IMPACT OF ORGANIZATION'S COMMITMENT AND CITIZENSHIP BEHAVIOUR ON ISLAMIC WORK ETHICS

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ABSRACT

This study is to investigate the effect of Islamic work ethics on organization commitment and organization citizenship behaviour of staff Library UUM. The objectives of this study are to investigate the relationship between two independent variables of organization commitment and organization citizenship behavior with Islamic work ethics as dependent variable. This Study focused to staff of Perpustakaan Sultanah Bahiyah (PSB). Data were analyzed using the Statistical Package for Social Sciences (SPSS) 16.0 for processing data with accuracy and validity of data will not be questioned. A total of 130 questionnaires were distributed to 130 staff at PSB and only 48 questionnaires were returned for analysis. Analysis shows, a positive relationship between Islamic Work Ethics and Organization Commitment, but there are negative relationship of Islamic Work Ethics and Organization Citizenship Behavior.

Keyword: *Islamic Work Ethics, Organization Commitment, and Organization Citizenship Behavior*

ABSTRAK

Kajian in adalah untuk mengkaji kesan etika kerja Islam terhadap komitmen organisasi and tingkahlaku sukarela organisasi terhadap kakitangan Perustakaan, UUM. Objektif kajian ini adalah untuk mengkaji hubungan antara dua pembolehubah bebas iaitu komitmen organisasi dan tingkahlaku sukarela organisasi terhadap etika kerja Islam sebagai pembolehubah bersandar. Kajian ini memberi tumpuan kepada kakitangan Perpustakaan Sultanah Bahiyah (PSB). Data dianalisis dengan menggunakan *Statistical Package for Social Sciences* (SPSS) 16.0 untuk data pemprosesan dengan ketepatan dan kesahihan data tidak akan dipersoalkan. Sebanyak 130 soal selidik telah diedarkan kepada 130 kakitangan di PSB dan 48 soal selidik telah dipulangkan. Analisis menunjukkan, hubungan yang positif antara etika kerja Islam dan komitmen organisasi, tetapi terdapat hubungan negatif etika kerja Islam dan tingkahlaku sukarela organisasi.

Kata Kunci: *Etika Kerja Islam, Komitment Organisasi dan Tingkahlaku Sukarela Organisasi*

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LIST OF ABBREVIATION

IWE	:	Islamic Work Ethics
OC	:	Organization Commitment
OCB	:	Organization Citizenship Behavior
PSB	:	Perpustakaan Sultanah Bahiyah
UUM	:	Universiti Utara Malaysia
H1 & H2	:	Hypothesis Alternative
Ho	:	Hypothesis Null
SPSS	:	Statistical Package for Social Science

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CHAPTER ONE
INTRODUCTION

1.0 Introduction

Malaysia is a one of Islamic Develop Country was a move faster in development of a country itself. For beginning of year 2020 Malaysia tired hard to reach out for target to become progressive country. As a country that has more than 2.8 million citizenship in Malaysian, with majority Muslims about 14771.8 ('000) people, compare to others religion around (Department of Statistics, 2012). Islam is a basic for all activity of daily in Malaysia. For example that is development of many industries such as *Halal* Food, Islamic Banking, Islamic Finance, Education, and other, this also regarding of Islamic Management. Management from Islamic perspective of management and administration already divided into few issue, such as ethics, leaderships and behavior aspects of organizations. Talking about Islamic ethical in economic behavior and it will focus various issue business today. Business ethics and the role of social responsibility to both conventional and Islamic view, with comparative and complementary approach its enable to find more effective and human approach to ethics in business and management.

In regarding of the issue, Islamic Ethics, the Islamic revolution has made remarkable and essential contributions in many areas in humans' life. To achieve these objectives, the teaching of Islam has provided the Muslims

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