

Socialization Process in the Management of Man

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ABSTRACT: Socialization process is an important element in the management of man. The formation of an early identity of man begins with the socialization agents such as parents, peers, educational institutions and mass media. Early education at home, socializing with peers, learning process in the educational institutions and the influences of mass media are ways to shape the identity of man. It is difficult to develop a quality man because it must include physical, mental and spiritual aspects. In addition to the common socialization process experienced by everyone, they will also have to prepare themselves with the process of religious socialization. The purpose is to provide a person with high human values through good moral and characters. As a vicegerent of Allah, the almighty God on this earth, a man must carry out various jobs and responsibilities. Besides managing himself and family, he also has to manage his job accordingly. Men who are well managed in the socialization process will be able to function and plays his role smoothly. In job institution, human management becomes an important agenda as man is the human labour that drives the institution. So, the man who became the backbone of the institution must be managed accordingly. The question is, how will the socialization process plays a role in managing an individual to become a quality human without alienating moral and his personality. This paper discusses the role of socialization processes in managing human to carry out their roles and responsibilities properly.

KEYWORDS: management of man, moral, characters, socialization, religious socialization

I. INTRODUCTION

Socialization is defined as a lifelong learning process in which an individual 's learning habits that include lifestyle, values and social norms in the community in order to be a part of the community. It is a process of social interaction that enables a man to get their personality and learn the way of life of his community. In explaining the concept of socialization, various definitions have been given by the social researchers. Charon (1987) for example, defines socialization as " Socialization is the process by which we learn the ways of a particular group process of working together , developing this group of responsibility, or being guided by the welfare needs of others " . This means that socialization is a learning process of a member of the community to recognize and embrace the norms and values of the society where he is a member until he forms the appropriate behaviour in the community. It is a process that helps individuals to learn and adapt the way of life and think of the community so that he can serve and contribute to his group (Johnston, 2007) .In general, socialization become a mechanism for the transfer of a culture or regulation for an individual in order for him to be accepted in the existing system of society. Each person will learn and accept the values, attitudes and skills belonging to the community in developing his own personality to become a member of the community. Through this process, the participation of an individual in a community will really produce a meaning and he will eventually be accepted as part of the community (Rao, 2006). It is also known as the process of acculturation of man. Through socialization, each person will learn the culture of his community and transfer it from one generation to another.

II. THE CONCEPT OF SOCIALIZATION AND ITS RELATIONSHIP WITH HUMAN MANAGEMENT

Based on the discussion and definition above, it indicates that socialization is a process of developing an individual identity in the community. When a person is born, he will undergo the process of socialization where he will learn about the culture, norms and values of the society he lives in. In the context of a personal development, one cannot escape the spiritual aspects of their lives. As Muslims, the socialization of a man would not be complete without providing themselves with the religious socialization. Religious socialization can be defined as the process of absorption and assimilation of religious values in daily activities. The prerequisite to an appreciation is the knowledge related to the religious values and the environment that supports the

formation of the positive behaviour (Jaffary Awang et.al, 2008). Religious socialization emerged as a necessity in the process of building the complete human character not only from the physical and mental aspects but also the spiritual aspect. Socialization agents act as the instruments in helping individuals to undergo the process of socialization. There are few agents of socialization that influence an individual's socialization process. Family especially parents, peers, educational institution (schools) as well as the mass media will play an important role in the development of a man's identity.

Parents

Family that consist of parents and siblings are the first agent of socialization in the formation of a human character. The role of socialization agents in the family's system is very large because children are entirely within the family, especially the parents. Social interactions that occur within family will form the attitudes, personality and the way of life of a man in society. Parents are the agents of socialization which mostly affect the children's development. Islam emphasizes the early formation of a person through the guidance in choosing a partner, husband and wife relationship, the pregnancy stage and the birth of the babies. Parents should also make early preparations before the baby's birth. The important preparation is not only from a financial standpoint and health, but also in terms of spirituality and education aspects. Children are the most valuable asset to both mother and father . Allah, the Almighty God says in the al-Qur'an, Surah al-Kahf:46, which means: "*Wealth and children are the adornment of the life of the world* "

