

Building harmony in diverse society: insights from practical wisdom

Building
harmony

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Abstract

Purpose – Increasing diversity leads to local, national and transnational challenges requiring a novel and explicit problem-solving approach. Practical wisdom, which emerges from an integration knowledge and ability through religious awareness, can promote peaceful coexistence in diverse societies with adequate theological and educational infrastructures. This paper aims to critically examine practical wisdom as the religious awareness to underlying building harmony in the diverse society.

Design/methodology/approach – Literature from refereed and peer-reviewed journals and articles was reviewed using thematic topic analysis to propose a model of the practical wisdom as a foundation for building harmony in a diverse society.

Findings – This result shows that there are several discussions with specific objectives of practical wisdom as the result of core understanding of religious awareness underlying the potential solutions in the diverse society; the significant essence of practical wisdom as the core element for building harmony; exploring how practical wisdom should be a wide particular element in building integrity and harmony in the diverse society.

Originality/value – Practical wisdom can establish peaceful and respectful relations amongst diverse segments of the population. It is, therefore, crucial for scholars and practitioners to explore practical wisdom in depth and devise ways of promoting this important characteristic at a social level through the exchange of common ideas and goals.

Keywords Equally social justice, Conflict management, Social justice, Practical wisdom, Harmony, Diverse society, Ethical awareness

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Introduction

Globalisation has led to an increase in diversity, such that the modern society is characterised by many cross-cultural relationships (Kofman and Youngs, 2008). Advanced technology has facilitated this development (Castells and Development, 1999). People with diverse cultures, ethnicities, races and religions cannot escape living and working together. This presents an important challenge for nations with diverse populations, because misunderstandings amongst diverse groups can lead to conflict, disharmony and misunderstanding (Cremin, 2015). It has been argued that religion has a pivotal role (Yablon, 2010) in preventing such conflicts by emphasising wisdom and promoting harmony in diverse societies. Therefore, it is necessary to consider in depth how religious practice can impact educational attainment and personal development in the midst of diversity.

The role of religion in promoting social harmony and prosperity involves the notion of wisdom, a practical aspect of religious belief (Nasr, 1990; Smith, 2001). For example, without practical wisdom, certain religious beliefs can give rise to extremism, seriously damaging societies. By contrast, focusing on the practical wisdom of religious and cultural backgrounds is an important way to sustain integrity amongst diverse populations (Grine *et al.*, 2013). Practical wisdom leads to religious awareness of values, like equal opportunity, which form the foundation of diverse societies. In the field of global social work, there is a growing recognition of religious awareness and practical wisdom as important components of human experience and, therefore, of culturally competent and anti-racist social work practice (Knitter, 2010).

As a result, scholars should consider practical wisdom as significant insights to contribute into the harmony and integrity in diverse societies. Because practical wisdom leads to social harmony, any effort to create the social conditions for mastery of knowledge, attitudes and skills in a diverse society should take practical wisdom as its foundation. This paper will explore the role of practical wisdom as a dynamic factor in human relationships and as a core element for building social harmony.

Literature review

Essentials of practical wisdom

Practical wisdom has several meanings, which vary from a type of knowledge to a more complex concept that has operational, attitudinal, mental, philosophical, religious and mystical implications (Ardelt, 2004). Most major religious traditions have a similar concept; in Judaism and Christianity, practical wisdom is *hokma*; in Islam, it is *hikmah*; and in the Indian tradition, *Sanatana Dharma* (Önal, 2010). Some scholars, focusing on diverse societies, have recently emphasised a role for practical wisdom in the development of inter-religious education (Önal, 2010), in business schools (Roca, 2008) and in strategic management (Nonaka and Toyama, 2007). Practical wisdom has also received attention in the field of positive psychology as a way to do the right thing (Schwartz and Sharpe, 2006). In this line of scholarship, practical wisdom underlies self-management and integrity in diverse societies. By enabling individuals to reliably make good decisions to live virtuously and peacefully, practical wisdom leads individuals to act in ways that appropriately express their religious and ethical commitments.

In addition, practical wisdom refers to the capacity to make informed and rational judgements, which is a requirement for harmony in societies with diverse religions, cultures and languages. From these ideas, it is possible to extract common elements into interpretations, conceptualisations and modelling of practical wisdom, which can then provide guidelines and specifications for social development. In addition to embedding

ethical principles into social systems at a practical level, practitioners can use the concept of practical wisdom to develop formal decision procedures that reflect the appropriate social values (Ardelt, 2004). There is a need for further critical exploration of how practical wisdom can help create equal opportunities at a practical level by drawing on recent theoretical work on the concept.

