THE RELATIONSHIP BETWEEN ISLAMIC WORK ETHICS AND RELIGIOSITY ON JOB PERFORMANCE: THE MEDIATING EFFECT OF WORK ENGAGEMENT

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ABSTRACT

Regardless of numerous studies on job performance, work engagement, Islamic work ethics and religiosity in workplace, all of these topics continuously remain as the most popular topics discussed among researchers in the recent years. This is because of the continuance of unethical cases and lack of religious realization in the organizations which lead employees to disengage and not performing well. This is the reason why this study was conducted. This study put emphasizes on Islamic religiosity which encourage an individual to apply Islamic work ethics in daily live. Additionally, this study is intended to explore the view from an Islamic organization on the relationship between Islamic work ethics and religiosity on job performance and simultaneously work engagement as the mediator on both variables. The findings of this study show a significant relationship on each variable and mediating effect of work engagement. The findings are supported by one main underpinning theory, namely Theory of Planned Behavior, which focuses on Perceived Behavioral Control. The article concludes with a discussion of the research findings, implications and limitations of the study, and recommendation for future research.

Keyword: Job Performance, Islamic work ethics, religiosity, work engagement, theory of planned behavior, perceived behavioral control

ABSTRAK

Tanpa mengambil kira pelbagai kajian terhadap prestasi kerja, penglibatan kerja, etika kerja Islam dan religiusitas di tempat kerja, semua topik ini kekal sebagai topik yang paling popular dibincangkan di kalangan penyelidik dalam akhir-akhir ini. Ini adalah kerana kes yang tidak beretika yang berterusan dan kurangnya kesedaran agama dalam organisasi yang mendorong pekerja untuk tidak terikat dengan kerja dan tidak berprestasi dengan baik. Ini merupakan sebab mengapa kajian ini dijalankan. Kajian ini memberi penekanan kepada religiusitas secara Islami yang mana menggalakkan individu untuk mengaplikasikan etika kerja Islam dalam kehidupan harian. Selain itu, kajian ini bertujuan untuk menerokai sudut pandang dari sebuah organisasi Islam mengenai hubungan antara etika kerja Islam dan religiusitas kepada prestasi kerja dan pada masa yang sama keterlibatan kerja sebagai mediator yang di kedua-dua pembolehubah. Hasil hubungan ini menunjukkan kajian yang signifikan di setiap pembolehubah dan keterlibatan kerja. Penemuan ini disokong oleh satu teori yang menjadi asas utama, iaitu 'Teori Tingkah laku Terancang', yang memberi tumpuan kepada "Persepsi Kawalan Tingkah laku". Artikel ini diakhiri dengan perbincangan mengenai penemuan penyelidikan, implikasi dan batasan kajian, dan cadangan untuk kajian akan datang.

Kata Kunci: Prestasi kerja, etika kerja Islam, religiusitas, keterlibatan kerja, Teori Tingkah laku Terancang, Persepsi Kawalan Tingkah laku

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LIST OF ABBREVIATIONS

JP   **:**   **Job Performance**

IWE   **:**   **Islamic Work Ethics**

R   **:**   **Religiosity**

WE   **:**   **Work Engagement**

AVE   **:**   **Average Variance Extracted**

HTMT   **:**   **Heterotrait-Monotrait Ratio**

CHAPTER 1

INTRODUCTION

1.0   Background of the Problem

In Malaysia, economic and political uncertainty gives a great impact on government regulations. Similarly with the mismanagement and financial uncertainty in an organization whereby will affect an employee to feel dissatisfied, disengage, neglect their task or even leave the company. Thus, most organizations nowadays tend to focus on excellent level of employees' perfomance and retention in order to gain great competitive advantages. However, human being is complex. In which it will lead to some difficulties in sustaining good employees' performance. Morever, if the employee itself doesn't feel a sense of belonging to the organization. As stated by Kilani (2010), it is possible to purchase man power but it is impossible to purchase employees' minds, souls, and hearts.

To date, there are numerous of researches conducted on job performance (Hunter & Hunter, 1984; Randall, Cropanzano, Bormann, & Birjulin, 1999; Riketta, 2002; Reio and Kidd, 2006; Al-Homayan, 2013; Sai Mei Ling, 2014). Most of these studies emphasized on various predictors of job performance. In which the findings and the information is very crucial and valuable for an organization to enhance the performance of its employees. Looking at the importance of job performance among each individual of workers, this study focuses on Islamic work ethics (IWE), religiosity, and work engagement as the predictors of job performance.

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