

Administrative Accountability: With Special Reference to Islam

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Abstract: *Accountability is the life line of a civilization. Islam is the unique by nature become the faith of accountability where it makes each individual to be accountability of an authority under one's care. This study provides a viewpoint of administrative accountability in an Islamic perspective in which an official materialized to become accountable within and outside of his/her office. In an Islamic context, accountability implies a condition to make and individual answerable and responsible to one's authority and decisions or actions and its teaching empathically rely on the message of responsibility of a person under one's authority. Public accountability in Islamic history occupies a remote narration and Islam makes public functionaries to be accounted before God for all deeds and it holds an administrator responsible of one's authority which can become a factor be rewarded or punished in this world and hereafter accordingly. This study encompasses the concept of administrative accountability, implications of accountability failures, official responsibilities in and outside and charting out to meet the set goals in the contemporary soul of materialism.*

Keywords: *Administrative accountability, Responsibility, Islam, Principle*

Introduction

No civilization has mere notion of survival except the persistence of accountability. The fall of all early civilizations can be measured with a direct proportion to a declination of the traits of accountability from their societies (Chandio, 2021). The contemporary world is also passing the same scenario in which it results to meet the similar line of action to face the defeat in the each institution of life due to failures of the faculty of accountability. It is not a problem with a form of government to become a democratic and kingship one but the chief characteristics of the rise and fall always relied on the parameter of a society based on accountability. In an Islamic notion of the rise and fall of a civilization is based on a just administration that is based on the accountability and responsible welfare oriented as the tradition supports the justice is to be the life and death of a nation's survival (Chandio, et al., 2019). "O people! The nations before you went astray because if a noble person committed theft, they used to leave him, but if a weak person among them committed theft, they used to inflict the legal punishment on him. By Allah, if Fatima, the daughter of Muhammad committed theft, Muhammad will cut off her hand" (Al-Bukhari 6788). The decline of the Muslim world is not because of the emergence of the various sects in the faith but the cause pursues the administrative accountability dilemma in the Muslim majority regions. Islam is itself a great supporter of accountability and it prevents the administrative corruption that violates the whole system of living pattern in a state affair (Chandio, 2021; Al-Momani, 2015; Abu Quod, 2013). Islam is the faith of accountability in which it makes man accountable of his/her every act and social response in the society (Chandio, 2021b). Public accountability in Islamic history occupies a remote narration and Islam makes public functionaries to be accounted before God for all deeds and it holds an administrator to be responsible of one's authority which can become a factor be rewarded or punished in hereafter accordingly.

Islam is a faith of principles which leads man in the each institution of life (Chandio, et al., 2019). Accountability is the one of the unique institution of Islam to hold the social structure of a society more responsible to meet the aims and objectives on the basis of assigned and revealed procedure of the faith. Accountability in its true sense is to make public officials responsible and answerable of an authority under one's care (Chandio, 2021a). Islamic administrative accountability denotes ethical governance that makes an administrator answerable and worthiness and responsible to the laws of God to be implemented by a Muslim administrator or a ruler in a best interest of the Islamic welfare state. Accountability is a condition to make an individual answerable and responsible to one's authority and decisions or actions (Chandio, 2021a). According to a Webster Dictionary responsibility can be defined as the quality or the state of responsibility, the obligation or willingness to accept responsibility for one's actions. Administrative accountability can be defined as the evaluation of appointed career employees and public officials in terms of whether their actions are within or outside the bounds of their authority. Accountability is the soul of Islam thus it can be called as the faith of accountability that interlinks man's accountability to meet the spiritual success, divine blessing and which decide the eternal triumph and failures of a Muslim in this physical world and hereafter (Chandio, et al., 2019). The depth of accountability has been vitalized and the word accountability "Hesab" has been repeatedly mentioned more than eight times in different verses in the Holy Quran (Askary, and Clarke 1997).

