

KERTAS KERJA KONSEP PENGARUH ELEMEN AL-RUH TERHADAP LALUAN KERJAYA ASNAF FAKIR

THE IMPACT OF THE AL-RUH ELEMENTS ON THE ASNAF FAKIR'S CAREER PATH

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Abstrak: Cabaran yang dihadapi oleh Asnaf Fakir sering diabaikan. Kertas konsep ini meneroka pengaruh unsur-unsur al-Ruh terhadap laluan kerjaya Asnaf Fakir, menekankan kepentingan pendekatan holistik terhadap pembasmian kemiskinan seperti yang disokong oleh ajaran Islam, yang menangani dimensi material dan rohani. Kajian terdahulu telah menunjukkan bahawa dengan menyepadukan prinsip rohani ini ke dalam kerjaya mereka, Asnaf Fakir boleh mengalami perubahan transformatif dalam perspektif mereka, meningkatkan keberkesanan diri dan motivasi mereka. Pendekatan bersepadu ini membantu membentuk semula pandangan mereka mengenai kerjaya mereka dan menggariskan keperluan untuk amalan saksama yang memperkasakan mereka untuk meneruskan kehidupan yang memuaskan dan sejahtera. Selain itu, pengiktirafan aspek rohani dalam pembangunan kerjaya menggalakkan Asnaf Fakir untuk menyelaraskan kerja mereka dengan nilai dan kepercayaan mereka, memupuk rasa tujuan dan kepuasan. Penjajaran ini boleh membawa kepada prestasi dan kepuasan pekerjaan yang lebih baik, akhirnya menyumbang kepada kestabilan ekonomi mereka. Akhirnya, menangani kedua-dua keperluan rohani dan material adalah penting untuk pembasmian kemiskinan yang komprehensif, memupuk strategi pemerikasaan holistik yang membolehkan Asnaf Fakir berkembang maju dalam usaha profesional mereka dan meningkatkan kualiti hidup dan kesejahteraan mereka secara keseluruhan. Dengan mengamalkan pendekatan pelbagai aspek ini, komuniti boleh mencipta laluan mampan untuk Asnaf Fakir, memastikan mereka bukan sahaja disokong secara material tetapi juga ditingkatkan secara rohani.

Kata Kunci: Kemiskinan, Asnaf Fakir, Pemerikasaan Kerjaya, al-Ruh

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Abstract: *The struggles faced by Asnaf Fakir are often overlooked, leading to a limited understanding of their challenges. This concept paper explores the influence of al-Ruh elements on the career paths of Asnaf Fakir, emphasizing the importance of a holistic approach to poverty eradication as advocated by Islamic teachings, which address the material and spiritual dimensions of human existence. Previous studies have shown that by integrating these spiritual principles into their careers, Asnaf Fakir can experience transformative changes in their perspectives, enhancing their self-efficacy and motivation. This integrated approach helps reshape their views regarding their careers and underscores the necessity for equitable practices that empower them to pursue fulfilling and prosperous lives. Moreover, the recognition of the spiritual aspect in career development encourages Asnaf Fakir to align their work with their values and beliefs, fostering a sense of purpose and fulfillment. This alignment can lead to better job performance and satisfaction, ultimately contributing to their economic stability. Ultimately, addressing both spiritual and material needs is crucial for comprehensive poverty alleviation, fostering a holistic empowerment strategy that enables Asnaf Fakir to thrive in their professional endeavours and improve their overall quality of life and well-being. By adopting this multifaceted approach, communities can create sustainable pathways for Asnaf Fakir, ensuring they are not only supported materially but are also spiritually uplifted.*

Keywords: *Poverty, Asnaf Fakir, Career Empowerment, al-Ruh*

Introduction

In the dynamic landscape of career development, various elements influence the trajectory of individuals, particularly those from underprivileged backgrounds. Among these, the *al-Ruh* elements stand out as crucial factors that shape the professional journeys of the Asnaf Fakir, a term used to describe the needy or impoverished individuals within the community. This exploration delves into how the *al-Ruh* elements encompassing spiritual, emotional, and psychological dimensions can impact the career paths of Asnaf Fakir, providing insights into their struggles, aspirations, and the support systems that can empower them. By understanding these influences, we can better appreciate the unique challenges faced by this demographic and the potential pathways to enhance their career prospects, ultimately fostering a more inclusive and equitable society. This understanding is vital for developing targeted interventions that can significantly improve the employability and overall well-being of Asnaf Fakir individuals, promoting their transition to self-sufficiency. Furthermore, recognizing the interplay between the *al-Ruh* elements and career adaptability can lead to more effective support mechanisms for Asnaf Fakir, facilitating their journey towards economic empowerment and stability.

