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Balancing Artificial Intelligence Deployment with Sharia Objectives and Ethical Principles in the Administrative Work of the Islamic Affairs Department in the Emirate of Sharjah

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Abstract

This study investigates the balance between deploying Artificial Intelligence (AI) technologies and adhering to Sharia objectives (*Maqasid al-Shariah*) and ethical principles within the administrative framework of the Islamic Affairs Department in the Emirate of Sharjah. It aims to identify potential opportunities for integrating smart technologies into administrative operations while establishing the religious and ethical controls governing their deployment. Utilizing a descriptive-analytical methodology, the paper examines key concepts surrounding AI and its administrative applications, analyzing relevant Sharia objectives alongside institutional governance requirements. The study addresses potential areas for AI utilization including administrative transaction processing, human resource management, public service enhancement, and decision-support systems while evaluating associated challenges such as data protection, privacy preservation, algorithmic bias, and administrative liability. The findings reveal that achieving operational efficiency must not compromise Sharia principles or ethical values. Responsible AI utilization requires maintaining continuous human oversight (*human-in-the-loop*) and adhering to the core tenets of justice, transparency, integrity, and rights protection. Furthermore, the study underscores the necessity of integrating technical, administrative, and Sharia expertise to ensure the safety and compliance of smart applications. The paper recommends establishing an institutional framework for AI governance that incorporates risk classification, pre-deployment application assessments, periodic output audits, employee training, and enhanced awareness of Sharia and ethical standards. This framework aims to advance administrative operations, serve the public interest, and preserve the organizational mission and values of the Islamic Affairs Department, emphasizing a phased implementation model that prioritizes low-risk administrative uses to guarantee sustainable institutional improvement.

Keywords: Artificial Intelligence, Administrative Work, Sharia Objectives, Ethical Governance, Islamic Affairs

Introduction

In recent years, the global public sector has witnessed accelerated advancements in Artificial Intelligence (AI), profoundly reshaping administrative practices and optimizing institutional workflows. Public entities increasingly leverage algorithmic tools for predictive analytics, workflow automation, resource allocation, and real-time decision-support to meet rising demands for operational efficiency and service responsiveness. However, this expanding reliance on algorithmic governance raises critical inquiries regarding procedural justice, systemic bias, data integrity, and the ethical alignment of autonomous systems within administrative law (Abu Zaid, 2026).

These imperatives become uniquely intricate within public institutions entrusted with religious and normative mandates. For such entities, institutional legitimacy hinges not only on standard administrative metrics such as cost efficiency and transactional speed but on safeguarding normative values and maintaining rigorous fidelity to Islamic jurisprudence. Integrating AI within these settings requires synchronizing technical capabilities with the higher objectives of Islamic law (*Maqasid al-Shariah*), primarily the realization of genuine public interests (*Jalb al-Masalih*) and the systematic prevention of harm (*Dar' al-Mafasid*). Moreover, it demands anchoring algorithmic processes in foundational Sharia governance values: fiduciary trust (*Amanah*), procedural justice (*'Adl*), transparency, and non-delegable human accountability (Al-Ansari, 2026).

Within this institutional paradigm, the Islamic Affairs Department in the Emirate of Sharjah represents a quintessential case study. Tasked with administering religious affairs, overseeing community endowments, managing mosques, and delivering faith-based public services, the Department operates at the direct intersection of public administration and faith-based governance. While automated workflows, algorithmic resource allocation, and AI-driven public inquiries present tangible opportunities to modernize the Department's operations, they introduce sensitive institutional risks. Inadvertent algorithmic bias, opaque decision-making models, and unchecked data collection directly jeopardize beneficiary rights, religious sensitivities, and institutional trust (Boumlik, 2026).

Despite expanding scholarly attention, a critical gap persists at the intersection of AI governance and Islamic administrative jurisprudence. Current scholarship remains broadly bifurcated: mainstream literature predominantly addresses public-sector AI governance through secular legal, technical, and human-rights frameworks (focusing on GDPR compliance, explainability, and administrative accountability), while contemporary Islamic ethics literature largely examines AI at an abstract, normative level (*Fiqh al-Nawazil*), offering broad moral prescriptions detached from operational bureaucratic processes. Little empirical or applied research investigates how *Maqasid*-based ethical parameters can be converted into tangible, enforceable administrative governance mechanisms inside a specialized religious public entity.