For example, taking epistemic achievement as the model for expert decision-making skill in areas such as firefighting leaves room for a deeper understanding of intuition and deliberation, which lead to the application of expert skills. Practical wisdom, as a way of deciding how to apply expert skills in practice, could enable individuals to identify actions appropriate to social reconciliation and interfaith dialogue. Reflecting on practical wisdom can allow individuals to resolve challenges by channelling their knowledge and strength into a valuable skilfulness. Practical wisdom illuminates right and wrong actions, giving individuals epistemic humility and accuracy in the application of their extensive factual knowledge. Practical wisdom means knowing how to live well through knowledge and action (Swartwood, 2013). Individuals consistently seek the virtue of *hikmah* (wisdom) by learning from and interacting with those qualified to instruct them – the “person with experiences” (Al-Zarnuji, 2008). Thus, the term *hikmah* applies to individuals with practical wisdom, rather than simply expert knowledge (Ardelt, 2004).

As religious awareness

The core of practical wisdom in religious awareness consists of reflection on the existence of the cosmos and divine revelation, the Qur’ān (Nasr, 1990). Individuals, to become pious, should conduct their lives with serious consideration to divine revelations across multiple texts (Bakar, 2015). In diverse societies, both religious belief and acts based on spiritual values, in line with individuals’ perceptions and interpretations of reality, are important for creating peace. Cognitive structures such as emotions and goals may involve systematic, logical reasoning, but they also must take into account religious awareness, particularly awareness of the extent to which religion acknowledges the importance of peace.

Linking religious awareness and practical wisdom yields a significant factor in implementing harmony in diverse societies in general and interreligious contexts in particular. Scholars have argued that major religions were primarily brought by prophets spreading peaceful insights and demonstrating practical wisdom in the application of divine commands and intelligence (Yablon, 2010). Concrete moral values, aimed at the good of humankind, mediate the relationship between religious belief and wise action. In particular, individuals acting from religious awareness will more piously balance worldly matters with divine life. Therefore, religious awareness and practical wisdom lead to balance and harmony within and amongst individuals.

In addition to complementing practical wisdom, religious awareness contributes to ethical consideration and comprehensive perseverance, which are necessary for peaceful conduct in relationships in diverse societies. As a result, religious awareness has the distinction of influencing the ways in which people think, act and ritualise. Religious awareness creates increased community cohesion because it entails a certain way of thinking, which leads to a particular morality, which, in turn, provokes a certain attitude. When people ascribe religious value and meaning to the world, they act aesthetically and poetically according to that meaning. For example, the generous, self-reflective religious practice of prayer might lead to the social action of charitable giving (Afzalur Rahim, 2002). Religious awareness is important in the context of both individual and social actions (Kallarackal, 2010).

The Islamic tradition explicates the connection between religion, practical wisdom and individual and social life. According to this tradition, practical wisdom influences the spiritual dimension of a Muslim's life (El Garah *et al.*, 2012). The Qur'ān says that "He has sent down to you the Book and Wisdom for your instruction and to fear Allah (God). And know that Allah is well acquainted with all things" (2:231). God gave the sacred book (*kitāb*) and wisdom (*hikma*) to the prophet to instruct the people and to purify them from evil and immoral actions. At the national and international levels, social issues such as education, human rights, marriage and divorce have moral behaviour as their foundation (Kim-Cragg, 2015). Religion can serve as a theoretical framework for meaningful decisions, thereby serving a practical function in individuals' daily social lives. The religious approach to life should take into account the evidence of experience, such that individuals develop practical wisdom.

As religious understanding

Practical wisdom is based on religious understanding in the effort to raising the qualities of mind and action for the individual. In the mind of Islamic spirituality as a result of theological understanding, for example, the extent of understanding to which we see the life event fundamentally mediated a simpler more intuitive conception of the kind of religious principles. It involves the belief that both mental and spiritual aspects become the main element for the human being's soul and mind to reach the moral sensitivity. For further orientation, making balance between an attitude and core heart should be performed to construct a compliance with divine involvement. This can be underlined that the role of heart control in the soul construction on the person needs to be considered in particular as an effort to inculcate the core values of religious understanding.

Demonstrated to the religious understanding, practical wisdom enables person to see phenomena of life using reality sphere. It means that other dimension of person's life such as why he or she conducted good or bad deed needs to be addressed as the clear reason for getting guidance on ethical decision. In conducting the *shari'ah* associated with the practical wisdom, for example, the need to withstand the experiencing incentives with focussing on balance on thinking and practicing leads to ethicality and sustainability. This would lead several ethical performances to seek to better understand the underpinnings of solving the problems surroundings caused by misunderstanding, conflict, etc.

To absorb the ethical practice as a result of religious understanding in solving the problems arising from the human interactions, the extent of understanding to see on the wisdom development depends on the level of information or knowledge, which can cause the adaptability to gain skills where he or she get perform on the development of wisdom. As a result of the concentration on information on the wisdom development, it becomes evident in daily activities. As an attempt to approach life and education from a more holistic perspective, the individual can possess all kinds of information regarding the religious understanding of wisdom. It becomes the soul in gaining information and knowledge, which has been extracted religious understanding. To conceive both skills and information into depth of feeling and imagination, it is important to note that the extent of religious understanding is dependent upon absorbing the consciousness from imagination.