Understanding Asnaf Fakir

Definition And Context

The phrase "Asnaf Fakir" denotes a particular group of people regarded as impoverished and in need, who qualify to receive zakat, which is one of the fundamental pillars of Islam. Asnaf Fakir represents one of the eight classifications of beneficiaries eligible for zakat (Islamic almsgiving) according to Islamic regulations. More specifically, the term "fakir" refers to those who exist below the poverty threshold and struggle to satisfy their fundamental necessities.

In Malaysia, zakat organizations play a vital role in recognizing and supporting these individuals through diverse types of assistance, including monetary aid, business funding, and entrepreneurship training (Dayang Shobihah & Mohd Daud, 2023; Meerangani et al., 2019).

Zakat constitutes a mandatory form of charity that requires Muslims who are financially capable to donate a share of their wealth to those in distress. The idea of Asnaf Fakir is embedded in Islamic social finance and is essential in fostering economic fairness and mitigating poverty within Muslim societies. This section will delve into the meaning and criteria for categorizing Asnaf Fakir. Asnaf Fakir are individuals devoid of life's basic essentials and unable to fulfill their fundamental requirements. They are labeled as mustahik faqir, indicating their right to receive zakat due to their destitute circumstances.

The classification of Asnaf Fakir hinges on the kifayah limit, which serves as a benchmark to ascertain whether a person or household is deemed poor and needy. This benchmark differs among various zakat organizations and is frequently influenced by aspects such as income, possessions, and access to fundamental necessities like food, clothing, and (Junoh et al., 2023). The identification of Asnaf Fakir necessitates an extensive assessment of an individual's socioeconomic situation. Zakat organizations employ multiple criteria, such as income levels, asset possession, and availability of essential services, to pinpoint those eligible for support. In Malaysia, for instance, the kifayah limit is determined based on the living expenses in each state, ensuring that the benchmark aligns with local economic circumstances (Junoh et al., 2023).

In addition to criteria based on income and assets, some organizations embrace a multifaceted approach to evaluating poverty. This strategy considers factors such as access to education, healthcare availability, housing conditions, and social and cultural influences, seeking to provide a more holistic perspective on poverty. The challenges faced by Asnaf Fakir, individuals recognized as needy or destitute in Islamic doctrine, frequently remain unnoticed, resulting in a limited comprehension of their difficulties. Their struggles encompass not only financial hardships but also significant material and spiritual aspects. Acknowledging this dual aspect of poverty is vital for formulating effective alleviation strategies.

Common Challenges Faced

Despite the initiatives put forth by zakat organizations, Asnaf Fakir in Malaysia encounter numerous obstacles that impede their economic advancement. Significant concerns involve restricted access to funding, insufficient business acumen, and a lack of robust social support networks. These difficulties are intensified by the reality that many asnaf entrepreneurs depend significantly on zakat aid, which, although essential, frequently falls short of fostering sustainable long-term business development (Rosbi & Sanep, 2011; Suraini & Mohd Azim, 2023).

Numerous Asnaf Fakir, or those requiring financial aid, face a range of barriers that obstruct their pursuit of stability and enhancement of their living standards. These hurdles often arise from systemic challenges such as a deficit in educational opportunities, limited employment prospects, and inadequate social support structures that reinforce the cycle of poverty. A major obstacle is the stigma linked with needing assistance, which can result in social exclusion and discourage individuals from seeking help or support from their communities.

The absence of a spiritual dimension in the lives of Asnaf Fakir can lead to a feeling of disconnection from communal values and cultural identity. Spirituality typically grants individuals a sense of purpose, belonging, and resilience (Faoziyah, 2023). In the absence of this element, Asnaf Fakir may grapple with feelings of hopelessness and despair, which can further worsen their material circumstances. Furthermore, the lack of spiritual guidance can

impede personal growth and development. Spiritual practices frequently promote reflection, self-awareness, and a sense of inner tranquility.

For Asnaf Fakir, the deficiency of these practices may result in a cycle of negativity, where material hardships overshadow any chance for personal or communal elevation. Tackling the issue of the absence of a spiritual dimension for Asnaf Fakir necessitates a comprehensive strategy. This strategy involves not just offering material assistance but also creating an atmosphere where spiritual development is nurtured (Elsa, 2022; Romsa, 2017). Initiatives might comprise community events, spiritual counseling, and programs that blend spiritual teachings with practical skills education. In conclusion, the challenges confronting Asnaf Fakir are not merely about mitigating material poverty but also about fostering the spiritual well-being of individuals and communities. By acknowledging and addressing this deficiency in spiritual aspects, we can pave the way for a more thorough approach to empowerment and elevation.