To bridge this conceptual and practical divide, this study investigates how the Islamic Affairs Department in Sharjah can strategically harness AI to optimize administrative efficiency while

embedding *Maqasid*-grounded compliance directly into algorithmic workflows. Rather than treating Islamic ethics as an ex-post evaluative check, this paper introduces an operationalized governance model that bridges normative legal doctrines with applied public management.

To achieve this, the study pursues four specific research objectives aligned directly with institutional implementation:

1. **Delineate the Operational Scope:** Map existing and potential AI integration touchpoints across the administrative workflows of the Islamic Affairs Department in Sharjah.
2. **Formulate Conceptual Benchmarks:** Systematize the foundational tenets of *Maqasid al-Shariah* (*Hifz al-Din*, *Hifz al-Mal*, and procedural *Amanah*) into measurable administrative criteria for algorithmic risk assessment.
3. **Design Governance Mechanisms:** Develop targeted oversight mechanisms including human-in-the-loop (HITL) auditing protocols, institutional verification boards, and algorithmic transparency mandates tailored to religious administrative outputs.
4. **Deliver an Implementation Framework:** Synthesize practical policy guidelines to help public administrators reconcile digital transformation goals with normative Islamic accountability.

Methodologically, the study adopts an applied descriptive-analytical approach. It examines technical-administrative dimensions of public-sector AI, analyzes governing Sharia doctrines and ethical parameters, and contextualizes these dynamics within the administrative realities of the Sharjah Islamic Affairs Department (Jastaniyah, 2025). The remainder of this paper is structured across four main sections:

1. Conceptual and Operational Dimensions of AI in Administrative Governance.
2. *Maqasid*-Based Parameters and Legal Criteria Governing Algorithmic Systems.
3. Applied Mechanisms for Reconciling Administrative Optimization with Sharia Compliance.
4. An Institutional Governance Framework: Policy Controls, Human Oversight, and Administrative Guidelines.

Through this approach, the study contributes a context-aware, reproducible governance paradigm that equips religious administrative bodies to pursue digital innovation without compromising their legal, ethical, and normative integrity (Hussein, 2026).

Concept of Artificial Intelligence and Its Primary Applications in Administrative Work

Artificial Intelligence (AI) represents one of the most transformative technological developments in institutional management and operational design. It offers advanced capabilities for information processing, data analytics, and task execution that historically relied on human cognitive intervention. AI is broadly defined as a set of computer systems and software technologies capable of performing tasks that typically require human intelligence—such as learning, logical reasoning, pattern recognition, natural language processing, and decision support. These systems rely on mathematical models and algorithmic architectures to process vast datasets and extract actionable insights, making them vital tools for advancing administrative operations and elevating institutional efficiency (Al-Ajmi, 2026).

AI differs fundamentally from traditional electronic management systems in its capacity to analyze complex data patterns, adapt to new inputs, and generate predictive outcomes, whereas conventional software remains largely limited to executing pre-programmed instructions. Key technologies driving this domain include **Machine Learning (ML)**, which enables systems to improve performance iteratively based on data; **Natural Language Processing (NLP)**, which facilitates the understanding and processing of human text and queries; and **Generative AI (GenAI)**, which can be deployed to draft reports, compose correspondence, and summarize complex documentation. However, these capabilities do not imply autonomous human understanding or flawless judgment; system outputs remain inherently tied to the quality of training data, model parameters, and the rigor of human oversight (Hussein, 2026).

In public administration, AI serves as an effective mechanism for streamlining operational workflows and reducing the time and labor required to process transactions. Smart applications can classify electronic records, archive documentation, extract structured data from unstructured files, generate schedules, track administrative requests, and automate repetitive tasks that exhaust staff capacity. By automating routine operations, AI enables public employees to focus on high-level analytical, strategic, and supervisory responsibilities. Consequently, institutions can enhance productivity, minimize procedural errors, and accelerate response times for public service delivery (Al-Otaibi, 2024).