As religious reflection

Viewed as a religious reflection, practical wisdom is denoted as the sacred concept with a monumental role in shaping human civilisation. As the religious reflection, it is necessary to use the extent of knowledge and beliefs by applying these into the circumstance within a different set of conditions. This extent has to do with the religious understanding where

practical wisdom should be accentuated from the integration and transformation of knowledge gathered from the cosmos and divine revelation, the Qur'an, into human activities (Lubis, 2011). Reflecting these into the human activities and creating human experience in the sense of both information and knowledge need to suppose particularities in repairing human action into good deed. In Islam, for example, knowledge enables a man to understand the vision of reality and truth as explained and set in the Qur'an (Iqbal, 2013). Knowledge must necessarily be recognised appropriately with the proper place in the scheme of creations that would lead a man to comprehend the message of life event using lens of religious approach.

Because there contains a close relationship between knowledge and belief to God, as considered in Islam suggesting that belief must be based on true knowledge, attaining the message from reflecting something happening surrounding the human is the beginning stage to pursue the wisdom. Because of the knowledge associated with true belief, knowing something good which leads ultimately to the action would produce *amal salih*, which is good deed (Alavi, 2008). The point of fundamental role of individuals and collective responsibility, for example, is the extent of knowledge understanding with the discipline and character of the person. In addition to impart knowledge in guiding to differentiate what is right and wrong, equally important concepts in both systems and co-existence could give the attention to preserve harmony and stability in a nation.

In addition, the practical aspect of wisdom from knowing a good associated with critical thinking and creativity can be attained to the emphasis on individual self-development which has shifted to be a facilitator in learning and serving as a moral and intellectual guide (Grine *et al.*, 2013). Direct imparting of reflecting knowledge understanding to do good deed, especially in the reality of natural essence to the realm of knowledge, could develop thinking skills with more appropriate to create any serious threats to each other, the country's social, racial and religious harmony. In terms of the consequence for people beliefs and opinions concerning the existence, for example, representing religious values in its pure shape to transfer it into the person's soul and mind nature could be defined as a set of strongly held beliefs, which have a particular substance for the actual practice. As a pivotal role in affecting the position of knowledge and learning, it would encourage repeatedly as the fundamental value in the human life.

As religious practice

As religious practice, practical wisdom has an important factor to the impact on human experience and action. It can be conceived as the correlation between religion and the extent of its reflection in seeing the life reality and event to underlie religious practice where it becomes significant for community cohesion. In terms of creating a variety of kinship in the practical level, religious practice would constitute the way of person to do wisely with a particular reason as an attempt to balance the condition in convenient interaction into the personal and social value (El Garah *et al.*, 2012). To gain these, understanding of the reliance, which imparted a particular sense in encompassing all walks and aspects of life as a matter of course needs to consequently, all actions, thought and varied walks of life should enable to view that with proper intention; such way of life on every action can be transformed into an act of worship.

As a religious practice, the effort to gain the personal insights from the learning experience may become significant to enable for Muslims as the followers in connecting it profoundly and creatively both to themselves, other people, society and the environment. It is important to see what religious practice can play a significant attribution as a role in thinking. As a result, practice from the religious perspective could be conceived to take a

strong mind, which can become supplementary to its followers to do good deed. Thus, this would enable people to reflect this inspiring value to take action and make positive changes.

As a particular consideration of theological concepts within sacred texts, religious practices, including ritual and liturgical worship practices, prayer and adherence to dietary and ethical codes, could enable to flow religious communities mutually formatted to clearly shape the human with wise actions. Engaged to the particular practices, transforming specific beliefs and practices becomes a useful means of understanding and reflecting religious traditions and communities (Grine *et al.*, 2013). As an important complement on religious practice, practical wisdom, in turn, needs to communally honouring the divinity as a central role to gather regularly in all manner of venues to practice the religious commitment. By recognising the peers to maintain the religious partnership, potentially practical wisdom can be typically gathered through worship or prayer (performing *salāt* in Islām) to carry out the religious practice to achieve the wisdom.

Challenges of diverse society

Because, nation with diverse societies, ethnics and religions become widely populated around the world, this issue should be aware and conscious where making a well-harmony condition has a particular contribution to the challenges, which needs to consider in particular. The challenge is not only outward religion but also inward where there are a variety of divergent sects (Edgell, 2006). This will lead to some serious problems such as conflict, disharmony and misunderstanding, where all these need to make a condition with depth understanding of each religion. Conditioning diversity in the religious sphere, for example, can directly or indirectly contribute inter-group conflict, tension and friction. Simply, in diverse societies, this conflict often arises in the form of contention over the schooling of children from religious, linguistic or cultural minorities. In this regard, resolving a situation of continuous communal conflict, there needs to reposition itself within the context of religious and cultural diversity. Through representing a smiling, peaceful and non-violent face of diversity, it is very important to contribute the nuance to the paradigm for reconstructing the nation.

