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**KEPUASAN KERJA GURU MAAHAD TAHFIZ
DAN KOMITMEN ORGANISASI:
ETIKA KERJA ISLAM SEBAGAI MODERATOR**

MASITA MT. ZIN



**DOKTOR FALSAFAH
UNIVERSITI UTARA MALAYSIA
Mei 2024**

**KEPUASAN KERJA GURU MAAHAD TAHFIZ
DAN KOMITMEN ORGANISASI:
ETIKA KERJA ISLAM SEBAGAI MODERATOR**

MASITA MT. ZIN



**Tesis diserahkan kepada
Pusat Pengajian Perniagaan Islam, Kolej Perniagaan
Universiti Utara Malaysia
bagi memenuhi syarat Ijazah Doktor Falsafah**



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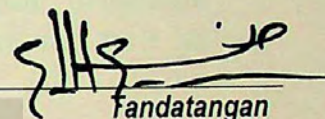
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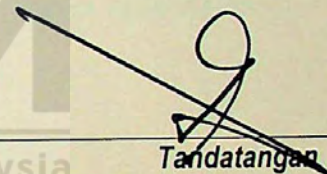
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ABSTRAK

Kajian ini bertujuan mengenal pasti pengaruh kepuasan kerja guru maahad tahfiz terhadap komitmen organisasi berdasarkan etika kerja Islam sebagai penyederhana bagi meningkatkan mutu kerja. Fokus kajian ini adalah bagi mengesan perbezaan tahap kepuasan kerja, komitmen organisasi dan etika kerja Islam berdasarkan aliran pendidikan, tahap pengajian dan pendapatan guru maahad tahfiz, juga meneliti hubungan, pengaruh dan pengaruh penyederhanaan antara kepuasan kerja, komitmen organisasi dan etika kerja Islam. Kajian ini menggunakan *Three Component Model Employee Commitment Survey (TCM-ECS)* versi semakan yang dibangunkan oleh Meyer dan Allen (2004) yang terdiri daripada komitmen afektif, komitmen berterusan dan komitmen normatif. Teori Locke dan Teori *Two Factors Theory* oleh Herzberg berkaitan kepuasan kerja dan ketidakpuasan kerja turut diberi perhatian dalam kajian ini. Manakala, etika kerja Islam berasaskan satu set nilai atau sistem kepercayaan yang diterapkan daripada al-Quran dan hadis mengenai kerja bagi meningkatkan keseimbangan antara individu dan sosial turut diberi penekanan. Kajian ini menggunakan pendekatan kuantitatif dan seluruh populasi digunakan sebagai responden kajian ini dengan data dianalisis dengan menggunakan perisian *statistical package for the social science (SPSS) version 28*. Sebanyak 676 borang soal selidik telah diedarkan kepada semua guru maahad tahfiz di Kedah. 98 borang soal selidik yang mewakili 14.5% borang soal selidik telah diperolehi dan dianalisis. Statistik deskriptif, ujian-t, ANOVA satu hala, korelasi Pearson, analisis regresi berganda dan analisis regresi berhierarki digunakan untuk menganalisis data. Hasil kajian ini membuktikan bahawa guru maahad tahfiz terutamanya yang berpendidikan kebangsaan, sangat komited kepada organisasi dan berpuas hati dengan pekerjaan mereka walaupun menerima pendapatan yang rendah dan dalam masa yang sama, mereka turut mengamalkan etika kerja Islam. Oleh itu, pihak berkuasa perlu memberi perhatian terhadap pendapatan dan kebajikan guru-guru maahad tahfiz bagi mengelakkan kemungkinan mereka meninggalkan maahad tahfiz sekiranya terdapat peluang dan ruang yang lebih baik.

Kata kunci: Kepuasan Kerja, Komitmen Organisasi dan Etika Kerja Islam

ABSTRACT

The purpose of this study is to identify the influence of work satisfaction of teachers in *maahad tahfiz* towards organisational commitment to increase work quality with Islamic work ethics as a moderator. The focus of the study is to detect differences in work satisfaction level, organisational commitment and Islamic work ethics based on education stream, education level and income of *maahad tahfiz* teachers and to examine the influence of Islamic work ethics as a moderator on the relationship between work satisfaction and organisational commitment. Three Component Model Employee Commitment Survey (TCM-ECS) revised version developed by Meyer and Allen (2004) comprising affective commitment, continuous commitment and normative commitment was applied in this study. Locke's theory and the Two-Factors Theory by Herzberg on work satisfaction and work dissatisfaction were also given attention in this study. Meanwhile, Islamic work ethics, which is based on one set of values or belief systems instilled in Al-Quran and hadith incorporating the balance between an individual and society, is also emphasised. This study employed a quantitative approach, and its population was used as respondents of this study, with data being analysed using a *statistical package for the social science (SPSS) version 28*. Six hundred seventy-six questionnaires were distributed to all *maahad tahfiz* teachers in Kedah. Ninety-eight questionnaires, representing 14.5% of the questionnaires, were returned and analysed. Descriptive statistics, t-test, one-way ANOVA, Pearson correlation, multiple regression analysis and hierarchical regression analysis were used to analyse data. The findings of this study proved that *maahad tahfiz* teachers, especially those nationally educated, have a high commitment towards the organisation and are satisfied with their work despite low income while practising Islamic work ethics. Therefore, authorities need to pay attention to the income and welfare of the *maahad tahfiz* teachers to avoid them leaving *maahad tahfiz* should there be better availability and opportunities.

Keywords: job satisfaction, organisational commitment and Islamic work ethics.

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NAMA SINGKATAN

PPPM	Pelan Pembangunan Pendidikan Malaysia
KPM	Kementerian Pendidikan Malaysia
HR	Hadith Riwayat
PIN	Pelan Integriti Nasional
RMT	Rancangan Makanan Tambahan
KPT	Kementerian Pengajian Tinggi
UEC	Sijil Peperiksaan Bersepadu
KUIS	Kolej Universiti Islam Selangor
SAR	Sekolah Agama Rakyat
INDAH	Institut Dakwah dan Latihan Islam
&	Dan



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BAB SATU

PENDAHULUAN

1.1 Pengenalan

Guru merupakan aset yang penting dalam sektor pendidikan kekal komited untuk memperkukuhkan aspek komitmen sebagai komponen utama dalam kualiti peribadi guru di organisasi pendidikan (Peretomode & Bello, 2018). Konsep komitmen adalah subjek yang diminati banyak organisasi sebagai budaya yang konstruktif kerana menonjolkan kekuatan ikatan antara pekerja dan organisasi. Hasil daripada ikatan tersebut maka keterlibatan yang positif dan harmoni antara pekerja dan organisasi bakal menonjolkan tahap tertentu pekerja yang telah menghayati dan menyesuaikan diri dengan ciri-ciri tertentu yang dikehendaki oleh organisasi (Yukl & Becker, 2006).