A primary application of AI in institutional settings is supporting administrative decision-making. Intelligent systems can process organizational performance metrics, human resource data, and operational workflows to identify trends that traditional evaluation methods might miss. They also assist leadership by generating future projections, identifying organizational needs, and evaluating policy options. However, utilizing AI in decision-making requires treating algorithmic outputs as advisory recommendations subject to human evaluation, rather than binding decisions particularly when administrative choices affect individual rights or legal entitlements (Khalil, 2026).

Furthermore, AI plays a growing role in human resource management and public service enhancement. Institutions utilize AI to identify employee training needs, analyze performance metrics, optimize task distribution, and deploy virtual assistants to resolve routine public queries. In religious public entities, these technologies can streamline administrative correspondence, organize digital archives, schedule community programs, and improve public access to verified organizational information. In doing so, organizations must maintain a clear distinction between administrative tasks suitable for automation and specialized religious or jurisprudential matters that demand qualified human reasoning (*Ijtihad*) and professional accountability (Boumlik, 2026).

For the Islamic Affairs Department in Sharjah, its statutory mandate offers multiple avenues for AI integration such as refining administrative workflows, organizing institutional data, facilitating public communication, and monitoring community services. However, the unique nature of a religious government entity dictates that AI adoption must transcend speed and efficiency metrics. Institutions must ensure data accuracy, preserve privacy, uphold Islamic values, and avoid delegating sensitive religious or legal matters to automated systems without expert human supervision. Ultimately, the true value of AI deployment lies not in the

degree of technological reliance alone, but in its tangible contribution to serving the public interest without compromising the Sharia objectives and ethical parameters that govern the institution(Khalil and Nahed,2025)

Opportunities and Challenges of AI Deployment in Government Entities

Integrating AI into public institutions represents a contemporary paradigm shift in public administration and service delivery. Smart technologies offer significant opportunities to restructure administrative workflows, optimize resource utilization, and enhance organizational agility in responding to evolving community needs. Beyond executing basic technical tasks, AI systems now process complex datasets, support strategic planning, and refine decision-making mechanisms, making them central to digital transformation efforts. However, leveraging these opportunities depends on an institution's capacity to navigate the operational, technical, legal, and ethical challenges associated with technological adoption (Boumlik, 2026).

Key Opportunities in Public Sector Deployment

- **Operational Efficiency and Workflow Automation:** Automating repetitive administrative processes reduces manual processing delays. Intelligent systems evaluate service requests, verify documentation, extract data, draft routine reports, and monitor workflow progress. This minimizes procedural bottlenecks, reduces human error, and reallocates staff toward analytical and supervisory roles, raising institutional productivity while managing operational costs (Bukhari, 2025).
- **Enhanced Decision-Making and Predictive Analytics:** AI models process large datasets to detect operational trends and project future resource demands. Public entities can evaluate performance indicators and user satisfaction metrics to identify operational gaps and design proactive public services. However, algorithmic analytics must remain subject to human review to account for real-world legal, social, and contextual nuances that algorithms cannot fully interpret (Nawi et al., 2023).

Primary Technical, Legal, and Organizational Challenges

- **Data Privacy, Security, and Governance:** AI systems rely on extensive training datasets that frequently contain personal, professional, or sensitive institutional data. Inadequate data governance policies create vulnerabilities regarding unauthorized access, data misuse, or security breaches.
- **Algorithmic Bias and Discrimination:** AI models trained on unbalanced or historical data can perpetuate structural biases, producing recommendations that lack fairness or objectivity. Responsible AI deployment requires robust data governance frameworks, clear access protocols, and ongoing auditability of algorithmic outputs (Abu Zaid, 2026).
- **Human Capital and Organizational Readiness:** Public entities face challenges including technical skill shortages, outdated IT infrastructure, and employee resistance stemming from job displacement anxieties. Over-reliance on automated systems can also erode human administrative discretion and complicate accountability when algorithmic errors occur. Addressing these hurdles requires continuous workforce upskilling and clear guidelines establishing that human oversight remains primary in decision-making (Nawi et al., 2023).