Diversity can become a good thing to give chance in the experience within and outside what is normally accustomed as a benefit, which can cause good and bad (Banks, 2015). Diversity has complicatedness necessary to understand, because it has both negative and positive effects on society such as education, violence and employment. In many ways aside from race or ethnicity, through delving deep to figure out what exactly the effect will be in the end and be patient to wait and view the opinions, character and other paradigm. Diversity has been used in public and scholarly discourse, which refers specifically to those differences, primarily in race and ethnicity (Oetzel *et al.*, 2013). It has been the basis of exclusion or segregation or differential treatment in public action and private social interaction (Banks, 2015). This specific current meaning of diversity grows out of the great effort to overcome the inferior position, in law and social treatment, major constitutional legal decisions, major legislation, insurgent social movements, violence and changing ideologies and political demands. In particular, cultivating the true understanding shaped the emergence of diversity as a central concept used to justify policies to favour excluded groups.

In addition, the serious challenges to solve through some particular views require determining whether diverse society needs to take into account in building harmony with compatible circumstance and good interaction. This refers to the stages with acculturating the wise way in relating to society within how to build trust, interact with each other and cooperate in the social work place. With this regard, it is perhaps not surprising, given the

inevitable ethnic tensions associated with rapid change, which interracial trust is substantially lower in ethnically diverse communities, but the pattern we find is much broader. Because diversity is usually meant as a reality that is impossible to escape in such pluralistic societies (Spencer, 2014), it has to be dealt with having to put up, coming to terms and adjusting to this reality of the diverse worlds. This refers to such indicators challenging issues such as violence between diverse groups, discrimination based on gender, or disasters that demolish the worlds we have struggled to build (Reilly and Niens, 2014). Through dealing with unpleasant realities as well as those that are fine and good, the issue on diversity can be solved through approaching harmony and through examining diverse ways on how to confront such challenges with the complex social realities like globalisation, competing religious communities and dizzying social change.

Methodology

This paper will build recent reviews on the attempts of building harmony in diverse society through approaching practical wisdom. The engagement started with understanding the featured essence of practical wisdom, then followed by examining the potentials of diverse society in the context of multiracial background. The stage of this study is based on deploying the critical review from recent literature on practical wisdom to give an insightful value for building harmony in diverse society. Literature from refereed and peer-reviewed journals and articles was reviewed using thematic topic analysis to propose a model of the practical wisdom as a foundation for building harmony in diverse society. The investigation used in-depth analysis from referred books, journals and conferences using the keywords of practical wisdom and building harmony in diverse society. Multiple findings were observed by conducting met-synthesis by searching for the information which is organised using substantive keywords. To gain the findings, extracting data were used with analysing in further to interpret the grounded theories with such common features and elements (Figure 1).

For designing the research framework, as illustrated in the above figure, there are four core stages to conduct this research. Information relevant to the topic was searched in relating to the keyword. Organising substantive keywords was conducted to design the research framework from existing literature. To obtain the findings, extracting data were used to synthesise in interpreting the relevant data related to the topic. In particular, this profound discussion at a conceptual level will be transformed into technical requirements into ethical principles embedded in such systems in practice.

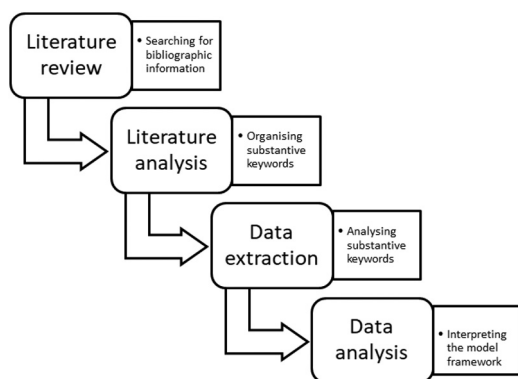


Figure 1.
Research design

Analysis and discussion

Building harmony in diverse societies

Building social harmony in diverse societies is an urgent goal, because of the contemporary challenge of national identity in conflict with diversity. Creating the social conditions for harmony is a first step towards this goal (Kartanegara and Huda, 2016). Such an attempt must begin with awareness rather than indoctrination (Kallarackal, 2010). This means that societies must understand the dimensions of citizenship, such as national, religious, ethnic and cultural identities, as elements of a common citizenship. As a result, scholars can make a valuable contribution by promoting wisdom as a common strategy for confronting the problems of diversity, leading to a broader notion of citizenship. By aligning individuals' skills, knowledge and dispositions within religious values (Alavi, 2008), wisdom enables individuals to manage self and relationships effectively through responsible decision-making (King and Boyatzis, 2004).