Children should be given proper education as early as possible starting from the womb. The ways of educating children will build their character, personality and admirable moral, that was not only excellence in the academics point of view but complete with the sense of humanity. Religious education should be emphasized from young by the parents to develop a strong and good character as well as the moral of their children . This is because that religious education not only makes an individual to have a good moral but also learn how to respect others, have a good manner and able to manage themselves well. Basic education should be incorporated from home. Parents are the first environment in a human life and every child is born pure. Prophet (pbuh) said: " No baby is born, but born on fitrah, then his parents make him Jewish, Christian or a Zoroastrian " (Narrated by Abu Huraira r.a.). When he was born into this world, he does not tend to any party and has never made decision for himself, but he brings enough preparation to receive knowledge and information to build his character and personality by following certain trends and tendencies. At this time, the formation of children is critical because they accept everything that was taught to them (Abdul Hayei Abdul Sukor, 2008).

Educating children based on the Islamic faith

The best time for parents to instill good moral as well as knowledge about the values of good and bad is when the children are in their pre-school age. Age of 1-10 years are the most crucial time in the formation of an identity of a child. This will determine who he is throughout his life (Charon, 1987:63-69). It is easier to nurture the religious foundations to children when they are still young. This can be done through the following ways : - First of all, the children should be aware of the power of God through His creation that stretches in front of them. Amazing things such as the flying birds, the fresh and beautiful flowers and any other creations of God which can be an example for this purpose. All this can be used as the learning tools to teach children when they are young. These elements are the witness of the greatness and the countless benevolence of God to the people. Second, to build compassion emotions to human, animals and plants by teaching them to do charity, whether to give alms in terms of money, clothes, food, bring them to visit the sick, to help others and engage in other charity works. Apart from this, parents can also tell good and exemplary stories to their children by telling them stories about the history of Islam and the hadith of the Prophet Muhammad (pbuh). Third, promote social values within the family. For example, apologize for doing mistakes, give wishes, ask permission, share stuff with friends, helping the needy and try to associate actions with reward from God. Parents need to give love, care and communicate with their children. Education may vary based on age. For children who are younger than seven years old, the education should be implement in a more relaxed and loving ways. Advice and criticism must be soft spoken as this can help to shape the character of the child. Within this age, the perception of life phase is ongoing. So, a well -spoken, polite behaviour and good interaction model shown will be embedded in the minds and form the basis of the perception of life later on. This is the time where the process of religious socialization is embedded in the soul of the children. Children who have well- formed character or personality will contribute to their families and country. This is because children who are excellently managed will be the valuable human capital for the country (Abdullah Nashih Ulwan, 1996).

Peers

Peers are the second socialization agents who have strong influence in terms of values, attitudes and views on life. Socialization through peers is one of the most effective socialization as it occurs as informal and accidental. Peer group is a group that consists of individuals who are in the same age and standard among each other. As we can see today, the peer groups have play an important role in the socialization process of an individual compared to the past. The most powerful influence is during the adolescent age where most of the time is spend together with peers. The time when children is growing up is the most critical time to the construction of character and application of moral discipline (Shamsul Amri, 2001). Man does not live on this earth alone. A good relationship with other humans will harmonize human life on Earth of God as contained in the al-Qur'an that means: *"They cover the disgrace in which they live, unless they hold on to the rope of Allah and a rope of man"* (Surah Ali Imran:112).

This verse asserts directly that the good and bad of one man depend on his willingness to held responsibility to God and fellow human beings. This proves that man cannot live alone without any relationship with God or other fellow human beings. As a normal human, to have and make friends while socializing within the community is always embedded in the heart . Thus, the interactions that may receive mercy and blessings in the making of a quality human being should receive mercy and blessings of God Almighty. Peer groups are very influential in shaping the behaviour and values of children (Ritzer, 2010). Adverse effects can occur when peer group members are required to reject the values of their parents and the community, and obey to the norms of the group. During the adolescent stage, peer group members usually have specific sub- culture, they have their own ways of talking, types of clothing, music, values and norms of the group. Generation gap often occurs at this stage. However, bear in mind that not all peer group ignore the values and norms held by the family and the community. There are peer groups which are created with the help and blessing of family members of the peer groups. This is where peer selection is very important for an identity formation of adolescents . The control and screening from parents are needed in order for them to follow a good example .Infuse good attributes within teenagers and prohibit them from doing things that are bad. Islamic religious teachings related to the field of shariah', faith and morals should be taught in details to the children at this age so that they will know, understand and feel it.