In the basic principles of Islamic administration administrative accountability is considered as the soul of the public administration in the faith. Moreover, it encompasses the accountability, transparency, responsibility, moral and ethical manners for promoting good and forbidding bad in order to ensure the true essence of a welfare state. The mainstream of the accountability in Islam is based on the two levels as in its first level each man is accountable to one's actions or deeds and in other level man is accountable for his position or authority as objects under his/her charge or care. Accountability in Islam can be categorized on the basis of the assigned authority, responsibility and position in this physical world as it makes each individual accountable accordingly. At its core of public administration in Islamic tradition rests on the concept of moral responsibility and the human nature (Chandio, et al., 2019). Accountability in public administration generally points out bureaucratic accountability which means strong control from top to

bottom via adoption and practicability of responsibility of an administrator. Administrative accountability in Islam denotes ethical governance that makes an administrator answerable and blameworthiness and responsible to the laws of God to be implemented by them in the best interest of the Islamic welfare state and the perseverance of the human fundamental values (Chandio, et al., 2019). Henceforth, Holy Quran has emphasized in clear terms to organize affairs with the ultimate good of the community based on justice as the verse of Quran supports “Allah doth command you to render back your trust to those to whom they are due, and when judge between man and man, that ye judge with justice”; and “Truly the best of men for thee to employ is the (man) who is ‘strong’ and ‘trustworthy’ (Al-Quran 28:26). Islam forbids the consumption of the others property and adding the others property to higher authority or rulers as it might aid the corrupt. “And do not consume one another's wealth unjustly or send it [in bribery] to the rulers in order that [they might aid] you [to] consume a portion of the wealth of the people in sin, while you know [it is unlawful]” (2:188). Administrative accountability in an Islamic perspective is a distilled from the diverse sources of Sharia (Holy Quran and Sunnah) rather than based on the actual experience of the modern Muslim countries. The Essential ingredients of accountability in Islam have been derived from (shari'a) the divine law of Islam and it is Sharia (Islamic law) that specifies how business should be conducted, organized and governed and under the Islamic principles of the rule of honesty, justice and fair dealing the affairs which imposes a responsibility to adhere the moral accountability under Islam (Chandio, et al., 2019; Haq, 2010). Administrative ethic can be designed as a successful administrative process how business should be organized and governed and practices the responsibility (Chandio, et al., 2019). Responsibility flourishes transparency that comes via accountability thus accountability is the direct proportion with responsibility accomplishment. Answerability and consequence are two essential ingredients of accountability and that helps to judge the degree of accountability. The concept of responsibility in Islam, is in an extensive logical fundamental to the faith, to make man responsible to Allah (Almighty) and the community regarding each activity occupy space in the religion and considered as a supreme to the Muslim faith (Chandio, 2021a; Haq, 2010; Lewis, and Algaoud 2001). Accountability to Allah for all activities is vital to a Muslim's faith and it makes more responsible an individual according to one's authority and nature of position in the society to be performed (Emdadul Haq, 2010).

Islam makes each individual to be accountable either he/she is an ordinary citizen, administrator, ruler, politician, economist, business man, or a scientist as the tradition of holy prophet (PBUH) says “Each one of you is a guardian and each guardian is accountable to everything under his care”. Likely the notion of accountability in Islam has a broad scope which cannot be confined to a politician and administration whereas it fits in each institution of life as it makes a doctor, engineer, scientist, teacher, farmer, and student etc to be responsible of assigned charge under his/her care. Similarly, an administrator, statesman, family elder and a common man of society also face the accountability on one's level basis. In this way, Prophetic tradition makes every man accountable to ones assigned authority. Accountability is the soul of Islam and it has wide concept and recognition and central to the faith and it makes man accountability to God and all others in the society regarding his/her charge under care and accountability is the supreme to a Muslim's faith except it a follower is a weightless and possesses no reward in this world and hereafter (Chandio, 2021a; Haq, 2010; Lewis, and Algaoud 2001). There is no doubt that public administration needs accountability that arises from within as morally as it is based on the values and injunctions of the faith. Islam urges to ensure the provision of accountability and practice all affairs accordingly and it starts with the emergence of consciousness of man and end with one's death. Accountability makes man potent to deal one's affair in a view to make man a reformative, revolutionist and obedient to God and trust worth people concerning authority and obeyed administration by others as Holy prophet (PBUH) says during his last sermon “people! Hear and obey even if a Negro with mutilated nose is appointed your commander”.

