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**FACTORS THAT INFLUENCE
ISLAMIC WORK ETHICS AMONG EMPLOYEES:
A STUDY AT HIG LANGKAWI HOLDINGS SDN. BHD.**



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UUM
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**MASTER OF SCIENCE (MANAGEMENT)
UNIVERSITI UTARA MALAYSIA
Disember 2016**

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A STUDY AT HIG LANGKAWI HOLDINGS SDN. BHD.**



By
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**Thesis Submitted to
School of Business Management,
Universiti Utara Malaysia,
in Partial Fulfillment of the Requirement for the Master of Science
(Management)**



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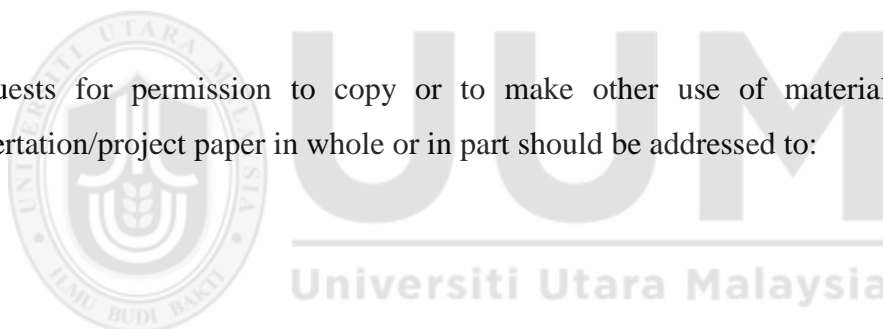
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ABSTRAK

Kajian ini bertujuan untuk mengenalpasti faktor-faktor pendorong pengamalan etika kerja Islam di kalangan pekerja Haji Ismail Group (HIG) Langkawi Holdings Sdn. Bhd. yang beroperasi di Langkawi, Kedah. Kajian ini terhasil berikutan kurangnya perhatian diberikan berkaitan pengamalan etika kerja Islam dan faktor pendorong pengamalannya dalam konteks pekerja terutama di dalam persekitaran Malaysia. Melalui kajian ini, etika kerja Islam dan faktor pendorongnya telah diukur untuk mengenalpasti faktor-faktor pendorong tersebut dan perkaitannya terhadap pengamalan etika kerja Islam di kalangan pekerja. Analisis data telah dilaksanakan menggunakan Statistical Package for Social Science (SPSS) versi 21.0. Hasil kajian menunjukkan hubungan yang positif antara sokongan organisasi, pendidikan Islam, kesepadanan individu-kerjaya dan kesepadanan individu-organisasi dengan etika kerja Islam di kalangan pekerja. Hubungan yang positif tersebut menunjukkan faktor-faktor ini adalah signifikan ke arah mendorong para pekerja mengamalkan etika kerja Islam dalam rutin kerja mereka. Melalui kajian ini juga mendapati faktor pendorong utama ke arah pengamalan etika kerja Islam di kalangan pekerja adalah pendidikan Islam.

ABSTRACT

The purpose of this study was to review the factors that influence Islamic work ethics among the employees of Haji Ismail Group (HIG) Langkawi Holdings Sdn. Bhd. that located in Langkawi, Kedah. This study due to the lack of attention given regarding of the factors that influence the implementation of Islamic work ethics among employees especially in contexts of Malaysia's environment. From this study, Islamic work ethics and it's factors were measured it's relationship in the implementation of Islamic work ethics among the employees and to identify the most dominant factor of Islamic work ethics among the employees. The data analysis was done by Statistical Package for Social Science (SPSS) version 21.0. The results showed a positive relationships between the perceived organizational support, Islamic education, person job fit and person organization fit with Islamic Work Ethics among employees. These positive relationships showing all these factors are significant as the factors of influencing employees to practice Islamic work ethics in their work routine. This study also found that the most dominant factor towards the implementation of the Islamic work ethics among employees is the Islamic education.