These concepts need to be translated to concrete approaches to promoting social harmony (Deutsch *et al.*, 2011), in particular by inculcating national values and building competencies for citizenship. Such approaches should include explicit encouragement of nonviolence, selfless love and compassion associated with religious awareness. Humility and self-criticism are also important religious values in the social context (Lovat, 2010). Religious reflection can promote these values at the individual level, in turn supporting positive interactions and enhancing tolerance and understanding together with leadership responsibility to achieve civic patriotism in diverse societies (Huda *et al.*, 2018a). Thus, religious values, which shape the individual's traits, are beneficial even for religiously diverse groups, and educational programs and intergroup encounters should promote such values.

Practical wisdom arising out of religious awareness is the core requirement for on building harmony in the diverse societies (Schwartz and Sharpe, 2006). In the Islamic perspective, for example, practical wisdom guides individual consciousness and interpersonal relationships, serving as a guide to a straight path, peace and integrity (Choudhury, 2001). This is because practical wisdom can enable individuals to overcome the ingrained perspectives of habitual thinking assigned into social responsibility engagement (Huda *et al.*, 2018b). Therefore, practical wisdom allows us to make a broad assessment of the facts, perceive the essence of an issue and steer a sure course toward happiness (Ardelt, 1997). Practical wisdom would dispel the delusions of separateness and awakens in a person with the sense of empathetic equality with all living things (Ardelt, 2004).

In addition, a wise view of reality helps individuals react wisely in any situation by integrating their cognitive, reflective and affective personality characteristics committed into strategic awareness with wise technology adoption (Huda, 2019). Individuals develop wisdom by learning from others who not only possess extensive knowledge, but who have also demonstrated success in right living. For example, wise individuals counsel others as an essential part of religious activities in the Islamic tradition (Huda and Kartanegara, 2015; Lubis, 2011). Moreover, because practical wisdom involves learning how to learn, how to do, how to be and how to live together with others, it is a natural component of education (Baidhaw, 2007).

Strengthening religious awareness in generating value into moral quality in building harmony in diverse societies

Religious awareness is necessary to strengthen the sustainability of self-discipline. For example, in the Islamic context, it is required to continually engage in spiritual exercises that shape the intellect and emotions (Grine *et al.*, 2013). For Muslims, religious awareness could

lead to the fulfilment of this requirement, such that they could later approach interfaith interactions from a more peaceful intellectual and emotional foundation. Religious ethics and values are, thus, two major predictors of ethical behaviour in diverse society. Further, theology-based spirituality is a fundamental element in directing soul and mind (Raja-Yusof *et al.*, 2013). Therefore, religious exercises should incorporate reflection, contemplation and growth to encourage the cultivation of virtue and goodness. This initiative needs to adopt an extent of religiously pious quality with national building (Huda and Sabani, 2018). In particular, self-discipline in spiritual behaviour relies upon believers' individual responsibility, which can also have a positive impact on worldly life, because it involves the application of practical wisdom.

Because practical wisdom significantly contributes to individuals' worldviews, it affects how individuals think (Nasr, 1990). This means that the extent of one's knowledge and understanding determines how one sees the truth. As a virtue that determines appropriate social actions, practical wisdom benefits humankind (*maslahah lil ummmah*) (Raja-Yusof *et al.*, 2013). It enables religious ascension to the divine spiritual values, stresses building spiritual and moral qualities and gives individuals the responsibility for perfecting human life at both individual and social levels. The development of harmonious intellectual and behavioural practices at the social level begins the cultivation of practical wisdom in the individual's mental and physical development. In particular, practical wisdom is required for individuals to sustain compliance with piety and responsibility (Grine *et al.*, 2013), because it allows them to distinguish between and balance the religious and social spheres. Hence, sustained religious awareness can enhance individual life and social interaction.

Practical wisdom is defined, similarly to Aristotle's definition of wisdom in his *Nicomachean Ethics*, as total insight and sound judgement concerning a matter or situation through understanding cause and effect (Schwartz and Sharpe, 2006). Wise individuals consider what is required in the right manner, at the right time and in the right place (Swartwood, 2013). This can lead to the realisation of the religious aim of peace by infusing actions with values such as justice, mutual respect and cooperation (Baidhaw, 2007). By encouraging individuals to take responsibility for the consequences of their actions, practical wisdom leads to moral insights, which are an important first step towards mutual understanding and respect in the midst of diversity. Practical wisdom, thus, contributes to an ongoing attempt to construct a framework for better understanding and responding to challenges in diverse societies. Dealing with diversity means considering the commitments of many different groups and individuals to negotiate solutions to common problems assimilated with divine engagement on religiosity (Huda *et al.*, 2019a, 2019d). Applying the practical wisdom framework to the spheres of religion, culture, race and ethnicity could contribute to harmony and peace in diverse societies by building mutual understanding, respect, equality and trust.