These challenges carry distinct implications for religious public entities like the Islamic Affairs Department in Sharjah. Evaluating AI applications must extend beyond operational metrics to assess alignment with Sharia objectives (*Maqasid al-Shariah*) and ethical standards concerning justice, transparency, fiduciary trust, and public benefit. Successfully deploying AI in religious institutions requires a balanced approach that pairs technological capabilities with Sharia compliance and human oversight. Technology must remain a supportive instrument for administrative work rather than a substitute for human accountability or expert legal judgment (Khalil & Nahed, 2025).

The core challenge facing government entities is not merely introducing AI tools into administrative workflows, but ensuring their responsible deployment in a manner that balances technical efficiency with legal and ethical mandates. In religious public institutions, intelligent systems must respect the organizational mission, remaining subject to expert human review whenever operations touch upon religious matters or public rights. In doing so, public entities can capture the benefits of AI without exposing public administration to operational risks or eroding human accountability in public governance (Al-Ajmi, 2026).

Sharia Objectives (Maqasid al-Shariah) Associated with AI Deployment in Administrative Work
The higher objectives of Sharia (*Maqasid al-Shariah*) form the bedrock of Islamic legal theory in governing human affairs and securing societal welfare. Sharia aims to bring about public benefits (*Jalb al-Masalih*) and ward off harms (*Dar' al-Mafasid*), preserving the five essential necessities (*Al-Daruriyyat al-Khamsah*): faith (*Din*), life (*Nafs*), intellect (*'Aql*), lineage/family (*Nasl*), and wealth (*Mal*). In light of rapid technological advancements and evolving administrative methodologies, these objectives offer a foundational framework for evaluating AI. Integrating AI into administrative work must extend beyond operational speed and efficiency to uphold justice, protect fundamental rights, advance public welfare, and eliminate harm ensuring technology remains a servant to human dignity and institutional integrity (Bukhari, 2025).

Preservation of Faith (Hifz al-Din)
AI deployment connects to the preservation of faith by ensuring smart applications deployed in religious public entities comply with Islamic legal parameters. Intelligent systems can organize administrative workflows for religious activities, streamline community outreach, and facilitate access to verified religious literature. However, this requires rigorous validation of AI-generated content. Automated platforms must never be granted autonomous authority to issue religious rulings (*Fatawa*) or interpret sacred texts without expert scholarly review. In the Islamic Affairs Department in Sharjah, maintaining the integrity of religious data constitutes a core institutional responsibility (Abu Zaid, 2026).

Preservation of Life (Hifz al-Nafs)
Preserving life intersects with AI governance by protecting individuals from administrative harm, systemic errors, or biased decisions resulting from automated processing. Administrative choices impact public employment, beneficiary rights, and social security. Consequently, utilizing automated systems requires procedural safeguards to verify output accuracy, mitigate algorithmic bias, and maintain formal administrative appeal mechanisms. This objective preserves human dignity (*Karama*), refusing to reduce individuals to raw data

points processed without human empathy or contextual review embodying the legal maxim "Harm must be eliminated" (*Al-Darar Yuzal*).

Preservation of Intellect (Hifz al-'Aql)

Preserving intellect mandates safeguarding human cognitive capacity, critical reasoning, and administrative agency. Over-reliance on automated systems risks cognitive deskilling if AI outputs replace human analytical thought. Therefore, AI technologies must act as decision-support tools that augment human intellect rather than supplant human judgment, evaluation, and moral accountability. Furthermore, this objective requires verifying information accuracy and preventing the spread of AI-generated misinformation (Mustapha et al., 2025).

Preservation of Lineage and Family (Hifz al-Nasl)

Preserving lineage and family is realized through robust data privacy, confidentiality, and protection of personal records. Public entities routinely process sensitive personal, familial, and professional data. Deploying AI to analyze such datasets requires strict security protocols to prevent unauthorized disclosure, data breaches, or function creep. Protecting privacy prevents reputation damage or domestic harm resulting from algorithmic processing errors or security leaks (Al-Ansari, 2026).