Educational institutions (schools)

Most human activities are closely related to education . How a man was educated is shown through his excellent character and personality. School is where the formal socialization takes place. It is one of the places where clashes, assimilation and the formation of a character and thoughts of students emerged (Jaffry Awang, 2008). It plays a role as an agent of socialization through formal teaching system, teaching children the knowledge and skills within, and functions to disseminate norms and values to young generations. The process of interaction and communication normally exist between students and teachers or just between students. When a child starts to enrol in a school, their interaction with the society will become broader. He is not just familiar with the rules and practices of his family, but he will soon realize that a school also has strict regulations that require him to have good manners. At school, children not only learn about socialization through the formal school curriculum but also through hidden curriculum by adapting to a new school environment such as follow the rules, cooperate with others and compete in school activities. Teachers and peers become parts of those that are important to him. It was found that teachers also play an important role after the parents in the moral development of the children (Jaffary Awang, et.al , 2008) .A socialization process occurs when there is interaction between teachers and students. Through this process, student will indirectly learn how to interact with older individuals. Apart from educating students based on the syllabus set by the ministry, teachers should adopt social norms and good values to their students. The values shown are expected to help students to socialize better in the community. Teachers can also be viewed as their father and mother at school, excellent teachers are those who are able to provide pearls of knowledge and be a good role model for students and is able to guide them to the blessed path of Allah, the Almighty God. The creation of a virtuous man is the main agenda in the nation's education system. This is important in developing an integrated and balanced human in order to realize the function of man as God's servant and vicegerent on Earth. Individual moral purity also influenced the excellence and fall of a civilization. Muslim individuals who are able to transform the moral education to the formation of a noble character and remain with human attributes will provide a positive impact on human development and human civilization (Fadillah Sarina Mansor & Sarina Aini, 2008) .Ibn Khaldun, the prominent Muslim scholar in Sociology, used a comprehensive and holistic approach in his study of individual in the society.

He does not focus on individual who is seen from physical or material aspect but consider through spiritual and mind. He concluded that the destruction of a civilization is the result of moral depravity. This occurs when a man does not raise the value of humanity he has and empower the ability to succeed in life (Shuhairimi Abdullah, et.al, 2010) .

Mass media

Boykoff & Roberts (2007) defines mass media as the publishers, editors, journalists and others who constitute the communications industry and profession, and those who disseminate information, largely through newspapers, magazines, televisions, radio and internet. Media has a unique function, namely as a medium for the dissemination of human knowledge. It is the most effective instrument used in spreading news, thoughts, ideology, besides spreading accusations, sensationalizing news or eliminating them (Amat Juhari Moain, 1991, p.30). Media socialization has considerable influence in the socialization process of an individual. It is a form of communication that is transmitted to the audience without direct feedback or relationship between the sender and the receiver. Mass media, can leave the negative and positive effects on one's socialization. Good or bad influence received by children through mass media depends on what material or elements that are exposed to them. Television programs have varieties of themes. Themes such as story where the good people will always success and the bad people will receive punishment, can help the development of moral judgment in children. Children should be encouraged to watch such programs. As a parent and a teacher in charge, it is our responsibility to educate their children so that they know how to choose their television shows and reading materials that are suitable for them (Mohammad Md . Yusoff, 2010) .In the context of education, mass media, especially television will influence the attitudes and behaviour of a child and we can see that they spend more time watching television. Mass media is an important agent of socialization. Therefore, the control needs to be done in order to prevent the spread of bad examples shown to society .