The hardest and difficult task of accountability is to achieving to its goals hence it examines the man nature and physical capacity to meet the criteria as Islam refines the man's personality to meet the human values. In Islam accountability is the line of the success and failures to obtain the eternal bliss and it makes nearer to nearest a Muslim to God and His heavenly blessings and eternal fortune (paradise) thus every injunction and tasks of Sharia is concerned with the goal of accountability of a Muslim to be obeyed and followed. In this perspective, it is not an easy question to be answered that how to meet the accountability in its true sense as abstract and dynamic nature of man but there are certain ways and means. In this regard, change is the only reform to bring man on the right track of progress and adoption of the means of development hence willingness to change in a positive line of action is a crucial part of success in a Muslim life. It can enlighten an individual to know a change a process if the something is not working well. In this perspective, Holy Quran urges man to bring change in him/her in order to meet the essence of goal and as it becomes the sole mechanism of a success “Surely Allah does not change the condition of a people until they change their own condition” (Ar-Ra'd 13:11).

One of the best ways to be accountable to anything is to have someone to keep man on the right track thus, a true guide (Islamic preacher or scholar) can assist a Muslim to socialize and he can say to stay on the right track with one's accountability which is possible to sustain the proximity with spiritual guide with Islamic knowledge and living pattern based on virtuous. Adoption of the Islamic values and their practicability can make the easiest for the setting the goals of accountability and hence it encompasses the principle of honesty, trustworthiness and virtue and politeness but for the materiality of accountability can be possible, when our aims and ambitious have to be realistic. Commitment and determination are the leading factors to a change and make success man in any task and facing a dilemma as a result a true follower never lose courage to face the challenges in the way to implement all essential ingredients of accountability and principles of responsibilities in the society. Even if you have to face the hardships never

give up the path of straightness to accomplish your goal, do not give up on it. Giving up sets you back but never lose confidence until reach on the obligation and goal of Sharia.

Accountability can be encouraged via the imposition of external controls and through the adoption of the values of self-regulating. The use of power, discretion, the processes of employee behavior regulation stand upon accountability in which Islamic state can play a vital role to control the employees' disposition of authority via Islamic teaching and training courses of administrative ethics. The key priority and duty of Islamic state is to ensure the provision of due accountability in order to dispense an effective service delivery at gross root level. Transparency and accountability are necessary for each other and these can strengthen each other and make citizens capable to highlight opinion and their matters and influence in the decision making, and take into account decision-makers. Government machinery must urge to sustain the true essence of transparency except it concept of accountability is useless. Good governance, transparency and accountability can be the central values to Islamic government (Mikailu, and Maishanu, 2013). Administrative accountability is the chief goal of Islamic administration to materialize collective welfare.

The meaning of accountability

Accountability means to be responsible of one's duty and assigned task or authority under his/her charge/ care. Accountability has been defined as it means that people has rendered an account of or answer for his/her performance to some entity (Rahman, and Rahman, 1996). Accountability also implies an external control over the person to whom some authority (duty) has been consigned that results to controls the human behavior. Accountability in Islam makes man accountable to God and man whom he is responsible and answerable as well. Accountability sustains a deep proximity to responsibility and answerability as accountability means that that an individual needs to explain or respond to their performance to some supreme power or upper hierarchy. This entity can then impose sanctions or rewards based on its performance. Accountability is a the process in which public servants or government officials operating inside the public administration answer to the public and make an administrator responsible to the given authority for implement the public policy and administrative discretion.