Terdapat beberapa faedah besar kepada organisasi apabila komitmen mendominasi iklim sesebuah organisasi. Menurut Asurakutlu (2007), Bayukdere & Solmus (2006) & Benkhoff (1997) pengukuhan aspek komitmen yang berkesan akan melahirkan elemen positif seperti kerja berpasukan, kepuasan kerja, membuat keputusan secara bersama, keterbukaan, dedikasi kepada tugas, pekerja yang bertanggungjawab dan produktif yang tinggi, penurunan perselisihan, konflik dan pelbagai cabaran lain yang bersifat negatif.

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**SENARAI MAAHAD TAHFIZ YANG BERDAFTAR DI BAWAH JABATAN
HAL EHWAL AGAMA ISLAM NEGERI KEDAH (JAIK)
TAHUN 2018**

BIL	Nama Sekolah	ALAMAT	NO. TEL	JUMLAH	
				Pelajar	GURU
1	Darul Uloom Al-Hilmiah,	197, Bt.7, Titi Besi, Kepala Batas, A/Setar,Kedah.	01139402093	197	21
2	Maahad Tahfiz Darul Quran,	Kampung Sungai Baru Tok Keramat, Alor Setar,Kedah.	0194123410	37	7
3	Maahad Imam Syatibi,	No.99, Lorong Pak Mat Kastam, Km.3, L.S.Abd. Halim, 05400 A/Setar, Kedah.	0195455285	59	11
4	Maahad Tahfiz Al-Quran Derga,	Tanjung Seri, Lorong Seri Hujung, 05300 Jln.Langgar, A/S. Kedah.	0174213257	146	10
5	Maahad Tahfizul Quran,	Jalan Makam Di Raja Langgar, 06500 Alor Setar	0194166996	32	5
6	Maahad Tahfiz Darul Ulum Ihy Ulumuddin	74 A, Batu 4 1/2, Jalan Langgar, 06500 Alor Setar,Kedah.	0194605447	166	11
7	Mahad Tahfiz Al-Quran As-Siddiq,	No.36, Lorong Nyior Setali 05050 Alor Setar,Kedah.	0177727770	19	6
8	Maahad Tahfiz At-Toyyib,	No. 123A, Batu 6 1/2, Jalan Kuala Kedah, 06600 Alor Setar, Kedah.	0164429602	29	4
9	Madrasah Al-Quran Pinang Jaya,	06200 Bukit Pinang, Alor Setar Kedah.	0195454749	109	11
10	Maahad Tahfiz Al-Irfan	No.3, Kampong Lancuk, Jalan Kuala Nerang, 06400, Pokok sena, A/Setar, Kedah.	0175466799	11	2
11	Maahad Tahfiz Al-Quran Lorong Alif (Mtala),	Lot 847, Lorong Alif, 06000 Jitra, Kedah.	0195548913	253	5
12	Maahad Tahfiz Anwarul Hidayah	No.108, Jln.Belakang Masjid Lama, 06000 Jitra, Kedah.	0194743348	31	3
13	Madrasah Tahfiz Al-Quran Hafsa,	No.64, Kampong Hijrah, Lorong Bahagia, 06000 Jitra,Kedah.	0195548916	71	6
14	Darul Ulum Ar Rahimiyah,	No.36, Taman Permata 06000 Jitra,Kedah.	0194742515	37	7
15	Maahad Abdullah Al-Arifin Litahfizil Quran (Maal Qura)	Maahad Abdullah Al-Arifin Litahfizil Quran (Maal Qura), Lorong Masjid, 06000 Jitra, Kedah.	0125242554	30	7
16	Maahad Tahfiz Al-Quran Jahra	1A Lorong Masjid, 06000 Jitra, Kubang Pasu Kedah.	0194141007	20	4
17	Maahad Syeikh Tajuddin Al-Jarumi ,	PADANG SERA, 06100 KODIANG, KUBANG PASU, Kedah.	0174662311	36	6
18	Sekolah Islam, Pusat Tahfiz Saidina Abu Bakar	Kg. Pokok Macang, Mk.Pdg. Temak, Kuala Nerang, Kedah.	0165247309	163	4

19	Maahad Tahfiz Sulaimaniyyah,	P.P.Islam Darussolihin, Lot 1649, Km.24, Jln. Bkt.Tembaga, Kedah.	0138849697	50	8
20	Maahad Darul Furqan No.1, Darul Furqan,	No.1, Kubur Panjang, Mukim Rambai, 06700 Pendang, Kedah	0194351231	161	14
21	Pusat Pengajian Minhajul Abidin,	No.1-A, Jln. Hj. Wan Nik, Kampong Batu Hampar Kiri, 06700,Kedah.	0135937579	61	6
22	Ma'Ahad Darul Mustaffa,	No.424, Kampong Batu Menunggul, 06700 Pendang, Kedah.	0124477466	81	7
23	Maahad Tahfiz Al-Fityan,	F-743, Jln. Lubuk Gajah, Kg. Setar, 06900 Yan	0194074017	65	6
24	Maahad Tahfiz Al Wustha,	MASJID AL-WUSTHA, 08800 GUAR CHEMPEDAK, YAN, Kedah.	0195586401	27	7
25	Madrasah Ashraful Madaris	No.36, Jalan Melawis, Taman Melawis 09000 Kulim,Kedah.	0134849471	104	15
26	Maahad Tahfiz Al-Munawwar	Lot No.620 & 624, Kg.Selarong Panjang, Jln.Mahang 09700 Karangan, Kulim, Kedah.	0194919184	37	4
27	Maahad Annafisah Ar Rahimiyyah	No.166, Kampong Baru, Batu Puteh,09700 Karangan, Kulim, Kedah.	0139671990	48	5
28	Maahad Tahfiz Ibnu Sina,	Surau Lama Taman Kenari, 09000 Kulim, Kedah.	0182114712	138	17
29	Maahad Tahfiz Al Wafa Lilbanat,	Kampong Padang Limau 09700 Karangan, Kulim,Kedah.	0124740459	70	6
30	Maahad Tahfiz Darul Ansar,	LOT 399, JALAN BUKIT AWI, 09000 KULIM, Kedah.	0175146155	25	6
31	Madrasah Darul Ulum Al-Muttaqin,	NO.228 C, Kg. Pondok Labu, Keladi 09000 Kulim,Kedah.	0124544974	72	2
32	Institut Pendidikan Islam & Tahfiz Al-Quran Wal Qiraat (Abada),	Lot 2853, Komp.Islam, Masjid Omar Zuhdi,Kedah.	0195648988	148	18
33	Maahad Tahfiz Al-Quran Wattarbiyatul Islamiyah (M.Tahfiz Taqwa),	No.2, Telok Tengah, Jalan Telok Teduri,Kedah.	0195043989	26	4
34	Yayasan Al-Huffaz,	Kg.Sungai Tembak (B), Parit Panjang, 09120 Baling	0195114040	71	14
35	Maahad Tahfiz Nadi,	360 Kampong Lanai, 09200 Kupang, Baling,Kedah.	0134566667	61	7
36	Maahad Tahfiz Al-Naim,	Jalan Tahfiz Desa Murni, Pekan Lama 09300 K.Ketil, Baling	0134140212	184	11
37	Maahad Tahfiz Nur Jannah,	No.208, Kg.Tanjung, 09200 Kupang, Baling, Kedah.	0135100001	58	7
38	Maahad Tahfiz Darul Mustofa,	S/1 Kampong Telok Sungai Limau 09100 Baling, Kedah.	0134822701	33	4