ACKNOWLEDGEMENT

ALHAMDULILLAH.....Syukur to Allah S.W.T on His permission I managed to complete my study successfully. This beautiful success would not have been possible to achieve without several great people that have been extremely helpful in contributing to this study.

Firstly, I would like to express my deepest and full respect and appreciation to my supervisor, Dr. Siti Norasyikin binti Abdul Hamid who have been very supportive, patiently providing guidelines, advice and suggestions from the beginning of my study until the end of this report. Your valuable comments, advice, and time have helped me in realizing this dissertation report.

Secondly, I would like to thanks to the management of Haji Ismail Group (HIG) Langkawi Holdings Sdn. Bhd. to give me a permission to do my study at HIG and the employees of HIG as my respondents for their information and feedback towards accomplishing this study's aims.

Thirdly, I would like to acknowledge Perbadanan Kemajuan Negeri Kedah (PKNK) as my employer, to give me permission to futher my study in University Utara Malaysia.

Last but not least, I owe my deepest love and special thanks to my family, especially to my husband Ustaz Mohd Isa Hj. Abd. Rahman and all my children for their love, understanding and *du'a*. Special thanks also due to my

parents Alias Mohd Rejab and Zarinah Othman for their continual encouragement and motivation. And also to my siblings, Siti Shafiah, Siti Nadiah and Yusri for their helps and understanding in performing this dissertation. Thank you also goes to all who directly or indirectly involved in any respect during the completion of this dissertation.

May Allah give all His bless and best things to all of you.



DEDICATION

I dedicated this dissertation to :

My beloved husband, Ustaz Mohd Isa Hj. Abd Rahman

My soleh solehah children, Fatimah, Muhammad Hazim Hafiz,
Muhammad Akmal Hafiz, Mawaddah, 'Aisyah, Nur Zahirah

My beloved parents, Alias Mohd Rejab and Zarinah Othman

-Thank you for all your love, *du'a* and understanding-



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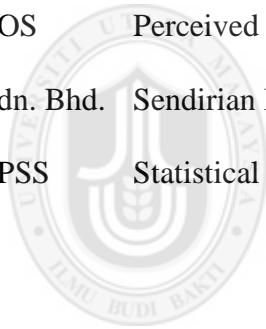
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LIST OF ABBREVIATION

D-A	Demand Abilities
DV	Dependent Variable
HIG	Haji Ismail Group
IWE	Islamic Work Ethics
IV	Independent Variable
KSA	Knowledges Skills Abilities
N-S	Need Supply
pbuh	peace & blessing upon him
POS	Perceived Organizational Support
Sdn. Bhd.	Sendirian Berhad
SPSS	Statistical Package for Social Science



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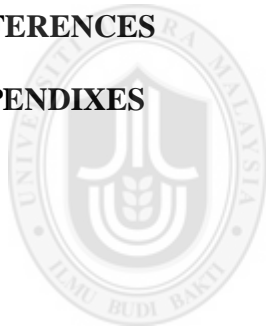
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CHAPTER ONE

INTRODUCTION OF STUDY

1.1 Introduction

This chapter presents the background of the study, the problem statement, research questions, research objectives, significance of study, definition of terms and the organisation of the thesis.

1.2 Background of Study

Most of human's adult, spent more than thirty years and more of their adult's time for work in their daily lives. From the the Prophet Adam's decades, work plays an important role in human's life and comes a need that cannot be separated from human's life cycle. As along the growth of time, Islam give a high recognition in term of work as in Allah say in Surah at-Taubah versus 105 that mean as:

“And say: Work; so Allah will see your work and (so will) His Apostle and the believers; and you shall be brought back to the Knower of the unseen and the seen, then He will inform you of what you did.”

The Holy Prophet (may peace upon him) said, narrated by Al-Baihaqi,

“ Allah s.w.t love those who do his work with the best.”

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