ISLAMIC WORK ETHICS, ORGANIZATIONAL CULTURE AND ORGANIZATIONAL COMMITMENT: A STUDY OF EMPLOYEES AT MAJLIS AMANAH RAKYAT

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ABSTRAK

Kajian ini bertujuan untuk mengenalpasti hubungan antara etika kerja Islam, budaya organisasi dan komitmen organisasi di kalangan pekerja MARA yang beroperasi di Perlis dan Kedah. Kajian ini terhasil berikutan kekurangan kajian yang berkaitan dengan etika kerja dan budaya terhadap komitmen terutama di dalam persekitaran Malaysia. Melalui kajian ini, etika kerja Islam dan budaya organisasi telah diukur untuk membuktikan bahawa ianya dapat mempengaruhi komitmen pekerja terhadap organisasi masing – masing. Borang kaji selidik mengandungi empat (4) bahagian ke semuanya iaitu bahagian demografik termasuk umur, jantina, bangsa, pendidikan, tempat asal dan status perkahwinan. Manakala bahagian lain adalah tentang etika kerja Islam, budaya organisasi, dan komitmen organisasi. Data dianalisa menggunakan SPSS versi 12 dan Model Persamaan Struktur (SEM) melalui perisian AMOS versi 4.

ABSTRACT

The purpose of this study was to review the relationship of Islamic Work Ethic, Organizational Culture and Organizational Commitment among staff in MARA Perlis and Kedah. This study due to the lack of previous study regarding both Islamic Work Ethics and culture on commitment especially in Malaysia environment. From this study, Islamic work ethics and organizational culture were measured to prove whether they can influence employees' commitment towards their organization. Questionnaire contain of four (4) sections which are demographic characteristic, Islamic work ethics, organizational culture and organizational commitment. The data analyzed by using SPSS 12 and Structural Equation Modeling (SEM) via AMOS version 4.

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LIST OF ABBREVIATION

AMOS	Analysis of Moment Structures
CFA	Confirmatory Factor Analysis
CFI	Comparative Fit Index
DF	Degree of Freedom
GOF	Goodness of Fit Index
IWE	Islamic Work Ethic
MARA	Majlis Amanah Rakyat
NFI	Normed Fit Index
RMSEA	Root Mean Square Error of Approximation
SEM	Structural Equation Modeling
TLI	Tucker – Lewis Index

CHAPTER 1
INTRODUCTION

1.1   Background of Study

Organizational commitment becomes crucial in every organization and has been studied in the public, private, and non-profit sector, and more recently internationally. This is in part due to the vast number of works that have found relationships between organizational commitment and attitudes and behaviors in the workplace (Porter et al., 1974). According to Allen and Meyer (1996), there is a psychological link between an employee and his or her organization that makes it less likely that the employee will voluntarily leave the organization. As a result, employees with strong organizational commitment continue employment with the organization because they want to do so (Ghani et al., 2004).

However, commitment is not stand by itself without conduced by other variables. According to a researcher (Randall & Cote, 1991; Fodor, 1990), work ethic can induce employees to be highly involved in their jobs. Whilst, for Islamic organization, implementation of Islamic work ethic seems become essential to build commitment among employees naturally. Ahmad (1976) argued that the Islamic work ethic stands not for life denial but for life fulfillment and holds business motives in the highest regard. Consequently, it is more likely that those who believe in Islam and practice it tend to be more committed to their organizations and presumably more satisfied with their jobs.

The contents of the thesis is for internal user only

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