39	Maahad Tahfiz Dan Pengajian Islam Darul Hijrah,	KM. 7, Jalan Weng, 09100 Baling,Kedah.	0134220676	57	4
40	Maahad Tafaqquh Fiddin An-Nur	Lot 3277, Kg. Kejai, 09300 Kuala Ketil, Baling, Kedah.	0194319301	42	5
41	Tahfiz Darussalam, P.Kebajikan Anak@Yatim/Miskin,	Tahfiz Darussalam, Kg.Lanai, 09200 Kupang,Kedah.	0194370467	30	6
42	Maahad Tahfiz Ibnu Sina An-Nawawi	Kampung Bonggol, Batu 48, Bongor, 09100 Baling,Kedah.	0134669849	30	3
43	Maahad Tahfiz Al-Bahiyyah,	No.19, Jln. Haji Din, Kg. Binjul Dalam Tawar, 09310 Kuala Ketil, Baling,Kedah.	0139461693	53	2
44	Maahad Tahfiz Al-Quran Ummul Qurra (P)	No.8, Kg. Alor Nibong, 08500 K.Kuala Muda,Kedah.	01118935108	91	8
45	Sekolah Tahfiz Al-Quran Masjid Al-Amin,	Sg.Layar, Sg.Petani,Kedah.	0175919734	22	2
46	Tahfiz Mutmainnah, Lot 108, Kg.Baru	Lot 108, Kg.Baru, Permatang Berangan, 08000 Sungai Petani,Kedah.	0124800628	208	35
47	Maahad Tahfiz Al-Barakah	Kg. Masjid Tikam Batu, 08600 Sungai Petani,Kedah.	01117576967	69	11
48	Pusat Bimbingan Tahfiz Al-Quran Aman Jaya	341B, Lorong Desa Aman, 1/6 Taman Desa Aman, S.Lalang, 08100 K.Muda,Kedah.	0194114153	56	4
49	Maahad Tahfiz Quran Al-Islah	Lot 1535 Kg. Sungkop, Bukit Selambau 08010 Sg.Petani	0194766520	51	3
50	Maahad Tahfiz Ahmadiyah,	Plot 28030, Jalan Permaipura 5, Permaipura, 08100 Bedong,Kedah.	0194935526	78	6
51	Maahad Tahfiz Al-Muttaqin,	Masjid Al-Muttaqin, Taman Ria, 3409 Jalan Ria 1 & 4, Taman Ria, 08000 Sungai Petani, Kedah	0195599570	61	5
52	Maahad Tahfiz An Nur,	Lot 658, Kg. Sungai Kong, Jln.Pantai Perai, Mukim Sidam Kiri, 08000 Sungai Petani,Kedah.	0194801374	40	2
53	Maahad Tahfiz Intan,	Masjid Qaryah Taman Intan, Taman Intan 08000 Sungai Petani,Kedah.	0136787539	53	6
54	Maahad Tahfiz Profesional,	Lot 936 Bukit Telor Ayer, Mukim Simpore, 08000 Sungai Petani	0105440509	77	14
55	Raudhatut Tahfiz	67C, Tingkat 2, Jalan Raya, Gurun, Gurun, Kedah.	01113133186	15	3
56	Maahad Tahfiz Al-Quran Watturath,	Masjid Abu Bakar Assiddiq, Kg. Baru Bakar Arang, 08000 Sungai Petani,Kedah.	0194477392	38	5
57	Institut Tarbiah Dan Teknologi Islam (Integrasi),	Lot 895 B, Kampung Sungkup, 08180 Bukit Selambau, S.Petani,Kedah.	0132541662	55	8
58	Maahad Riyadhil Quran,	Dewan Masjid Al-Abrar, Taman Peruda 08000 Sungai Petani,Kedah.	0104643100	25	5
59	Madrasah Mahmudiah	Lot 1594, Kampung Badlishah 098000 Serdang, Bandar Baharu,Kedah.	0165993941	119	12

60	Darul Quran Wa At-Tarbiah Al-Munir	Lot 13904, Kampong Namek, 08200 Sik, Kedah.	0134242980	274	16
61	Madrasah Darul Al-Quran Dan Al-Hadis,	Kampong Nyior Cabang, Padang Mat Sirat, Langkawi, Kedah.	0133089904	0	0
62	Maahad Tahfiz Darul Amar	Kampong Huma, Ayer Hangat, 07000 Langkawi, Kedah.	0124265554	43	4
63	Maahad Tahfiz An Nabawi,	Maahad Tahfiz An nabawi, Langkawi, Kedah.	0148111132	131	12
JUMLAH KESELURUHAN				4684	479

