasing the creator in this universe, as belief.

### CONCLUSION

Islamic standards expressed above are adjusted approach to guarantee welfare of both representative and CEO(Chief Executive Officer) of the addiction center of RumahInsani on the premise of Justice. Addict work together for bringing parcel of advantages for some individuals. Moreover. Give a chance for the addict to show the model of the world for job satisfaction. They can contribute in cash to make world in good and to build up new generation to lead the world. They are also potential in all the spheres in the society as well. It is proven model for job satisfaction by SAEES at RumahInsani in Malaysia. Just needs an immaculate personality and unadulterated expectation and intention to serve humanity even they are addict. On the off chance that it is so nobody is in hurt, everybody is profited. These advantages are for all. It is the duty of the Muslim country to do welfare for the whole mankind. In the right sense can predictable that the addict is also part of the society and they can participate the work in their work place by getting job satisfaction as the right for the welfare of humankind. It is an arrange for them and nothing else except the privilege by stopping wrong doing which are all of the above part and parcel of SAEES.

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