Accountability also designates external control over the person to whom some authority or duties have been handed over. In this way, Accountability in Islam makes a Muslim accountable to the assigned duties of the Sharia and adoption and execution of Islamic law on the land whereas a Muslim public servant is responsible and answerable to the state policy to be implemented by the administrator in which he/ she must pursue the Shaira policy rather top management's self-motives and personnel greed. Whereas accountability to man also divides into official responsibility and unofficial responsibility in which a public servant is the strictly responsible to one's authority and assigned duty by state when he becomes accountable before state policy and higher hierarchy regarding his/her job performance that encompasses the discipline, punctuality, public trustworthiness, delivery of public mandate to people, and adoption of administrative ethics in offices in order to meet flexibility, honesty, rationality and easiness in his attitude. Additionally, accountability of a public servant outside his office makes him responsible to his family, neighbors, relatives and all other people who establish social interaction and social networking in the society.

The chief goal of accountability is to maintain the office trust and public reliability and public officials and employees to serve by means of the highest degree of responsibility and integrity. He must pursue the traits of the loyalty and efficiency in order to remain accountable to the people which can materialize the true essence of a responsible administration in order to ensure the provision of the transaction of an effective and efficient administration. Islam urges to accomplish the goal of accountability and it violation will become a severe punishment hence Islam goal of accountability to make committed an administrator to completing the tasks in order to achieve and ensure the provision of the welfare to people in the society. Accountability assesses the performance, reputation and reliability of government, people's trustworthiness thus accountability and people's aspiration go side by side in a state for the rising the social, political, economic and ideological development and implementation.

Nature of administrative accountability in Islam

Accountability means that all decision makers in government and all other individual should responsible to society or other concerned institution. Islam is the faith to human nature and it designs the laws and principle to sit human behavior as accountability is an integrating part for human survival and collective existence. Likely, holy Quran argues the Islam as to be in a deep proximity to human nature. "Islam is harmony with nature which Allah has designed for man" (Surah Rوم 30). The administrative accountability in Islam is to incorporate the sense of responsibility, and ethical values in public officials and authority holders of Islamic state and accountability in governance is mainly related to the accountability of public servants for their actions (Mikailu, and Maishanu, 2013)). Accountability is required for government officials to be responsible for the behavior of the government and sensitive to the subject from which their authority flows, consciously aware of the responsibility to Allah in the afterlife. Moreover, nature of Islamic administrative accountability can be summated as below.

- ✓ Associational supervising: Supervising an associational life under the care of a faithful and appointing one of them of their guide, leader, administrator and decision maker and implementer in order to lead and guide and avoid organizational disorder and disunity "When there are three on a journey they should appoint one of them their commander". The presence of a God-fearing leadership is critical to having transparent rule which can become an ultimate cause of to give birth to an

accountable administration. For leading an organization and developing sense of accountability Islam urges to appointing one of your guide or a leader in order to follow the principle and judge among you rightly. Henceforth Islam prefers the associational supervising and produce the organizational life under an effective integration, transparency and accountability.