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**MAAHAD TAHFIZ NEGERI KEDAH YANG BERDAFTAR
BAGI TAHUN 2021**

BIL	NAMA SEKOLAH	ALAMAT SEKOLAH	NO. TEL	JUMLAH	
				GURU	MURID
1	Institut Pendidikan Islam Dan Tahfiz Al-Quran (Abada)	Lot 2853 Kompleks Pendidikan Islam, Masjid Omar Zuhdi, Parit Panjang, Kupang, Baling, Kedah.	04-4761744 / 0194791744	22	137
2	Tahfiz Al-Quran Wattarbiyyatul Islamiah	No.2, Teluk Tengah, Jalan Teluk Teduri, Mukim Pulau, 09100 Baling, Kedah.	0195043989 / 0183851777	3	13
3	Yayasan Al-Huffaz	Kampung Sungai Tembak (B) Parit Panjang, Kupang	0135109443	14	75
4	Maahad Tahfiz Nadi	360 Kampung Lanai, Kupang	019-5984597	9	47
5	Maahad Tahfiz Al Naim	Taman Pendidikan Al-Quran Desa Murni, Jalan Tahfiz Desa Murni, Pekan Lama Kuala Ketil, Baling, Kedah	0194516403 / 0195213903	17	182
6	Maahad Tahfiz Nur Jannah	Lot 901, Kampung Charok Bemban, Kupang, Baling Kedah.	044766666	5	87
7	Maahad Tahfiz Darul Mustofa	S/1 Kampung Telok Sungai Limau, Baling, Kedah.	0134822701/013-4822702	4	30
8	Maahad Tahfiz Dan Pengajian Islam Darul Hijrah	Km 7 Jalan Weng, Tandop, 09100 Baling, Kedah	0194587093 @ 01152 462462	6	79
9	Maahad Tafaquh Fiddin An-Nur	Lot 3277, Kg. Kejai, 09300 Kuala Ketil, Baling, Kedah.	0125878010, 0194319301, 019-5989389	15	102
10	Pusat Tahfiz Al-Furqan	Anak Anak Fakir/ Miskin Darul Aman Lot 8874, Kg. Lanai, Jalan Parit Panjang, Kuala Pegang, 09200 Baling, Kedah.	0194010029	5	30
11	Maahad Tahfiz Ibnu Sina An-Nawawi	Kg. Bonggol, Batu 48, Bongor, 09100 Baling, Kedah.	0104051957 / 0195784509	3	21
12	Maahad Tahfiz Al-Bahiyyah	No.19, Jln. Haji Din, Kg. Binjul Dalam Tawar, 09310 Kuala Ketil, Baling, Kedah.	0194497050 / 0194817050	10	55
13	Maahad Ahmadi Al-Barakah	96, Felda Teloi Kanan, Kuala Ketil, 09300 Baling	0134723002	4	26
14	Maahad Tahfiz Akademik Baitussalam	No.65 Pekan Kupang, Baling Kedah.	0134659123	1	10

15	Maahad Tahfiz Al-Quran Ihyaauddin	Kampung Batu Satu, Kuala Ketil	0103770425		
16	Tahfiz Darul Hadis Baling	Kampung Charuk Bemban Dalam, 09200 Kupang, Baling	0194511251		
17	Darul Uloom Al Hilmiah	197, Kampung Titi Besi, Kepala Batas, Alor Setar	01139402093 / 0194651539 / 047145668	21	148
18	Maahad Tahfiz Darul Quran	Kampong Sungai Baru, Mukim Gunong, Alor Setar, Kedah	0195629373	9	27
19	Maahad Imam Syatibi	Pondok Tuan Guru Haji Saad Lepai Kg. Padang Wat, Mukim Lepai	04-7141 099 / 0134535855	7	25
20	Maahad Tahfiz Al Quran Derga	25a-1kg, Tanjong Seri, Lorong Seri Hujung Jalan Langgar 05300 Alor Setar Kedah.	047319336	10	113
21	Maahad Tahfizul Quran	Jalan Makam Diraja, Langgar, Alor Setar	019-4166996 / 019-4721450	3	28
22	Maahad Tahfiz Darul Ulum Ihy Ulumudin	74a, Batu 4 1/2, Jalan Langgar, 06500 Alor Setar, Kedah.	017-5916566 / 0106567684	16	117
23	Maahad Tahfiz At-Toyyib	No 123a, Batu 6 1/2, Jalan Kuala Kedah, 06600 Alor Setar, Kedah.	0126129602 / 0134432203	5	37
24	Madrasah Al-Quran Pinang Jaya	Bukit Pinang, Alor Setar	04-7141170 / 0195454749	14	84
25	Maahad As-Solehah	Kuala Kangkong, 06650 Alor Setar, Kedah.	0135325284	10	100
26	Pusat Pengajian Darul Hadis	Kompleks Pengajian Darul Hadis, Kampong Tok Keling, Mukim Derga 05400 Alor Setar	0194402769	28	99
27	Maahad Tahfiz Masjid Ar-Rahman	Masjid Ar-Rahman, Alor Merah, 05250 Alor Setar, Kedah.	0195596742	4	30
28	Maahad Tahfiz Al-Quran Darul Fateh	No.55, Kg. Belukar, Telaga Mas, 06400 Pokok Sena, Kedah.	0105404030	2	21
29	Maahad Tahfiz Al-Quran Ummul Qura	Lot 726, Kg. Alor Nibong Kota Kuala Muda, 08500 Kuala Muda, Kedah Darulaman.	01118935108	4	37
30	Sekolah Tahfiz Al-Quran, Masjid Al-Amin	Sungai Layar, Sungai Layar, Sungai Petani	0134055352/ 017-5919734	3	27
31	Tahfiz Mutmainnah	Lot 108, Kampong Baru, Permatang Berangan, Sungai Petani	04-4338050/ 044380293 / 0124800628	36	242