The Role of Al-Ruh in Career Development

Spiritual Dimensions of Work

The spiritual aspects of work can provide deep insights into the lives of Asnaf Fakir, illustrating how work goes beyond simple economic need and connects with more profound elements of human life. For many living in poverty, employment can offer a sense of dignity and purpose. Participating in work, no matter its form, enables individuals to feel valued and linked to their community.

This feeling of purpose can be spiritually uplifting, helping them recognize their place in the broader tapestry of existence, even when confronted with financial struggles. Work often cultivates a sense of community, particularly among those facing similar challenges. This bond can establish a support system that spiritually elevates individuals. The shared experiences of labor, obstacles, and successes can foster collective spiritual growth, strengthening connections and creating a sense of belonging among Asnaf Fakir.

Many people experiencing poverty rely on their spirituality to build resilience. Faith can act as a wellspring of strength, offering hope and encouragement to persist in their work despite challenging situations (Odia, 2023). This spiritual resilience can enable individuals to endure, perceiving their work as part of a greater journey or purpose. The spiritual aspects of work also promote ethical considerations, especially in how Asnaf Fakir approach their employment. Many find themselves in unstable job conditions and may struggle with moral questions about fair compensation and treatment. A spiritual viewpoint can direct them in advocating for their own rights and those of others, nurturing a sense of justice and fairness.

For Asnaf Fakir, work may not always result in financial security, yet it can still possess profound significance. Participating in work can be regarded as a manifestation of creativity, skill, and passion. This viewpoint shifts attention from mere survival to a deeper appreciation for the act of working itself, which can be spiritually rewarding. Spiritual aspects of work can motivate individuals to imagine a different future (Gea, 2020). Many impoverished individuals may draw inspiration from their work to break the cycle of poverty, not only for themselves but also for generations to come. This transformative potential can lead to a spiritual awakening, where work becomes a means of personal and communal elevation. Engaging in work with mindfulness can also enrich the spiritual experience for Asnaf Fakir.

Being fully present in the moment, whether performing a simple task or a specialized trade, can help individuals discover joy and satisfaction in their efforts. This practice of mindfulness can serve as a spiritual exercise, nurturing gratitude and appreciation for life's small victories. In conclusion, the spiritual dimensions of work for Asnaf Fakir encompass a diverse array of experiences and insights. By acknowledging the inherent value of work beyond economic benefits, individuals can uncover deeper meaning, community, and resilience, ultimately enhancing their spiritual lives amid the adversities of poverty.

Integration of Spiritual Principles

The notion of *al-Ruh* occupies a crucial role in Islamic theology, philosophy, and mysticism. Numerous fields of inquiry have explored this concept, examining its mentions in the Quran as well as its philosophical and religious interpretations. The Quran serves as the foremost source for grasping the idea of *al-Ruh*. The expression *al-Ruh* is mentioned 23 times within the Quran (IslamWeb, n.d.). The Quranic allusions to *al-Ruh* are frequently linked to divine inspiration, revelation, and the genesis of life. For example, the Quran states in surah al-Isra verse 85, "They ask you about the spirit. Say: The spirit is one of the things created by the Command of my Lord." This verse highlights the divine source of the spirit and its significance in the creation of human beings (Mohammad Khajavi, 2011).

Beyond its connection to humanity, the Quran also attributes *al-Ruh* to other beings, such as angels and aspects of the natural world. The Quranic notion of *al-Ruh* is often associated with the concept of divine guidance and the enlivening of inanimate matter. For instance, the Quran recounts in surah Al-Hijr verse 29 and surah Sad verse 72 how God imparted His spirit into Adam, thus bestowing him with life and knowledge (Mohammad Khajavi, 2011).

Classical Islamic exegesis (tafsīr) offers a wealth of interpretations regarding *al-Ruh*. Scholars like al-Ṭabarī and al-Baghawī have provided thorough elucidations of the Quranic verses that pertain to *al-Ruh*. These interpretations often reference prophetic traditions (hadith), insights from the Prophet's companions, and at times, biblical texts (Makdod, 2024).

One prominent theme in classical exegesis is the differentiation between *al-Ruh* and *al-Nafs* (the soul). While *al-Nafs* is generally linked to the individual's psyche and its various conditions (the soul's struggles, desires, and aspirations), *al-Ruh* is typically regarded as a divine essence that animates the physical form and facilitates divine communication (Muhammad Salih & Marwah 'Adil, 2023). Theological discourses surrounding *al-Ruh* have been shaped by various Islamic philosophical schools.