Preservation of Wealth (Hifz al-Mal)

Preserving wealth materializes through utilizing AI to optimize government expenditure, streamline resource allocation, and eliminate administrative waste. Intelligent systems analyze operational spending, forecast resource requirements, monitor financial performance, and detect fiscal anomalies. However, fulfilling this objective requires evaluating the cost-benefit ratio of technology investments, ensuring that AI deployment yields tangible public utility while preventing automated errors that could misallocate public funds or infringe upon financial entitlements.

The researcher holds that balancing AI deployment with Sharia objectives requires evaluating technology through a synthesis of efficiency, utility, and ethical responsibility. Success cannot be measured solely by time or cost reduction; it must be judged by its contribution to justice, rights protection, fiscal stewardship, and moral integrity. The Islamic Affairs Department in Sharjah is advised to adopt a Maqasidic framework to guide AI adoption, evaluate risk profiles, and audit automated outputs under continuous human oversight (Al-Ansari, 2026).

Ethical Guidelines for AI-Assisted Administrative Decision-Making

Adhering to ethical guidelines is paramount when integrating AI into administrative decision-making due to its direct impact on public rights, employment, and social welfare. While intelligent systems process vast datasets rapidly, unmonitored reliance risks generating outcomes that compromise justice, transparency, and accountability. Public sector AI deployment must be anchored in an ethical framework that honors human dignity, protects rights, and preserves human leadership over administrative choices.

Justice and Non-Discrimination

Intelligent systems rely on historical training data and algorithms that may perpetuate structural bias, leading to inequitable treatment in recruitment, promotion, performance

evaluations, or service delivery. Institutions must audit training data and test systems periodically to detect and correct algorithmic bias. Administrative choices must reflect objective criteria that ensure equal treatment, aligning with the Islamic imperative of absolute justice (*'Adl*) as the foundation of governance (Hussein, 2026).

Transparency and Algorithmic Explainability

Responsible AI deployment requires explainability (*XAI*). Institutions must remain capable of clarifying how automated tools are used in administrative workflows and explaining the rationale behind automated recommendations that affect individual rights. Algorithms must not function as unreviewable "black boxes." Administrators must be equipped to audit outputs, verify factual accuracy, and assess contextual appropriateness—particularly when AI tools recommend approving, denying, or modifying public service applications (Bukhari, 2025).

Privacy Preservation and Confidentiality

Public entities handle sensitive administrative records. Deploying AI requires establishing legitimate processing boundaries, restricting data collection to necessary operational scopes, enforcing strict access controls, and implementing cybersecurity measures against data leaks. Confidential institutional records must never be fed into external or unvetted commercial AI models lacking data protection guarantees. This aligns with Islamic values emphasizing trust (*Amanah*), privacy protection, and confidentiality.

Accountability and Human-in-the-Loop Oversight

Automated tools must never relieve public officials or administrative bodies of legal or moral accountability for administrative outcomes. Organizational structures must clearly define delegation limits, subjecting high-stakes administrative decisions to mandatory human review (*human-in-the-loop*). Institutions must provide procedural mechanisms for error correction, administrative appeals, and grievance redress. Ethical stewardship requires training personnel to view AI recommendations as advisory inputs rather than unchallengeable determinations.

In religious public entities, these ethical guidelines carry additional weight due to public trust and the institution's religious mission. Deploying AI within the Islamic Affairs Department in Sharjah requires protecting religious data integrity, respecting Sharia authority, and prohibiting the automated generation of religious rulings without human expert review. Proposed AI applications must undergo technical, administrative, and Sharia reviews prior to deployment (Azhar et al., 2025).

The researcher emphasizes that ethical compliance cannot remain a series of abstract statements; it must be operationalized into actionable protocols, data governance policies, risk assessments, and audit trails. By translating justice, transparency, privacy, and accountability into administrative practice, government entities can harvest AI capabilities while safeguarding human rights and institutional values (Al-Otaibi, 2024).

Potential Areas for AI Integration in the Islamic Affairs Department in Sharjah

Integrating AI into administrative workflows offers practical pathways to elevate organizational performance, streamline operations, and enhance public service delivery.