32	Maahad Tahfiz Al Barakah	Kampung Masjid, Tikam Batu, Sungai Petani, Kedah	04-4380227/ 0174101874 / 0199102430	10	40
33	Pusat Bimbingan Tahfiz Al-Quran Aman Jaya	341b, Lorong Desa Aman, 1/6 Taman Desa Aman, Sungai Lalang, 08000 Sungai Petani Kedah	0194114153	4	62
34	Maahad Tahfiz Quran Al-Islah (Mtqa)	Lot 1535, Kampong Sungkop, Bukit Selambau, Sungai Petani,	019-4766520	3	30
35	Maahad Tahfiz Ahmadiyah	Plot 28030, Jalan Permaipura 5, Permaipura Golf & Country Club, Bedong	044586222	7	88
36	Maahad Tahfiz Al-Muttaqin	Masjid Al-Muttaqin, 3409 Jalan Ria 1 Dan 4, Taman Ria, 08000 Sungai Petani, Kedah..	04441 2014 / 0195599570	6	47
37	Maahad Khalifah An Nur	Lot 658 Kampung Sungai Kong Jalan Pantai Mukim Sidam Kiri Sungai Petani	044310813 / 0194801374	4	29
38	Maahad Tahfiz Intan	Masjid Qaryah Taman Intan, Taman Intan , 08000 Sungai Petani Kedah.	010564 3032 / 019518 5563	7	54
39	Maahad Tahfiz Al-Quran Watturath	Masjid Abu Bakar Assiddiq, Kg. Baru Bakar Arang, 08000 Sungai Petani, Kedah	0194477392	4	24
40	Institut Tarbiah Dan Teknologi Islam (Integrasi)	Lot 895 B, Kampong Sungkup, 08180 Bukit Selambau, Sungai Petani, Kedah.	044620062 / 0195637951/ 0108725084	10	50
41	Maahad Riyadhil Quran	No 352 Jalan Bandar Puteri Jaya 3a /5 ,Bandar Puteri Jaya Sungai Petani	044214423	5	13
42	Madrasah Tahfiz Al-Quran Ummul Qura(P)	Lot 853, Kampung Alor Nibong, 08500 Kota Kuala Muda, Kedah..	0194450616	4	47
43	Maahad Tahfiz An-Nur	Lot 132, Kg.Bukit Inas. Kg. Batu 5, Simpang Bujang 08100 Bedong Kedah.	0108412629 / 019-4966105	6	112
44	Maahad Tahfiz Al-Quran Al-Rahmah (Matar)	Kampung Sungai Rotan, 08300 Gurun, Kedah.	0199325567/ 0194002706	4	17
45	Maahad Tahfiz Al-Quran As Siddiq	Maahad Tahfiz As-Siddiq Lot 1702, Kg. Pokok Asam, Jln. Pinang Tunggal, 08600 Tikam Batu, Sg.Petani Kedah.	044380080	5	31
46	Maahad Tahfiz Al Quran Darul Bahrin	Kg. Batu 9, Lot 1093, Jln. Jeniang, 08300 Gurun, Kuala Muda, Kedah.	0194749010 / 0165205864	3	22

47	Akademi Darul Iftak	Lot 5552, Kg. Che Bema, Sg. Layar Hujung, 08000 Sg. Petani, Kedah.	01114711050	21	33
48	Maahad Tahfiz Al-Munawwarah	No.311 K (Atas) Bangunan Zakat Cawangan Kuala Muda, 08000 Sungai Petani, Kedah.	013-5000400 / 0105295295	6	26
49	Pusat Pengajian Assafwah Lilbanat	Lot 87, Padang Temusu, 08000 Sungai Petani, Kedah	0195283964		
50	Pusat Tahfiz Al-Barakah Desa Jaya	NO. 35, LORONG DESA AMAN 4, TAMAN DESA JAYA	0132344795		
51	Madrasah Mahmudiah	Lot 1594, Kampung Badlishah, 09800 Serdang, Bandar Baharu, Kedah.	0174483124	15	119
52	Maahad Tahfiz Teh Samat	Lot 133, Kg. Tengah Relau, 14300 Bandar Baharu, Kedah.	0124780544 / 04-583 3787	9	63
53	Maahad Darul Faizin	Kompleks Islam Dar Al-Faizin, Lot 1418, Kampung Bukit Apeng, Serdang 09800 Bandar Baharu' Kedah.	0134445666	11	120
54	Maahad Tahfiz Lorong Alif	Lot 847, Lorong Alif, 06000 Jitra, Kedah.	04-9171582 / 0195548914 / 0195507740	10	236
55	Madrasah Tahfiz Anwarul Hidayah	No. 108, Jalan Belakang Masjid Lama, Jitra	0194773884 / 0194740000	6	39
56	Madrasah Tahfiz Al Quran Hafsah	No.64,Kampung Hijrah Lorong Bahagia 06000 Jitra Kedah.	0195548916	4	70
57	Darul Ulum Arrahimiyah	No.36, Taman Permata,06000 Jitra, Kubang Pasu, Kedah.	0195507740 / 0195548914	7	26
58	Maahad Abdullah Al-Ariffin Litahfizil Quran (Maal Quran)	Lorong Madrasah, Bt.20 1/2, Kampong Putat, Jalan Kodiang, 06000 Jitra, Kedah.	0124247300 / 0125242554 / 0194666242	7	23
59	Maahad Tahfiz Al-Quran Jahra	1a Lorong Masjid, 06000 Jitra, Kedah.	0195779007	3	16
60	Maahad Syeikh Tajuddin Al-Jarumi	Kompleks Maahad Syeikh Tajuddin Al-Jarumi Lpt 3286, Pkn. Padang Sera, Jalan Kodiang, 06100 Kodiang, Kedah.	0174662311, 049250334, 01111141158	4	30

61	Maahad Tahfiz Masjid Pekan Tunjang	Jalan Kodiang, 06000 Jitra, Kedah.	0134880898	5	11
62	Maahad Tahfiz Darul Uloom Al Hilmiyah Sayyidina Usman Rd	Lot 1361, Jalan Wang Tepus, Kampung Charuk Tok Latah, 06000 Jitra, Kedah	0125100196	4	63
63	Pusat Tahfiz Saiyidina Abu Bakar	Lot 1408, Kampung Lembah Palas, 06010 Changlun, Kedah	0194970253		
64	Madrasah Ashraful Madaris	Lot 141, 145 Lorong Keladi Lambok, Kampong Keladi, 09000 Kulim, Kedah.	013 3445253	12	112
65	Maahad Tahfiz Al-Munawwar	Lot 620 & 624, Jalan Mahang Kg. Selarong Panjang, 09700 Karangan, Kulim Kedah.	0194919184	2	18
66	Maahad Annafisah Arrahimiyyah	No.166, Kg. Baru Batu Puteh, Karangan, Kulim, Kedah.	0164994194	6	50
67	Maahad Tahfiz Ibnu Sina	Surau Lama, Taman Kenari, Kulim, Kedah	0133991880 / 044856891	15	49
68	Ma'Ahad Tahfiz Al Wafa Lilbanat	No 30,Kg Padang Limau,09700 Karangan, Kedah	012-4740459 / 0195685578	10	79
69	Maahad Tahfiz Darul Ansar	Lot 399, Jalan Bukit Awi, 09000 Kulim, Kedah.	01112407548	6	41
70	Madrasah Darul Ulum Al-Muttaqin	No.228 C, Kampong Pondok Labu, Keladi, 09000 Kulim, Kedah.	012-4544974 / 018-2109123	6	100
71	Madrasah Ashraful Banaat	No.36, Jalan Melawis, Taman Melawis, 09000 Kulim, Kedah.	0134849471	7	34
72	Maahad Tahfiz Al Qadi Iyad	Surau Al Munawwarah.Taman Ktc 4. Kulim Hitech 09000 Kulim Kedah	0194365763	7	52
73	Maahad Tahfiz Al-Quran Al-Falah Lilbanat	No. 381, Bukit Awi, 09000 Kulim, Kedah.	01120804559		
74	Madrasah Darul Al-Quran Dan Al-Hadis	Kampong Nyior Cabang, Padang Mat Sirat, 07000 Langkawi	0172887673 / 0173364120	2	7
75	Maahad Tahfiz Darul Amar,	Kampong Huma, Ayer Hangat, 07000 Langkawi, Kedah.	0125333777	3	54
76	Maahad Tahfiz Annabawi,	Lot 109, Kg. Kubang Badak, Mukim Ayer Hangat. 07000 Langkawi, Kedah.	0134316019	11	99
77	Maahad Tahfiz Al-Quran Ar-Rawi Ar Riyadhus Solihin	Masjid Ar Riyadhus Solihin, Padang Lalang, Ayer Hangat, Langkawi, Kedah.	0133431954	5	41