In diverse societies, religious values can either unify social groups or galvanise them against each other. Religious awareness and practical wisdom can ensure that religion has a unifying effect, because these traits can have positive health-related, behavioural and social outcomes. Religious awareness can also act as a foundation for conflict management (Kallarackal, 2010) by encouraging listening, acceptance and spiritual values like trust, respect, hope and safety (Lovat, 2010). Therefore, practical wisdom is important in diverse societies for supporting values, desires and relationships with appropriate interpersonal interactions. In addition, practical wisdom can encourage temperate emotional reactions, encouraging a careful rational understanding of people, objects, events and situations (Zsolnai, 2010). Practical wisdom integrates knowledge, experience and understanding into

an ability to apply perception, judgement and action, thereby strengthening relationships in diverse societies (Cremin, 2015).

Sustaining ethical awareness for integrity in diverse societies

Religion affects individuals' ethical positions, inspiring ethical behaviour and integrity (Edgell, 2006; Yablon, 2010). The insights generated through religious introspection can reveal others' intrinsic value and dignity, promoting social integration (Yablon, 2010), enhancing relationships and promoting trust and ethical behaviour. Mutual respect in human society is a universal value of the major world religions (Bakar, 2015) and is a requirement for developing peace amongst citizens and society. The religious value of mutual respect promotes social harmony by encouraging individuals to listen to divergent perspectives to uncover commonalities (Grine *et al.*, 2013), together with strengthening moral responsibility in enhancing the learning quality outcomes with experiential skills (Huda *et al.*, 2018a). In short, religious awareness can lead religious groups to sacrifice intergroup conflicts and fanaticism for the sake of maintaining peace.

Practical wisdom underlies harmony, mutual respect, understanding and trust by leading to individual decisions that, collectively, promote these goals. For example, practical wisdom could lead people to opt for open dialogue, rather than conflict, in the midst of diversity (Thomas, 2006). Peace and reconciliation, therefore, require practical wisdom as their first foundation. Society-wide practical wisdom is prerequisite for open communication and dialogue, wherein all parties can express their opinions because they know that others will meet them with sensitivity and understanding. Practical wisdom can also lead individuals to the decision to address all possibilities in an encounter and to seek out diverse relationships (Baidhaway, 2007). Therefore, practical wisdom is responsible for establishing the ethical foundation of mutual understanding amongst a diverse citizenry.

Strengthening conflict management with wise approach

Because of the phenomena of disagreement and misunderstanding within diverse society, the worrying issue which may occur is the conflict (Cremin, 2015). The outstanding strain that emerges from differences with regard to the people's ideas, beliefs, goals or values consequently needs to take into account preparing such solution through some particular aspects and approaches. Thus, acquiring such skills involving conflict resolution, recognising conflict modes through self-awareness, mastering conflict communication skills and building conflict management structure in the environment as the learning on how to manage conflict has to do similarly with possessing high-performance individual and team (Kallarackal, 2010). As a result, attempts to achieve a sequence for resolving, which can be performed within several ways in terms of identifying the causes, responding through appropriate strategy and practicing the adjusting circumstance, should begin with expanding the learning ethics culture on religiously personal and social empowerment (Huda *et al.*, 2019b). It is because such attainment becomes a pivotal role to enhance the typical way of human interaction amidst the diverse society. With this regard, the fundamental basis that is necessary to determine is maintaining care-based communication, building togetherness in terms of living together, working and even socialising within society and performing wisdom as the underlying foundation in every conducting resolution.

In line with performing practical wisdom as a foundation in the conflict management, creating a positive circumstance like listening to better understand the situation, accepting others and listening to increase the chance to provide effective solution may combine the soul aspect, like trust, respect, hope and safety, where all these refer to the spirit level

(Kallarackal, 2010). In this context, reflecting both aspects has the significant role in supporting values, desires and relationships, with appropriate manners. As a result, control in the emotional reactions encourages the understanding of people, objects, events and situations. Practical wisdom as an integration of knowledge, experience and deep understanding towards such event and phenomena, possessing an awareness, willingness and the ability to apply perception, judgment and action in keeping with the understanding of what action should be taken could contribute in developing and incorporating conflict management. The potential value of personality development committed with self-management awareness (Huda *et al.*, 2019c) needs to achieve the extensive points of the introspection to encourage acceptance and understanding for strengthening relationship in the midst of diverse society.

Upholding social justice and right in the diverse society

As an underlying principle for making the circumstance with peaceful and prosperous condition, considering practical wisdom can enhance social justice equally performed in the midst of society with diverse backgrounds as a particular and proper way to promote the human rights for all without any exception. Promoting social justice, equality and rights, for example, can be applied in such fields like education, healthcare, social security, labour rights, as well as a broader system of public services (Tyler *et al.*, 1997). There are three main principles for accommodating social justice, namely, justice as harmony, based on principles of merit or desert; justice as equity, based on principles of need; and justice as equality, based on principle of equal treatment (Brayboy *et al.*, 2007). As an attempt to uphold equally social justice, it is necessary to assign practical wisdom into rights and duties for guaranteeing fair distribution to employment, social protection, social dialogue and fundamental principles and rights at work. It is to ensure fair distribution of wealth, equal opportunity, equality of outcome and no gross social injustice. The form of social justice refers to the human needs in terms of wealth, opportunities and privileges within a society.