One of the most significant theologians in this context is Ghazali, who perceived *al-Ruh* as an indivisible and eternal abstract essence. Ghazali's interpretation of *al-Ruh* was intricately connected to his broader cosmological and anthropological perspectives, which highlighted the spirit's significance in both the universe and human life (Mustafa Akçay, 2005). Ghazali's diverse approach to the essence of *al-Ruh* was influenced by both philosophical and theological traditions. While he critiqued certain elements of philosophical reasoning, he also integrated aspects of their understanding of *al-Ruh* into his own framework. This amalgamation is evident in his portrayal of *al-Ruh* as an abstract, eternal substance that remains separate from the physical body (Mustafa Akçay, 2005).

Philosophical and Mystical Interpretations of al-Ruh

Islamic philosophy has further enhanced the comprehension of *al-Ruh*. Thinkers like Ibn Sina and Farabi have investigated the connection between *al-Ruh* and the intellect, while mystics such as Ibn Arabi have highlighted the spiritual aspects of al-Ruh. In Islamic philosophy, *al-Ruh* is frequently linked to the notion of the " *al-Aql al-Awwal* " (First Intellect), regarded as the pinnacle of intellectual understanding. This notion is intimately connected with the concept of divine knowledge and the vitality of the universe (Mohammad Khajavi, 2011) .

Conversely, mystical traditions have often perceived *al-Ruh* as a pathway to achieving spiritual unity with God. Mystics like Rumi and Attar have portrayed *al-Ruh* as a divine spark within humanity that leads individuals toward spiritual enlightenment and communion with the divine (Mohammad Khajavi, 2011). In contemporary times, the notion of *al-Ruh* has been reexamined in light of modern theological and philosophical perspectives. Scholars such as Sayyed Muhammad Hussein Tabatabai have analyzed the connection between *al-Ruh* and the human soul (*al-Nafs*), stressing the differentiation between the two while underscoring their mutual dependence (Muhammad Šālih & Marwā 'Adil, 2023) . Tabatabai's view of *al-Ruh* is grounded in his broader theological framework, which emphasizes the unity of existence and the interconnectedness of all beings. Tabatabai argues that *al-Ruh* is a divine entity acting as a bridge between the material and spiritual realms, enabling communication between God and humanity (Muhammad Šālih & Marwā 'Adil, 2023) .

The idea of *al-Ruh* holds a pivotal position in Islamic anthropology, which perceives humans as a blend of body and spirit. The spirit is regarded as the energizing force of the body, responsible for its liveliness and functionality. Simultaneously, the spirit is also seen as the foundation of human consciousness and the origin of moral and intellectual abilities (Muhammad Šālih & Marwā 'Adil, 2023) .In Islamic philosophy, the spirit is not merely a divine gift but also a divine responsibility. It is expected that human beings cultivate and refine their spirits through acts of worship, moral conduct, and intellectual endeavors. Nurturing the spirit is viewed as a pathway to achieving spiritual growth and closeness to God (Mohammad Khajavi, 2011) .

The connection between *al-Ruh* and *al-Nafs* is a recurring theme in Islamic theology and philosophy. While these terms are often used interchangeably, they possess distinct meanings and implications. *Al-Nafs* is generally associated with the individual's psyche and its various states, whereas *al-Ruh* is regarded as a divine entity that animates the body and acts as a conduit for divine communication (Muhammad Šālih & Marwā 'Adil, 2023). In the Quran, *al-Nafs* is frequently depicted as the source of human emotions, desires, and moral dilemmas. For instance, the Quran mentions the *al-nafs al-lawwama* (self-reproaching soul) and the *al-nafs al-mutma'inna* (peaceful soul), emphasizing the soul's ability for self-reflection and moral development (75:2, 89:27-28) (Makdod, 2024)

In contrast, *al-Ruh* is typically linked to the divine breath that animates the body and serves as a source of inspiration and guidance. The Quranic account of God breathing His spirit into Adam (15:29, 38:72) highlights the divine origin and essence of al-(Mohammad Khajavi, 2011). The notion of *al-Ruh* in Islam shares specific parallels with the concept of the Holy Spirit in Christianity and the idea of the divine spirit in Judaism. In Christianity, the Holy Spirit is regarded as the third person of the Trinity, playing a crucial role in the divine scheme of salvation. Similarly, in Judaism, the *ruh al-qudus* (divine spirit) is perceived as a divine presence that inspires prophecy and directs the community (Makdod, 2024).