78	Maahad Tahfiz Al-Quran Dakwatul Hidayah	No.18, Kg. Sungai Kedak, Mk. Padang Mat Sirat, 07000 Langkawi, Kedah.	0194172320 / 049552382	2	22
79	Maahad Tahfiz Saidina Abu Bakar	Sekolah Islam, Kampong Pokok Machang, Mukim Padang Temak, Kuala Nerang	0109423128 / 01116436313	6	77
80	Maahad Tahfiz Sulaimaniyyah	D/A Pusat Pengajian Islam Darussolihin, Lot 1649, Km24, Jln. Bukit Tembaga, 06300 Kuala Nerang, Kedah	019-7955359	3	71
81	Akademi Al-Quran Dan Dakwah Ummah (Aqdu)	Kg. Kuala Pai, 06300 Kuala Nerang, Padang Terap, Kedah.	0192110389	4	11
82	Darul Quran Wa At-Tarbiah Al-Munir	Lot 13904, Kampong Namek, 08200 Sik, Kedah.	0134242980	23	202
83	Maahad Tahfiz Al-Fityan	F-743, Jln. Lubuk Gajah, Kg. Setar, 06900 Yan, Kedah.	0134669710 / 010107877437	7	60
84	Maahad Tahfiz Al-Wustha	Masjid Al-Wustha, 08800 Guar Chempedak, Yan, Kedah.	0195586401	7	27
85	Madrasah Darul Islah Lilbanat	367, Kg. Sungai Belida, 08800 Guar Chempedak, Yan, Kedah Darulaman	01162028626 / 0123014455	3	
86	Maahad Darul Furqan	No. 1, Darul Furqan, Kubur Panjang, Mukim Rambai, Pendang	0195524493	14	157
87	Pusat Pengajian Minhajul Abidin	No 1-A, Jalan Haji Wan Nik, Kampong Batu Hampar Kiri, Pendang	04-7596720 / 0134062586	8	79
88	Ma'Ahad Darul Mustaffa	No.424, Kampong Batu Menunggul, 06700 Pendang, Kedah.	0124477466	8	58
89	Pusat Pendidikan Darul Furqan	Surau Tuan Guru Haji Abdul Razak Kampong Paya Sena, 06700 Pendang, Kedah.	011-19129636 , 019 - 5701652	6	23
90	Maahad Tahfiz Al-Irfan	No. 3, Kampong Lancuk, Batu 13, Jalan Kuala Nerang, Pokok Sena, Alor Setar, Kedah.	04-7825646 / 0194145967	2	7
91	Maahad Tahfiz Ar Rahman	Kg. Apil, Jln. Kuala Nerang, 06400 Pokok Sena Kedah.	0124755092	7	69

676 5169



BORANG SOAL SELIDIK

Assalamualaikum dan Salam Sejahtera

Tuan/Puan yang dihormati,

Sukacita dimaklumkan bahawa Tuan/puan telah dipilih untuk menjadi responden dalam kajian mengenai **Kepuasan Kerja Guru Maahad Tahfiz Dan Komitmen Organisasi : Etika Kerja Islam Sebagai Moderator.**

Segala maklumat yang diberikan akan dirahsiakan dan akan digunakan semata-mata untuk tujuan akademik. Keikhlasan dan kejujuran tuan/puan dalam memberi maklumat amat diperlukan bagi memperolehi hasil yang tepat dalam kajian ini.

Kerjasama dan masa yang diluangkan oleh tuan/puan amatlah dihargai dan diucapkan jutaan terima kasih. Sebarang pertanyaan bolehlah hubungi saya:,

MASITA MT. ZIN

Doctor of Philosophy (Islamic Management)

Pusat Pengajian Islam (IBS) UUM COB,

Universiti Utara Malaysia

No. H/P : 019-5744818, Email : masita@uum.edu.my

Bahagian 1 : Maklumat Diri

Anda diminta untuk memberi maklumat tentang diri anda. Sila **tandakan** (✓) pada pernyataan yang sesuai.

1. Jantina

☐ Lelaki

☐ Perempuan

2. Sila nyatakan tahun kelahiran anda : _____.

3. Status perkahwinan :

☐ Bujang

☐ Berkahwin

☐ Duda/Janda

4. Tempat tinggal anda:

☐ Bandar

☐ Luar Bandar

5. Aliran pendidikan formal di peringkat sekolah menengah:

☐ Aliran Agama

☐ Aliran Kebangsaan

6. Tahap pendidikan tertinggi:

☐ Doktor Falsafah

☐ Sarjana

☐ Sarjana Muda

☐ Diploma

☐ Sijil Tinggi pelajaran
Malaysia (STPM)

☐ Sijil Tinggi Agama
Malaysia (STAM)

☐ Sijil Pelajar Malaysia (SPM)

☐ Sijil Menengah Rendah Agama (SMRA)

☐ Sijil Rendah Pelajar (SRP)

☐ Peperiksaan Menengah Rendah (PMR)

☐ Sijil Darjah 6

☐ Lain-lain nyatakan

7. Jumlah pendapatan kasar anda sebulan : RM _____

☐ 1000 - 2000

☐ 2001 - 3000

☐ 3001 - 4000

☐ 4001 - ke atas

8. Sekiranya anda graduan IPTA/IPTS, sila nyatakan bidang pengkhususan anda: _____

9. Sila nyatakan bilangan tanggungan anda: _____ orang.

10. Tempoh bekerja di Maahad Tahfiz ini : _____ tahun.

Bahagian II : Bulatkan skala berikut berdasarkan persetujuan anda terhadap pernyataan-pernyataan di bawah berdasarkan tugas anda.