- ✓ Accountability an ongoing process: Administrative accountability is an ongoing process which makes responsible and answerable to public officials always to bind with their assigned task. Public administration an integrating part of Islam to be implemented in a welfare state only and it encompasses the traits of rationality, impersonality and neutrality in the way of dispensing of state affairs which is a progressive and ongoing process as well. the doctrine of no compromise on the ongoing accountability process as Islam teaches can surely sucked the administration to achieve the targets of a society and achieve complete and perfect concept of a welfare state.
- ✓ Di Accountability: Two level of accountability to a Muslim public official can face in the Islamic state in which firstly he becomes the accountable to God and secondly to people regarding his/her authority. Accountability to God and people makes it as the most important subject of Quran which was an integrating practice of the leaders of the early Muslims. The Quran addresses the Prophet (pbuh) saying: "It is not for any Prophet to deceive (mankind). Whoso deceives will bring his deceit with him on the Day of Resurrection. Then every soul will be paid in full what it has earned; and they will not be wronged." (Abdel-Haleem. 2004). the accountability to God and people has been given with the close link between each other in the above verse. Islam is shaping the self-accountability of an individual. Accountability to Allah for all activities is vital to a Muslim's faith and Islamic Sharia specifies how business should be conducted, organized and governed (Mordhah, 2012).
- ✓ Credibility and reliability of government and people: The credibility of government is the first and everlasting ingredient and sign of good governance that depends on the reliability of people. the whole credibility relies on the utmost effort of an administrator's to materialize a welfare government based on the accountability as Prophetic tradition mentions, "An emir (ruler) who accepts an office but does not make his utmost effort with sincerity (Ikhlas), he will never ever enter Jannah (paradise) with other Muslims".
- ✓ Ethical oriented: In Islam accountability is a productive of administrative morality that makes an administrator responsible. It is undeniable that ethics and values are observed differently, but if these ethics and principles are generated from one strong and a unity of resources such as the Holy Quran in Islam, conflicts would disappear.
- ✓ Based on transparency and trust: Launching transparency and emancipation of corruption and violation of trust of people on the state affairs is the message of islam and it becomes an ultimate goal of accountability. "If a person dies having cheated the people he/she was entrusted with, he/she will not smell the scent of paradise."(Muslim, 2000). Islam urges to appoint trust worth official and reliable leader to lead people. It is a wicked crime and serious sin for a leader to recruit an unworthy and unaccountable people "if the offices were assigned to unworthy people that would mean the end of this world (Bukhari Narrator, Abu Hurraira)".
- ✓ Rationality and impartiality: It inculcates the sense of rationality and impartiality while dispensing authority and urges to avoid any form of blind following. Likely, Ibn Hesham argues that the Prophet (pbuh) admonished Muslims not to follow others blindly (Ibn Hesham. 820).The administrator is held to be accountable of every activity under his care and he must produce trust that march alongside with accountability in Islamic administration.

There is deep proximity and integration between accountability to God and people for an administrator in a Islamic perspective. Thus violation of any one of the accountability cannot make an administrator a true Muslim as Holy Quran mentions as below "Say [Prophet], 'Take action! God will see your actions- as will His Messenger and the believers- and then you will be returned to Him who knows what is seen and unseen, and He will tell you what you have been doing'" (Abdel-Haleem. 2004). Islamic Shari'a specifies how business should be conducted, organized and governed. Under Islamic notion of the welfare state, the paramount rule in business is honesty, just measurement and fair dealing with the people and after resurrection in the other life, Allah holds Man accountable for his work in world life.

Principles

Accountability in public administration usually indicates bureaucratic accountability, that represents strong control of top management to bottom. Administrative accountability makes official responsible of their assigned authority. Answerability and consequence are two essential ingredients of accountability that helps to judge the degree of accountability. Accountability of a public servant in Islam categorizes into two ways as official accountability and unofficial accountability of an individual as their characteristics can be summarized as below.

Official accountability

An administrator in Islamic state is expecting to meet the Social responsibilities in which a public official is socially responsible to serve all except any discrimination. It results to sustain national integration via rule of transparency, impartiality and social equality. In general, the aim of the Islamic administration is to allow people to enjoy a pleasing living without exploitation of others on the

basis of color, creed, ethnicity and language. Moreover, there are certain administrative responsibilities of a Muslim administrator which can be summated as below.