Furthermore, collective arrangements to give assent for making better life at the expense in securing worse life to others means that there contains a significant decision to influence the process through understanding of life in terms of individual and social level. In this context, a crucial stage is how the social justice in terms of education, social protection and social dialogue can become equitable common identity which unites citizens within the primarily cultural, national, political, civil, social or economic and ethical aspect (Figure 2).

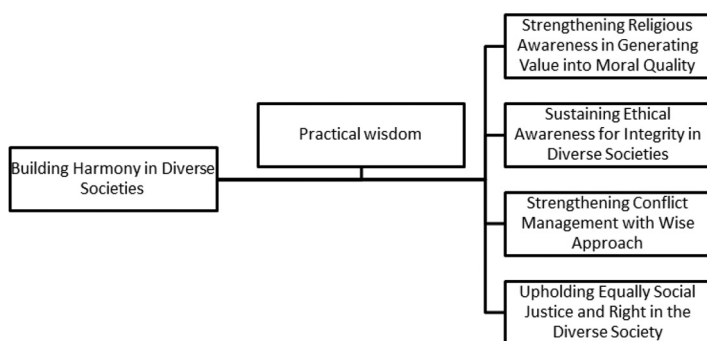


Figure 2.
Practical wisdom for
building harmony in
diverse society

Based on rights, responsibility and action, implementing social justice equally in a whole can draw a picture to inquiring critical disposition on such decisions and actions (Tyler, 2000). Consequently, they should be tempered by an ethical concern for social justice and the dignity of humankind, to enable such actions to control and enhance the path of life as the contribution with the sense of civic duty to replenish society (Griffiths, 1998).

In addition, a proper life for the citizen is possible in a caring social order in which all members of society show appreciation for each other and preserve relationships, cohesion and social interdependence. With this regard, social cohesion within citizenship is essential to survive without any exception. Apart from wealth, money, power and property, there remains a need for mutual help based on love and sincerity to banish powerlessness, contingency and scarcity (Sue *et al.*, 2016). As our responsibility collectively in performing a caring society for all, the attempt necessary to carry out is to apply such sequences involving harmony, dynamic and interdependent social order to promote and support the unity of individuals. As a result, by cooperating all regarding the citizens' need, empowering practical wisdom to this manner could contribute to share the concern on the extent of appreciation and interdependence from all diverse backgrounds. In this context, given that cultural pluralism propounds openness to all cultures should be considered in accepting any position proffered through willing to give a genuine hearing to the reasons for any position held (Afzalur Rahim, 2002). Consequently, to be a profound implication within teaching and learning, promoting social justice and rights could be carried out in practice with pedagogical philosophies tied to content knowledge.

Challenges, opportunities and reflections

With regard to the challenges of diverse society in a nation, possessing and mastery to the knowledge, attitudes and skills to function in cultural communities and beyond cultural borders need to pay special and particular attention for citizen as the effort to build harmony and peace in a nation in general and local community in particular. This refers to how to build a condition where all citizens in diverse society could completely respect, interact with and help each other. At this point of view, reflecting practical wisdom at any level within participating national civic culture, for example, is necessary to consider in particular embodying religious concern with national identity values involving cultural, national and global identifications inter-related in a developmental way. As a result, to develop thoughtful and clarified national identifications with mutual ideological understanding apart from diverse society, building harmony, as we proposed in an earlier discussion, is expected contribute an attempt to pay particular attention as key characteristic of frameworks of critical treatment on the diversity issue.

As for maintaining the citizens' commitments in terms of religious concern, including understanding, awareness, reflection and practice associated with cultural communities and national identity, transforming the means by which to reflect such diverse ethnic, racial, religious community and cultural aspect can create harmony. In addition, there should also be included on how to strengthen management conflict in the citizenship with emphasising the role of wisdom. With this regard, introducing practical wisdom at the national curriculum as a statutory subject at the school level provides opportunities for the development of specific skills and values in the context of knowledge and understanding to enhance society with religious concern. Possessing such understanding, competences and attitudes for the society depends on where the boundaries of citizenship are delineated. As such, adopting and adapting diverse society in any background associated with practical wisdom would become a fundamental view on solving critical problems such as cultural

issues or marginalisation of certain cultures. With this regards, there would also led to be a greater part of the national ethos and contribute to a lessening of the state's control to recognise the individual state.