Sangat tidak setuju	Tidak Setuju	Neutral	Setuju	Sangat Setuju
1	2	3	4	5

1.	Malas adalah satu tabiat yang buruk.	1	2	3	4	5
2.	Tekun melakukan tugas merupakan sifat yang mulia.	1	2	3	4	5
3.	Pekerjaan yang baik memberikan manfaat terhadap diri dan masyarakat.	1	2	3	4	5
4.	Pemurah ditempat kerja merupakan syarat kesejahteraan masyarakat.	1	2	3	4	5
5.	Adil ditempat kerja merupakan syarat kesejahteraan masyarakat.	1	2	3	4	5
6.	Keharmonian masyarakat dapat disumbangkan melalui lebihan hasil pendapatan daripada keperluan peribadi yang diperlukan.	1	2	3	4	5
7.	Seseorang harus bekerja bersungguh-sungguh dengan sepenuh keupayaannya.	1	2	3	4	5
8.	Pekerjaan bukan hanya sekadar kerja tetapi bermaksud membentuk jati diri dan perhubungan sosial.	1	2	3	4	5
9.	Kehidupan tidak bererti tanpa bekerja.	1	2	3	4	5
10.	Masa yang disia-siakan adalah tidak baik bagi masyarakat.	1	2	3	4	5
11.	Perhubungan sesama manusia yang baik di dalam sesebuah organisasi harus digalakkan.	1	2	3	4	5
12.	Pekerjaan dapat mengawal ciri-ciri peribadi semula jadi seseorang.	1	2	3	4	5
13.	Pekerjaan yang kreatif merupakan sumber kepada kebahagiaan dan kejayaan.	1	2	3	4	5
14.	Orang yang bekerja lebih cenderung untuk maju dalam kehidupan berbanding tidak bekerja.	1	2	3	4	5
15.	Bekerja dapat membantu seseorang untuk berdikari.	1	2	3	4	5
16.	Menepati masa membantu seseorang itu berjaya.	1	2	3	4	5
17.	Tanggungjawab pekerja ialah bekerja dengan bersungguh-sungguh,	1	2	3	4	5
18.	Saya berpuas hati apabila dapat menjalankan tugas dengan sempurna.	1	2	3	4	5

19.	Saya telah melaksanakan tugas dengan sebaik-baiknya.	1	2	3	4	5
20.	Saya berpuas hati dengan tahap disiplin atau tata tertib kerja saya.	1	2	3	4	5
21.	Saya berpuas hati dengan prestasi kerja saya.	1	2	3	4	5
22.	Saya berpuas hati dengan bantuan rakan sekerja saya	1	2	3	4	5
23.	Saya berpuas hati dengan tahap interaksi sesama rakan sekerja.	1	2	3	4	5
24.	Pergaulan dengan rakan sekerja adalah menurut landasan agama.	1	2	3	4	5
25.	Saya berpuas hati dengan seliaan yang diberikan oleh Ketua saya.	1	2	3	4	5
26.	Saya berpuas hati dengan tunjuk ajar daripada Ketua saya.	1	2	3	4	5
27.	Saya berpuas hati dengan latihan yang disediakan oleh Ketua.	1	2	3	4	5
28.	Saya berpuas hati dengan pendapatan bulanan yang diperolehi.	1	2	3	4	5
29.	Pendapatan yang dapat memenuhi keperluan asas merupakan satu kepuasan bagi saya.	1	2	3	4	5
30.	Proses kenaikan pangkat di Maahad Tahfiz saya dilakukan secara sistematik.	1	2	3	4	5
31.	Peraturan di Maahad Tahfiz saya tidak bercanggah dengan peraturan agama.	1	2	3	4	5
32.	Saya berpuas hati dengan kebersihan di Maahad Tahfiz saya.	1	2	3	4	5
33.	Secara keseluruhannya, saya berpuas hati dengan pekerjaan saya.	1	2	3	4	5
34.	Secara keseluruhannya, saya berpuas hati dengan rakan sekerja saya.	1	2	3	4	5
35.	Secara keseluruhannya, saya berpuas hati dengan pihak pengurusan.	1	2	3	4	5
36.	Secara keseluruhannya, saya berpuas hati dengan pendapatan saya.	1	2	3	4	5
37.	Secara keseluruhannya, saya berpuas hati dengan peluang kenaikan gaji di Maahad Tahfiz saya.	1	2	3	4	5
38.	Secara keseluruhannya, saya berpuas hati dengan Maahad Tahfiz saya.	1	2	3	4	5
39.	Saya sanggup bekerja dengan lebih keras dari yang sepatutnya demi memastikan kejayaan Maahad Tahfiz.	1	2	3	4	5
40.	Saya mencadangkan kepada kawan-kawan saya bahawa Maahad Tahfiz ini adalah tempat yang baik untuk bekerja.	1	2	3	4	5

41.	Saya akan tetap setia kepada Maahad Tahfiz ini.	1	2	3	4	5
42.	Saya sanggup menerima apa saja tugas kerja yang tidak bertentangan dengan agama untuk terus bekerja dengan Maahad Tahfiz ini.	1	2	3	4	5
43.	Saya berkongsi nilai-nilai keIslaman yang sama dengan pekerja tempat saya bekerja.	1	2	3	4	5
44.	Saya merasa bangga untuk memberitahu orang lain bahawa saya adalah sebahagian daripada Maahad Tahfiz ini.	1	2	3	4	5
45.	Saya sanggup bekerja di Maahad Tahfiz lain asalkan mendapat bidang tugas yang sama.	1	2	3	4	5
46.	Maahad Tahfiz ini memberikan inspirasi kepada saya untuk memberikan yang terbaik dari segi prestasi kerja.	1	2	3	4	5
47.	Walaupun terdapat sedikit perubahan kecil dengan situasi kerja sekarang, saya akan meninggalkan Maahad Tahfiz ini.	1	2	3	4	5
48.	Saya sangat gembira kerana memilih untuk bekerja di Maahad Tahfiz ini berbanding Maahad Tahfiz lain.	1	2	3	4	5
49.	Tidak banyak faedah yang akan diperolehi jika saya terus bekerja lama di Maahad Tahfiz ini.	1	2	3	4	5
50.	Saya sering mengalami kesukaran dengan polisi atau peraturan Maahad Tahfiz ini terhadap pekerja-pekerjanya.	1	2	3	4	5
51.	Saya sangat mengambil berat terhadap Maahad Tahfiz ini.	1	2	3	4	5
52.	Pada saya, Maahad Tahfiz ini adalah tempat terbaik untuk bekerja berbanding Maahad Tahfiz lain.	1	2	3	4	5
53.	Saya telah membuat kesilapan yang besar untuk bekerja di Maahad Tahfiz ini.	1	2	3	4	5