III. IMPLICATIONS OF THE SOCIALIZATION PROCESS IN THE CONTEXT OF MANAGEMENT OF MAN

After a man has undergone the process of early socialization, that is when he gets his identity that makes him a somebody in the society. Thus, he needs to do his best to carry out his role and responsibilities in the community. Allah, the Almighty God, has created human beings with each their own advantages. "Verily, We created man in the best of creation" (Surat al- Tin:4). In accordance with the advantage that Allah, the Almighty God gave to man, the man has to play his role in society. As inheritors of the Earth, a man has responsibilities and trust that must be undertaken and carried out. The responsibility extends to all creatures around us and not to forget the responsibility to God Almighty.Ibn Sina in his Kitab al-Siyasah pointed out that among the various management targets, administering or managing oneself should come first in order to build a human and community (Wan Suhaimi, 2008). Yet he insists that those with good self administration and management, will be able to administer and manage individual and other things well too. O ye who believe, save yourselves and your families from a Fire whose fuel is men and stones; the guardian are angels who are rough, harsh, do not disobey Allah in what He commands them, and always do what they are commanded (Surat al – Tahrir, 66:6) . Each members of the family especially parents, who carries a great responsibility. Among the responsibility of managing the family is giving adequate education, especially the religious education. Allah, the Almighty God, has instructed all Muslims to save themselves and their family from hell by complying with and obey the command of Allah, the Almighty God, and leave what is prohibited to them. A man is the administrator of his family and is responsible for them while woman is the administrator of the household affairs and the children and are responsible for them. Every Muslims is responsible for what they did. He also needs to fully know what has to be done and is solely responsible for all his acts and deeds, so all the deeds will become the righteous (Fadillah Sarina Mansor & Sarina Aini, 2008). Stresses in the above verse for Muslims to be away from the hell was addressed to each man and then to their family. If every Muslims can manage themselves well and stay away from activities that are not good, then they will be able to manage other people, including family members and institutions .According to Ibn Khaldun, the survival of a society depends entirely by the ratio of the existence of integration tasks and responsibilities that must be played by every members of the society that comprises of (i) a member of the nuclear family, (ii) political leadership, (iii) businessman, (iv) the artists, (v) religious scholars (vi) education leaders and (vii) young generation who will inherit the reins of leadership of a community (Saleh Faghizadeh, 2004:15-118). In an institution/organization, manpower is needed to run the institution, and allowing it to function smoothly. The formation of man through the process of socialization as an important asset in the institution, can be considered as the main capital for the development of a country. Quality human in the context of Islamic management refers to the employees who have values and characters such as good moral and ethics, courteous and highly skilled. They are able to contribute to the advancement of the institution.

A man is able to maximize themselves in achieving something great in all aspects of their lives based on human values derived from the teachings of Islam (Ratna Roshida, 2010:22 & 23). As Allah, the Almighty Gog says in Surah al-Dhaariyat [51]:56 “*And I not created the jinn and mankind except to worship Myself*”. Islam highly emphasizes the man with quality that have knowledge, high morals, humanitarian values, and high competitiveness, so that they can have balanced in their daily life . Morals play an important role in the lives of Muslims. Without morals and good character, the life and country will be in chaos. Nowadays, events such as corruption, abuse of power and moral misconduct often occurred in employment institutions. If one has a complete physical and spiritual education, he will be able to guide and control his life and will not be influenced with all the negative things. Prophet Muhammad (pbuh) had focused on building a strong faith and morals for 13 years in Makkah (Hasiah, 2010:45). It is evidenced by the Treaty of Aqabah 1 that asked people to recognize Allah, the Almighty as God and do not associate Him, do not commit adultery, do not steal, do not kill the children and do not avoid good things (Zarina Muhammad, 1997:40). In a person’s life, there are two important and influential factors which are mind and passion. Those who want to manage themselves well must ensure that their mind lead and given the responsibility of leading the task. Do not let passions overcome the mind. If the man falls to lust, he will lose judgment and do things that will violate the law of God.

IV. CONCLUSION

Early formation of character or identity of the man starts since his birth. Effective socialization process experienced by every human being is the key to excellent human management not only from the physical aspect but also the spiritual aspect. In emphasizing on the physical aspect, norms, values and culture in the process of socialization, we should never neglect the spiritual aspect as it is very important in the formation of the human soul. Therefore, the religious socialization process that focuses on the character and behavior in accordance with the teachings of the Quran and *Sunnah* are needed. Consolidation of physical and spiritual education would produce a better individual. Ability to master the skills in life are decorated with good morals and a character will make one a better person, as man is the best creation of Allah, the Almighty God. Individuals who are well managed in the socialization process can function and carry out their roles and responsibilities properly. In order to develop a quality human capital, human management factors should not be ignored and should be taken seriously, thus can generate a respectable progress of civilization. Character and personality play an important role in the lives of Muslims. Man as a vicegerent of God is responsible for managing himself, his family and able to manage the job. Socialization process that was undergone by every person has assisted them in carrying out their duties and responsibilities. Therefore, it can be concluded here that the socialization process has a great influence on the formation of an individual.

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