- ✓ To put shaira (Islamic Law/ values) into practice
- ✓ To make other public officials answerable and responsive
- ✓ To be punctual and disciplined
- ✓ Auditing and performance appraisal of the assigned government department.
- ✓ To become the legal guide for people to change their behavior via the holy Quran and the Hadith.
- ✓ To resolve the conflict among people
- ✓ To serve all individual except any form of discrimination
- ✓ Management of office equipment.
- ✓ Promoting good and forbidding bad in the society
- ✓ Maintaining a clean and enjoyable working environment.
- ✓ Protect weak and normalize the strong in society.
- ✓ Managing and organizing administrative staff.
- ✓ Organizing, arranging and coordinating meetings
- ✓ To organizing religious duties at his frontline role such as praying congregation and jihad.
- ✓ You shall put forth an honest effort in the performance of your duties.
- ✓ Holding principle of trust and degree of reliability of people
- ✓ Collection of zakat and spend for the good of society
- ✓ To drive out the difficulties of people and ensure the provision of relief to all equally
- ✓ Evaluating the job performance
- ✓ Delivery of public mandate
- ✓ Formulation and implementation of public policies
- ✓ Organizing and instructing
- ✓ Principle of abstaining from misdeeds and pursuing justice
- ✓ Inculcating administrative ethics and ensuring the provision of training and expertise to new.
- ✓ You shall not use your public office for private gain.
- ✓ You shall act impartially and not give preferential treatment to any private organization or individual
- ✓ You shall adhere to all laws and regulations that provide equal opportunities for collective nation regardless of race, color, religion, sex, national origin, age, or handicap.
- ✓ You shall disclose waste, fraud, abuse, and corruption to appropriate authorities.
- ✓ You shall not engage in outside employment or activities, including seeking or negotiating for employment, that conflict with your official Government duties and responsibilities.
- ✓ Mobilizing responsibility to flourishes the transparency that comes via accountability.
- ✓ To implement the sharia policy in the land
- ✓ To ensure the accountability for individual and objects under his charge.
- ✓ Applying ones' utmost initiatives in the welfare of state and people and ensure the provision of transparency.
- ✓ To produce confidence and trust in turn help maintain political and social order.

The research argues that Holy Prophet (PBUH), always emphasized and preferred responsibilities and applied the real accountability (Ismail, 2015). He said that: "Beware that every one of you is a shepherd and every one of you is shepherd and everyone is answerable with regard to his folk. The caliph is a shepherd over the people and shall be questioned about them. A woman is a guardian over the house hold of her husband and his children and has to be questioned about them. A slave is a shepherd over the property of his master and shall be questioned about it". Every man in Islam is responsible in this world and hereafter that results to become evidence against his deed and actions as holy Quran mentions "Nay! Man is evidence against himself, though he puts forth his excuses. (75:14-15)".

Accountability in outside office

Islam makes an individual in the all walk of life as he is the guardian in ones profession or responsibility. Likely, the prophetic tradition qualifies it that "*Each one of you is a guardian and each guardian is accountable to everything under his care*" (hadith). Moreover, islam urges an ordinary citizen to be obedient a person whom Islamic state assign the charge to hold authority in the state as Holy Quran says "O ye who believe! Obey God, and obey the Apostle, And those charged with authority among you, if ye differ in anything Among yourself, refer it To God and His Apostle If ye do believe in God And the Last Day. That is best, and most suitable for final determination" (4:59). The social responsibility of an administrator out of his/her office can be enumerated.

- ✓ To give adequate and due time to his family member and prayer.
 - ✓ Sustain the attitude of social equality and eradicate the sense of superiority and ego of authority.
 - ✓ Public service is a public trust and reliability and credibility must be his/her first recognition in the society.
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- ✓ To avoid the sharing of public information to any private interest.
- ✓ To develop the sense of public servant not a public master.
- ✓ To meet the social obligations and performance of duties.
- ✓ You shall endeavor to avoid any actions creating the appearance that you are violating the law.