Within the Islamic Affairs Department in Sharjah, AI offers opportunities to optimize internal workflows, manage resources, and improve public communication. The applications outlined below represent potential, proposed integration domains subject to feasibility, legal, and ethical evaluations:

Document Management and Administrative Correspondence

AI tools can classify incoming records, index digital archives, extract key data from unstructured files, draft routine correspondence, and summarize long administrative reports. Intelligent systems can track transaction progress, prioritize pending tasks, and flag incomplete files. Automating routine administrative processing reduces manual workloads, allowing personnel to focus on complex tasks, provided that official correspondence undergoes human review prior to formal issuance (Al-Ajmi, 2026).

Mosque Facility Management and Operations

AI analytics can process maintenance reports, track facility complaints, and schedule operational services across mosques under the Department's supervision. Intelligent models can prioritize maintenance schedules based on historical fault data, asset conditions, and urgency metrics. These systems optimize resource utilization and maintain high facility standards without replacing human facility managers in final resource allocation decisions (Jastaniyah, 2025).

Human Resource Optimization

AI applications can assist HR departments by organizing employee records, identifying skill gaps, suggesting tailored training programs, and managing shift scheduling. When utilized in performance evaluations or promotion recommendations, AI systems must adhere strictly to objectivity, ensuring that automated scores do not serve as the sole basis for career-impacting decisions (Bukhari, 2025).

Institutional Communication and Public Inquiries

Virtual assistants and Natural Language Processing (NLP) chatbots can handle routine public queries regarding administrative procedures, service requirements, and event schedules. They can also categorize public feedback to identify service delivery gaps. However, public inquiries involving specialized religious rulings (*Fatwas*) must be automatically routed to qualified human scholars rather than answered by automated tools.

Strategic Planning and Institutional Analytics

AI analytics can evaluate Key Performance Indicators (KPIs), monitor community program execution, and project future operational requirements. These insights assist executive leadership in identifying organizational strengths and operational bottlenecks, refining event planning, and allocating community budgets efficiently—provided participant data remains secure and training data is accurate (Hussein, 2026).

The researcher recommends that the Islamic Affairs Department in Sharjah adopt a phased implementation model, initiating AI adoption within low-risk administrative workflows (e.g., document archiving, routine scheduling, facility tracking) before expanding into complex operational areas. Furthermore, clear boundaries must be maintained between administrative automation and specialized religious mandates requiring human scholarly oversight.

AI Governance Requirements for the Islamic Affairs Department in Sharjah

Establishing a robust AI governance framework is essential to ensure safe, responsible, and compliant technology adoption in government entities. Governance extends beyond technical performance to create an organizational ecosystem defining usage policies, accountability lines, and audit mechanisms. In the Islamic Affairs Department in Sharjah, governance must harmonize technical, administrative, Sharia, and ethical standards (Al-Ansari, 2026).

Organizational and Policy Requirements

- Developing internal policies detailing authorized AI use cases, user permission tiers, and operational boundaries.
- Defining clear lines of responsibility for approving AI software, reviewing automated outputs, and remediating errors.
- Establishing a **Risk Classification Matrix** that subjects high-risk applications (affecting human rights, employment, or religious content) to stringent oversight, while applying streamlined reviews to low-risk, routine administrative tools.

- Establishing mandatory periodic audit cycles and reporting protocols to executive leadership.

Technical Infrastructure and Cybersecurity Requirements

- Building a secure digital infrastructure ensuring system interoperability, data integrity, and operational reliability.
- Implementing data quality standards to ensure training datasets are accurate, representative, and current.
- Enforcing cybersecurity controls, access permissions, operation logging, and data encryption to prevent data leaks or unauthorized access (Azhar et al., 2025).
- Prohibiting the input of confidential administrative data into unvetted public cloud AI tools.

Sharia Compliance Requirements

- Ensuring all smart tools align with Sharia objectives (*Maqasid al-Shariah*).
- Subjecting tools handling religious content or community programs to mandatory review by qualified Islamic scholars prior to deployment.
- Prohibiting automated systems from autonomously generating or issuing religious rulings (*Fatawa*).

Ethical Standards and Human Rights Protections

- Guaranteeing that AI-assisted decisions remain explainable, reviewable, and subject to administrative appeals.
- Enforcing *human-in-the-loop* controls over decisions affecting employee rights or public entitlements.
- Fostering an organizational culture of responsible technology use through ongoing ethical training.