Through conceptual framework as the solution in incorporating knowledge and religious morality in diversity has a key role to become a particular decision of power sharing and cultural recognition. Creating an environment with a similar ideological view in the diverse society, in which there may be occur to build good relationships, there has to do with possessing practical wisdom associated deriving from religious understanding and trust within various experiences, perspectives and societies within such ethnic and cultural identities. Consequently, building harmony in the diverse society through this approach can led to become an effective instrument in achieving the goal of creating a multicultural society with religious concern promoted by practical wisdom on cultural diversity through curriculum.

The discussion of building harmony in the diverse society has provided unprecedented opportunities for scholars and activists to construct a particular discourse of research on the link of religion and society at any level. In addition to being characterised by cultural, ethnic and religious diversity within most nation-states and societies throughout the world, providing opportunities for maintaining component of community cultures by acculturating to recognise each other is a necessity to conduct for nation with diverse society. As social conflicts in the diverse society are unavoidable, a comprehensive approach of building harmony should be promoted for the attainment of harmonious society – in particular, constructing a nation with diverse society through making balance in harmony is an essential goal, which is necessary to consider seriously.

In terms of building harmony in diverse society, many challenges arise from the social changes which take place within the wider society and some from the education system itself. There are also signs that the dominance of certain attitudes within the formal education system lies on disconnecting the subject in a broader community. In particular, those working in classrooms with the overt and covert manifestations of the certain subject on citizenship and undoubted confusion about living in a rapidly changing society need to the immediacy and centrality to ensure that there is meaningful for creating harmony in diversity. Through manifesting the harmonious concept within diverse society, practical wisdom from its origins should always be intended into the national culture with mutual ideological approach. As a result, exploring these challenges on the increasingly visible diversity amongst the citizenry with reminding awareness in both social and personal level to perform harmonious relationship is the main priority to manifest within referring to the perennial concern surrounding the national identity. In short, considering appropriate manner to implement is consequently a part of duty as the society with mutual ideological understanding towards conducting goodness.

In addition, as good behaviour emanates from our inner thoughts, feelings and attitudes which we express and reflect, it is necessary to sacrifice and act in a considerate manner through the civility as an effort to strengthen in affecting another with the harmonious relationship. With this regard, the intense to conduct with such effort in shaping manners begins with what to be appropriately manifested in good attitude. As a result, it creates the basis for good behaviour within human relationships, which is essential for maintaining harmonious relationships. It is important to note that by reinforcing citizens' thoughts and feelings to be in harmony associated with religious awareness, understanding and practice to maintain our inner attitudes by nurturing to make good outer behaviour with civility.

Furthermore, it is pivotal to note that nurturing religious morality as the beginning stage to promote harmony in the diverse society could be formed a tolerance in associational life.

Through cooperating each other as a response to diversity issue, both individual and social level has responsibility to promote harmony, although some of them sometimes need to pay attention towards the way by which to conduct wisely on acceptable manner. It means that to harmonise the diversity in civil society, each of the civic group should consider learning to cooperate with other groups. In particular, from parochialism and extreme ideology, they are more likely to move away by actively responding to the diverse individual and family constellations in terms of social, cultural and religious inclusion.

Because clarifying the importance of such agenda on promoting harmony, there needs to consider that towards the issue of respecting, tolerating and making social and cultural space for diverse society. At this point, recognition is an essential first step in gaining a full understanding of diverse family life prior to establishing religious awareness. Moreover, understanding here is determined through policy into real improvements in the lives. For the contribution made by individuals and families from the ethnically and culturally diverse constellation, representation and dissemination within the community of the inherent value of cultural, ethnic and religious diversity are necessary as a result for reaching main bases to community services, cultural and social amenities and equitable participation in local communities and political life.

Conclusion and recommendation

Increasing diversity leads to local, national and transnational challenges requiring a novel and explicit problem-solving approach. Practical wisdom, which emerges from an integration knowledge and ability through religious awareness, can promote peaceful coexistence in diverse societies with adequate theological and educational infrastructures. This paper examined the significance of practical wisdom as the core requirement for harmony in diverse societies. Religious awareness is the core element of practical wisdom; reflections on religious values help individuals develop the ability to act and make decisions for the good of society. Therefore, religious awareness and practical wisdom should form the foundation for multicultural education in diverse societies. Societies must protect the integrity of multicultural education as a means of providing equal opportunities to individuals within a society. Practical wisdom can establish peaceful and respectful relations amongst diverse segments of the population. It is, therefore, crucial for scholars and practitioners to explore practical wisdom in depth and devise ways of promoting this important characteristic at a social level through the exchange of common ideas and goals. Religious education can help citizens develop practical wisdom through an awareness of the culture, history and contributions of the diverse societies in which they live. This paper has illustrated how such education can help address major social issues. Moreover, it has provided a comprehensive discussion of the concrete impact of religious practice on society, particularly insofar as it creates mechanisms to harmony and prosperity in society through the promotion of practical wisdom.

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