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

A thesis submitted to the Graduate School in partial fulfillment of the requirements for the degree Master of Human Resource Management, Universiti Utara Malaysia

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ABSTRAK

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.
“Syukur Alhamdullilah!”

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