Human Capacity Building

- Delivering specialized training programs to upskill administrative staff and leadership in AI literacy, risk evaluation, and output verification.
- Fostering cross-disciplinary collaboration among IT specialists, public administrators, and Sharia scholars to draft procedural manuals detailing authorized use cases and human intervention triggers (Boumlik, 2026).

The researcher advises establishing a specialized **Interdisciplinary Governance Committee**—comprising IT experts, administrative leaders, and Sharia scholars—to oversee AI deployment, evaluate risk profiles, and audit automated outputs, ensuring technology serves the public interest while preserving institutional trust (Khalil, 2026).

Mechanisms for Balancing Administrative Efficiency with Sharia Objectives and Ethical Values

Achieving a sustainable balance between administrative efficiency and adherence to Sharia objectives and ethical values requires operational mechanisms that translate abstract principles into daily administrative routines. In the Islamic Affairs Department in Sharjah, these mechanisms ensure that pursuing operational speed does not compromise institutional integrity or fundamental rights.

Pre-Deployment Maqasidic Impact Assessments

Before adopting any AI application, institutions should conduct a structured **Maqasidic Impact Assessment**. This evaluation examines the expected administrative utility against potential risks to rights, privacy, or religious data accuracy. Priority is assigned to tools delivering clear public benefit without compromising justice or confidentiality. Systems must undergo re-evaluation whenever operating contexts or underlying algorithms change.

Mandatory Human Oversight over High-Stakes Operations

Human oversight (*human-in-the-loop*) ensures that automated systems do not operate as autonomous decision-makers in sensitive areas. AI tools process raw data, identify patterns, and present option sets, but final decisions affecting individual rights, personnel actions, or religious matters remain strictly reserved for authorized human officials (Nawi et al., 2023).

Risk-Based Application Classification

Applications should be categorized across distinct risk tiers:

- **Low-Risk Tiers (Automated Execution):** Routine document classification, schedule coordination, and basic template drafting operating with light supervisory audits.
- **High-Risk Tiers (Mandatory Review):** Personnel evaluations, resource allocation algorithms, and religious communication tools requiring formal technical, legal, and Sharia approvals prior to deployment.

Cross-Disciplinary Operational Teams

Establishing joint task forces comprising IT personnel, administrative managers, and Sharia experts ensures balanced governance. These teams evaluate software proposals, establish operational boundaries, draft user manuals, and define mandatory human intervention triggers (Jastaniyah, 2025).

Balanced Institutional Key Performance Indicators (KPIs)
Institutional performance metrics must balance operational speed and cost reduction against ethical and Sharia compliance indicators. Evaluation metrics should incorporate:

- Data accuracy and system error rates.
- Algorithmic fairness and bias audit results.
- Privacy compliance and data security audit scores.
- User appeal rates and public satisfaction levels.

The researcher concludes that achieving this equilibrium requires transitioning from general statements to actionable organizational controls. By embedding pre-deployment assessments, risk tiering, human oversight, and balanced performance metrics, the Islamic Affairs Department in Sharjah can leverage AI to elevate administrative performance while remaining anchored in its religious and ethical mandate.

Conclusion
This research demonstrated that integrating Artificial Intelligence (AI) into administrative work presents a significant opportunity to advance organizational performance, elevate service delivery, and optimize public sector operational efficiency. However, successful adoption requires striking a balance between capturing technical capabilities and adhering to Sharia objectives (*Maqasid al-Shariah*) and ethical values. This imperative is vital for religious public entities like the Islamic Affairs Department in Sharjah, where administrative work must reflect justice, fiduciary trust (*Amanah*), transparency, and privacy preservation.

The study established that achieving this balance requires a comprehensive AI governance framework rooted in risk classification, human-in-the-loop oversight, and cross-disciplinary collaboration among IT professionals, administrators, and Sharia scholars. The paper recommends establishing clear institutional policies governing smart tools, delivering workforce upskilling, and deploying periodic audit mechanisms to verify output compliance with Sharia and ethical standards. Ultimately, AI must serve as a supportive tool for public administration and societal welfare without eroding human accountability or compromising the core mission of the religious public institution.

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