Despite these similarities, there are substantial differences in how these concepts are interpreted in each tradition. In Islam, *al-Ruh* is not viewed as a distinct divine entity but rather as a divine gift that animates human beings and acts as a medium for divine communication. This understanding aligns with the Islamic emphasis on God's oneness (tawhid) and the unity of divine attributes (Makdod, 2024). The idea of *al-Ruh* is a rich and complex notion within Islamic thought, encompassing theological, philosophical, and mystical layers. From its Quranic references to its classical and contemporary interpretations, *al-Ruh* has been a focal point of extensive examination and discussion. Grasping the concept of *al-Ruh* necessitates a nuanced approach that considers its various meanings and implications, as well as its connections to other essential concepts such as *al-Nafs* and the divine. By exploring the idea of *al-Ruh* through the perspectives of Quranic exegesis, theological investigation, philosophical contemplation, and mystical understanding, we cultivate a deeper appreciation for its significance within Islamic thought and its relevance to broader philosophical discourse

Islamic Teachings on Poverty

The Zakat Multidimensional Poverty Index (ZMPI) is an example of such an approach, integrating five dimensions: religion, health, education, living standards, and income (Zailani et al., 2023). Zakat institutions play a pivotal role in identifying and supporting Asnaf Fakir. These institutions are responsible for collecting and distributing zakat funds, ensuring that resources are channelled to those who need them most. In Malaysia, state Islamic religious councils (MAIN) and other zakat institutions use a combination of qualitative and quantitative methods to assess the eligibility of recipients and distribute funds accordingly (Junoh et al., 2023)

The distribution of zakat to Asnaf Fakir is not only a means of providing immediate relief but also a way to empower individuals and communities in the long term. By addressing the root causes of poverty and supporting initiatives that promote economic self-sufficiency, zakat institutions contribute to sustainable development and social equity (Suriani et al., 2024)

The COVID-19 pandemic has exacerbated poverty and increased the number of individuals classified as Asnaf Fakir. In many countries, including Bangladesh, the economic recession caused by the pandemic has led to a rise in unemployment and a significant increase in poverty rates among low-income workers. Zakat institutions have played a crucial role in providing assistance to those affected by the pandemic, distributing funds to support basic needs and promote economic (A H M Ershad & Hüseyin, 2023; Zainuddin & Rosmini, 2022).

The accurate identification of Asnaf Fakir is essential to ensure that zakat funds are distributed effectively and efficiently. Zakat institutions must adopt robust methodologies for assessing poverty and regularly update their criteria to reflect changing socioeconomic conditions. By doing so, they can ensure that assistance reaches those who need it most and contribute to the broader goal of reducing poverty and promoting economic justice (Junoh et al., 2023; Zailani et al., 2023).

Asnaf fakir represents a critical component of Islamic social finance, highlighting the importance of addressing poverty and promoting economic equity. Through the efforts of zakat institutions and the application of innovative approaches to poverty assessment, the identification and support of Asnaf Fakir can be enhanced, ensuring that resources are used effectively to alleviate poverty and empower communities.

Zakat institutions in Malaysia are responsible for collecting and distributing zakat funds to eligible recipients, including the Asnaf Fakir. These institutions often go beyond mere financial assistance by implementing programs aimed at empowering recipients to achieve self-sufficiency. For instance, the Lembaga Zakat Selangor (LZS) has successfully transformed many asnaf individuals into entrepreneurs, thereby reducing the number of zakat recipients and increasing the number of zakat payers (Meerangani et al., 2019)

Strategies for Empowering Asnaf Fakir

To address these challenges, various strategies have been implemented to empower Asnaf Fakir in Malaysia. These include:

1. **Business Capital Assistance:** Zakat institutions provide financial and equipment capital to help asnaf entrepreneurs start or expand their businesses. This assistance is often aligned with the principles of maqasid sharia, which emphasize the elimination of poverty and the promotion of social welfare (Abang Abai et al., 2023; Dayang Shobihah & Mohd Daud, 2023).
2. **Entrepreneurial Training and Support:** Many programs focus on equipping asnaf entrepreneurs with the necessary skills and knowledge to run successful businesses. These initiatives include training in financial management, marketing, and record-keeping (Hashim et al., 2021; Sayfillaeva & Golovushkin, 2024).
3. **Social Networks and Community Support:** Strong social networks and community support are critical for the success of asnaf entrepreneurs. Zakat institutions often facilitate connections between entrepreneurs and mentors, as well as access to digital platforms for marketing and sales (Shiyuti & Zainol, 2023)
4. **Spiritual and Psychological Support:** Recognizing the importance of mental and spiritual well-being, some programs incorporate motivational courses and spiritual guidance to help asnaf entrepreneurs stay resilient in the face of challenges (Ali et al., 2024).