Islam urges to invest ones utmost efforts to meet the responsibility either is belong to physical and metaphysical aspect of life. It is the responsibility of an administrator in Islamic state to materialize the common goal of society on the basis of Islamic sharia thus it recommends to ruler and authority holder to invest their utmost efforts to benefit collective life as Islam promises them accordingly. For the recruitment of a capable administrator it is the prime requirement to appoint on meritocracy and deny any choice and selection on the basis of nepotism, favoritism and corruption "Selecting staff with completely denies a man leadership should he requests it or contest for it (leadership)" (Muslim, Kitab al-Imarah, chap. 12:207). In this viewpoint, a Muslim administrator is accountable to invest his human capital in the best interest of Ummah in which designed responsibilities of Islam make him an efficient and effective administrator. A Muslim administrator must be just and kind to people as the tradition of Holy Prophet (pbuh) says: "The worst of guardians is a cruel ruler. Beware of becoming one of them (Sahih Muslim, Hadith 846)". The qualities of character and personality that administrators should have to include morality, virtues and integrity that conform in actions and attitudes to those recognized in Islam that contribute to a stable society which maintains a balance of individuality and community (Samier, 2017).

An Accountable Office and its Implications

The sense of accountability in a Muslim administrator mobilizes the governance on the Basis of God Law which perfect eternal success of an individual in the this temporary physical existence and life hereafter as verse of Quran says "Surely, We have sent down to you (O Muhammad) the Book (this Qur'an) in truth that you might judge between men by that which Allah has shown you (i.e. has taught you through Divine Revelation), so be not a pleader for the treacherous." (4: 105).

- ✓ To introduces The Righteous Governance on the Basis of God Law
- ✓ Fair Governance
- ✓ Knowledgeable Governance
- ✓ No immaculacy to the Ruler
- ✓ avoidance of the bureaucratic flaws
- ✓ Obedience of the Governed
- ✓ Joint Responsibility Between Rulers and the Governed
- ✓ Elimination of the corruption, social frustration and discrimination
- ✓ The efficiency, effectiveness of the public service delivery system and quality of the public sector workforce.
- ✓ Civil servants are required to be honest as they are custodians and not owners of public property.
- ✓ To upgrade the competency and skills of its workforce through effective training programs and adoption of administrative ethics in public offices.
- ✓ The appointment of capable of public employees on the basis of the experience, knowledge, and virtues.
- ✓ To ensure public complaints to be managed effectively to enhance service delivery and customer complaints will continue to be utilized as a means of rectifying weaknesses and preventing recurrent service delivery shortfalls.
- ✓ The presence of a God-fearing leadership is to encourage transparent rule.

In other words, the leader's respect for the public interest, as well as his personal integrity, honesty, justice, and fear of God, will give him sufficient motivation to behave in the way of national development (Mikailu, and Maishanu, 2013). Thus, when leaders are not God-fearing and morally responsible, they tend to become corrupt and at time dictatorial. It is thus very important for public functionaries to adhere to the values of their religions. Islam have provided a number of ethical values relevant to ensuring transparency and accountability in government. Islam for example, emphasizes accountability both in this Islamic legislation ordained accountability for both good and evil so that the benefactor will be rewarded and the wrongdoer be punished, contrary to state laws which only punishes the wrong doer who violates its regulations.

Conclusion

The integrity, transparency and accountability are basic principles of public administration and governments must have a check and balance methods to check their public officials for their integrity and honesty. Accountable is a provision of responsibility and to make an individual answerable and responsible to one's activities or authority under his/her charge. No institution of life can survive except accountability. Accountability and High performance appraisal march together. Accountability is the key to long term a sustained organizational success. Accountability in Islam makes an individual responsible to God and higher authority as well. Accountability stimulates when something goes wrong and people start to lay blame. Islamic administration creates the society accountable that results an effective delivery. Accountability is the life line of a civilization. Downfall of the institution of accountability results the People to start pointing fingers to state machinery. Accountability not only motivates leader to perform well but it also encourages general public to feedback state machinery to run the administration in smooth way.

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