The distribution of zakat has had a significant impact on the lives of Asnaf Fakir in Malaysia. By providing financial assistance and entrepreneurial support, zakat institutions have helped many individuals transition from being zakat recipients to zakat payers. This not only reduces poverty but also contributes to the overall economic development of the country (Meerangani et al., 2019, 2023)

In conclusion, addressing poverty is not only a social and economic challenge but also a moral and spiritual imperative within Islamic teachings. The Quran and Hadith emphasize the importance of compassion, charity, and support for the less fortunate. Concepts such as Zakat (obligatory almsgiving) and Sedekah (voluntary charity) underscore the duty of Muslims to assist those in need, fostering a sense of community and solidarity. Furthermore, the Prophet Muhammad exemplified a life dedicated to uplifting the poor and marginalized, reminding us that alleviating poverty is a collective responsibility. By integrating these teachings into our approach to poverty, we can work towards a more just and equitable society, reflecting the values of compassion and generosity that are central to Islam.

Material vs. Spiritual Needs

In some societies, spirituality is sought alongside material life, with the belief that material well-being is a precursor to spiritual growth (Sinha, 2014) However, the encroachment of materialism into spiritual spaces, as seen in the commodification of religious practices,

illustrates how economic factors can erode spiritual priorities (Chukwuma Uhembe & Clement, 2014)

The integration of spirituality into business management offers a counterbalance to materialistic approaches. Spiritually inspired models, as seen in India and Europe, demonstrate that spirituality and rationality can coexist, challenging the dominance of materialism in economic activities (Zsolnai, 2022). This suggests that economic systems can be reoriented to value spiritual dimensions.

Spiritual poverty, often linked to material poverty, is a psychological issue that reflects a lack of spiritual sensitivity. Addressing this requires interventions that promote personal integration and a balance between material and spiritual well-being, emphasizing the need to consider both aspects in development strategies (Helminiak, 2020; Liu, 2010).

Economic uncertainty can paradoxically encourage marriage-specific investment, particularly when individuals value spiritual needs. This suggests that economic risks may prompt greater investment in relationships, blending material and spiritual aspects of decision-making (Liu, 2010).

The commodification of spirituality, particularly in Nigeria, reflects how economic conditions drive the commercialization of spiritual practices. This phenomenon illustrates the interplay between economic pressures and spiritual pursuits, where material concerns often dominate (Chukwuma Uhembe & Clement, 2014).

Transformative Changes Through Spiritual Integration

Enhancing Self-Efficacy

The career path for Asnaf Faqir individuals, who are economically disadvantaged, can be effectively shaped through a combination of personal development, spiritual alignment, and community support. Research indicates that tailored career pathways can empower these individuals to transition from receiving zakat to becoming self-sufficient contributors to society. The following sections outline key aspects of this career development process.

Career Pathway Indicators

Career Planning: Establishing clear goals and strategies for career development is essential for Asnaf Faqir individuals (Akbar, A.A. et al., 2024). Career planning is crucial for Asnaf Faqir individuals, as it provides a structured path toward self-reliance and long-term economic empowerment. By setting clear career goals and developing actionable strategies, these individuals can move beyond survival and begin building a stable future. This process involves identifying their strengths, interests, and skill gaps, followed by accessing vocational training, education, or entrepreneurial support tailored to their needs. Ultimately, effective career planning not only lifts them out of poverty but also restores their dignity and enables them to contribute positively to society.

Information Access: Providing access to career resources and information helps individuals make informed decisions about their career paths (Azim Akbar et al., 2024). By providing access to accurate and relevant career resources such as job market trends, educational opportunities, skill requirements, and available support programs, individuals can better understand the options available to them and align their goals accordingly. For vulnerable

groups like the Asnaf Faqir, this access is often the first step toward breaking the cycle of poverty, as it enables them to plan realistically, pursue suitable training or employment, and navigate challenges with greater confidence. Ensuring equitable access to such information helps bridge knowledge gaps and supports more inclusive and sustainable career development.

Support Systems: Family support and mentorship play crucial roles in enhancing career adaptability and resilience (Mohd Nor et al., 2024). Family support provides emotional stability, encouragement, and often practical assistance, such as financial help or shared responsibilities, which can enable individuals to pursue education or training opportunities. Meanwhile, mentorship offers guidance, motivation, and real-world insights into navigating career paths, helping individuals build confidence and develop the skills necessary to adapt to changing job markets. For those from disadvantaged backgrounds, such as the Asnaf Faqir, these support systems can serve as a foundation that nurtures perseverance and determination, ultimately enhancing their ability to overcome barriers and succeed in their chosen careers.

Spiritual and Personal Development

Spiritual Alignment: Incorporating spiritual principles, as suggested by Al-Ghazali, can guide individuals in their career choices, fostering a sense of purpose (Azim Akbar et al., 2024). Spiritual alignment in career planning, as emphasized by Imam Al-Ghazali, involves integrating religious values and consciousness of the afterlife into one's professional decisions, leading to a deeper sense of purpose and accountability. Al-Ghazali believed that true success is not limited to worldly achievements but is measured by one's intentions and alignment with divine guidance. By choosing careers that uphold ethical conduct, serve the community, and avoid harm or injustice, individuals can transform their work into a form of *ibadah* (worship). This perspective fosters not only personal and social benefit but also earns spiritual rewards in the hereafter. For Muslims, especially those striving to improve their lives such as the Asnaf Faqir, making career choices with *akhirat* in mind ensures that their pursuit of livelihood remains a means to attain both worldly stability and eternal success.

Personal Traits: Attributes such as self-efficacy and adaptability are vital for navigating the job market successfully (Mohd Nor et al., 2024). Adaptability, on the other hand, enables individuals to respond effectively to changes such as new technologies, shifting job demands, or unexpected setbacks. These traits are especially crucial for individuals from underprivileged backgrounds, such as the Asnaf Faqir, as they often face greater obstacles in accessing employment and education. By cultivating these inner strengths, individuals can better seize opportunities, overcome barriers, and sustain long-term career growth, ultimately fostering both independence and resilience in their professional journeys.

Zakat Assistance: Financial support through zakat has been shown to significantly improve the quality of life for Asnaf Faqir, particularly in education and social participation (Wahid et al., 2004). When effectively managed, zakat funds provide Asnaf Faqir with access to education, including school fees, learning materials, and transportation, thus breaking the cycle of poverty through knowledge and skill acquisition. Furthermore, this financial support enhances their ability to participate in social and community activities, fostering a sense of belonging and dignity. By alleviating economic hardship and opening pathways for inclusion and growth, zakat empowers Asnaf Faqir to become active contributors to society, in line with the Islamic objective of justice and collective welfare.

Motivation and Career Perspectives

In today's rapidly evolving professional landscape, understanding the interplay between motivation and career development is paramount. The concept of motivation serves as the driving force behind individual aspirations, influencing not only personal growth but also professional trajectories. *Al-Ruh*, a term that embodies the essence of spirit and vitality, can be seen as a metaphor for the inner drive that propels individuals toward their career goals.

Motivation is multifaceted, encompassing intrinsic and extrinsic factors. Intrinsic motivation arises from within; it is the passion for one's work, the joy of learning, and the satisfaction derived from overcoming challenges (Darmawati, 2022; Gottfried, 2023). On the other hand, extrinsic motivation is fueled by external rewards such as salary, recognition, and career advancement. Both forms of motivation are essential, yet intrinsic motivation often leads to greater job satisfaction and long-term career success.

Understanding one's intrinsic motivations can provide clarity in career choices. Individuals who align their career paths with their passions and interests are more likely to experience fulfillment and engagement in their work. For instance, a person with a deep passion for environmental issues may find motivation in a career in sustainability, where their values and interests align with their professional responsibilities (Doğan et al., 2025). This alignment not only enhances job satisfaction but also fosters a sense of purpose, which is critical in today's workforce where burnout and disengagement are prevalent.

Moreover, the role of extrinsic motivation cannot be understated. In many industries, recognition and financial incentives play a significant role in driving performance. Organizations that effectively leverage these motivators can cultivate a culture of excellence and productivity. However, it is essential for companies to strike a balance, ensuring that while extrinsic rewards are provided, they do not overshadow the intrinsic motivations of their employees.

Career perspectives in the modern world are also shaped by external factors such as technological advancements, globalization, and changing workforce dynamics. The rise of remote work and digital platforms has opened new avenues for career exploration, allowing individuals to pursue opportunities that align with their motivations without geographical constraints (Zain Mohammad Ali Al- dahabi et al., 2024). This shift has also necessitated a reevaluation of skills and competencies, emphasizing the importance of continuous learning and adaptability.

As individuals navigate their career paths, self-reflection plays a crucial role (Westover, 2024). Understanding what motivates them, whether it be the pursuit of knowledge, the desire for leadership, or the aspiration to make a difference, can guide their decisions and actions. Setting clear, achievable goals aligned with these motivations can lead to a more structured approach to career development.

In conclusion, motivation is a powerful catalyst for career advancement. By embracing the concept of *al-Ruh*, individuals can tap into their inner spirit, harnessing their passions and aspirations to forge meaningful career paths. As the professional landscape continues to evolve, those who remain attuned to their motivations and adaptable to change will undoubtedly thrive, paving the way for a fulfilling and impactful career journey.

Aligning Work with Values and Beliefs

Purpose and Fulfillment in Careers

In exploring the concept of purpose and fulfillment in careers, it is essential to consider the deeper, often spiritual dimensions of work. The Arabic term *al-Ruh* meaning "the soul" or "spirit," serves as a profound lens through which we can examine how our careers align with our inner selves and contribute to our sense of fulfillment. This page delves into the relationship between purpose in our professional lives and the essence of *al-Ruh*.

The Intersection of Career and Purpose

Identifying Core Values: To find fulfillment in our careers, it is crucial to identify and understand our core values (Carlson, 2015; Nicholas, 2024). These values act as a compass guiding our decisions and actions. When our work reflects these values, we experience a sense of alignment with our true selves, enhancing our overall sense of purpose.

Pursuing Passion: Engaging in work that ignites our passion is vital for nurturing our *al-Ruh*. When we pursue careers that resonate with our interests and strengths, we are more likely to experience joy and fulfillment (Henderson, 2000). This connection to our passions fosters a deeper sense of purpose, motivating us to excel and contribute meaningfully.

Impact on Others: A career that allows us to positively impact others can be profoundly fulfilling (Hay, 2023). When our work serves a greater purpose be it through helping individuals, advancing communities, or contributing to societal well-being we tap into a deeper sense of *al-Ruh*. This sense of contribution enriches our professional experience and reinforces our commitment to our chosen path.

In conclusion, the pursuit of purpose and fulfillment in our careers is intricately linked to the essence of *al-Ruh*. By aligning our work with our core values, passions, and the desire to make a positive impact, we can cultivate a career that not only meets our material needs but also nourishes our spirit. Embracing this holistic perspective can lead to a more enriching and meaningful professional journey, ultimately fulfilling our deepest aspirations.

Impact on Job Performance and Satisfaction

Job performance and satisfaction are critical components of a fulfilling career. They encompass not only the efficiency and effectiveness with which one performs tasks but also the emotional and psychological well-being associated with work. In exploring these aspects, it is essential to consider the role of faith, particularly in the context of Islam and the relationship with Allah.

For many individuals, faith serves as a guiding principle that influences their approach to work. Believing that one's efforts are part of a larger divine plan can instill a sense of purpose and motivation. In Islam, the concept of *Ikhlas* (sincerity) emphasizes performing tasks with the intention of pleasing Allah (Daud et al., 2017; Hidayah et al., 2023). This intention can significantly enhance job performance, as individuals strive to excel in their roles as a form of worship.

Moreover, the teachings of Islam advocate for ethical conduct and integrity in the workplace. Adhering to these principles not only fosters a positive work environment but also contributes to personal satisfaction. When employees align their actions with their faith, they often experience a deeper sense of fulfillment (Abdul Razak et al., 2018). This alignment can lead to

increased job satisfaction, as individuals feel that their work contributes to their spiritual growth and serves a higher purpose.

Additionally, the concept of *Tawakal* (trust in Allah) encourages individuals to rely on Allah's wisdom and timing. This trust can alleviate stress and anxiety related to job performance, enabling individuals to focus on their responsibilities with a clear mind. When employees understand that their ultimate success is in Allah's hands, they may feel more empowered to perform their best without the burden of excessive pressure.

In summary, the impact of job performance and satisfaction is profoundly intertwined with one's faith in Allah. By approaching work with sincerity, ethical integrity, and trust in Allah, individuals can enhance their performance and derive greater satisfaction from their careers. This holistic approach not only benefits the individual but also contributes to a more harmonious and productive workplace, reflecting the values of Islam in every aspect of professional life.

Conclusion

In conclusion, the struggles of Asnaf Fakir require a nuanced understanding that incorporates both material and spiritual dimensions. By adopting a holistic approach to poverty eradication that emphasizes the influence of *al-Ruh* elements on career paths, we can empower Asnaf Fakir to pursue fulfilling lives. This integrated strategy not only fosters economic stability but also nurtures a sense of purpose, ultimately contributing to the well-being of individuals and communities alike.

Empowering Asnaf Faqir through the integration of *al-Ruh* elements can facilitate their transition from being zakat recipients to becoming self-sufficient contributors to society, echoing historical Islamic principles of support and empowerment. This transition not only aligns with the teachings of Islam but also reflects the essential strategies for community empowerment outlined in the Qur'an, which advocate for continuous self-development and mutual support. By integrating the spiritual principles highlighted by Imam Al-Ghazali, stakeholders can create effective frameworks for career development tailored to the unique needs of Asnaf Faqir

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