Komen / Cadangan

-TERIMA KASIH-

HASIL KEPUTUSAN KAJIAN

Cronbach's Alpha

Etika Kerja Islam

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.894	.892	17

Kepuasan Kerja

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.909	.934	21

Komitmen Organisasi

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.828	.877	15

STATISTIK BILANGAN SEKOLAH, MURID & GURU
KEMENTERIAN PENDIDIKAN

BILANGAN SEKOLAH

Peringkat	Bilangan Sekolah
Rendah	7,780
Menengah	2,440
Jumlah	10,220

BILANGAN MURID (ENROLMEN)

Peringkat	Jumlah
Prasekolah	208,131
Rendah	2,741,837
Menengah	2,037,433
Jumlah	4,987,401

BILANGAN GURU

Peringkat	Jumlah
Rendah	236,993
Menengah	179,750
Jumlah	416,743

Sumber :Data e-operasi 31 Julai 2020

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
meanKO	.160	98	<.001	.894	98	<.001
KepuasanKerja	.171	98	<.001	.910	98	<.001
EtikaKerjaIslam	.149	98	<.001	.924	98	<.001

a. Lilliefors Significance Correction

Correlations

Descriptive Statistics

	Mean	Std. Deviation	N
KepuasanKerja	4.4830	.41665	98
EtikaKerjaIslam	4.3938	.46613	98
meanKO	4.2449	.43351	98

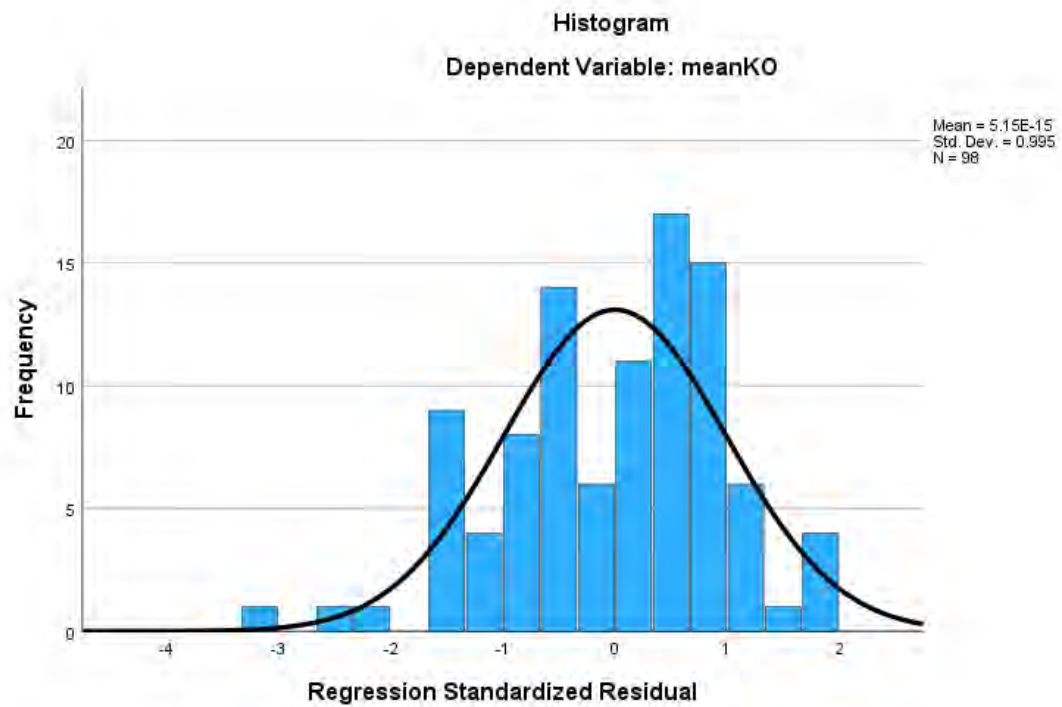
Correlations

		KepuasanKerja	EtikaKerjaIslam	meanKO
KepuasanKerja	Pearson Correlation	1	.256*	.569**
	Sig. (2-tailed)		.011	<.001
	N	98	98	98
EtikaKerjaIslam	Pearson Correlation	.256*	1	.004
	Sig. (2-tailed)	.011		.972
	N	98	98	98
meanKO	Pearson Correlation	.569**	.004	1
	Sig. (2-tailed)	<.001	.972	
	N	98	98	98

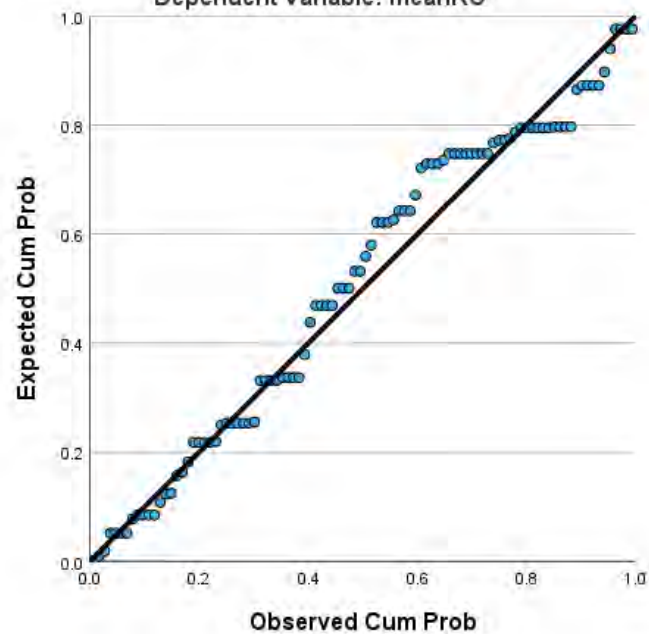
*. Correlation is significant at the 0.05 level (2-tailed).

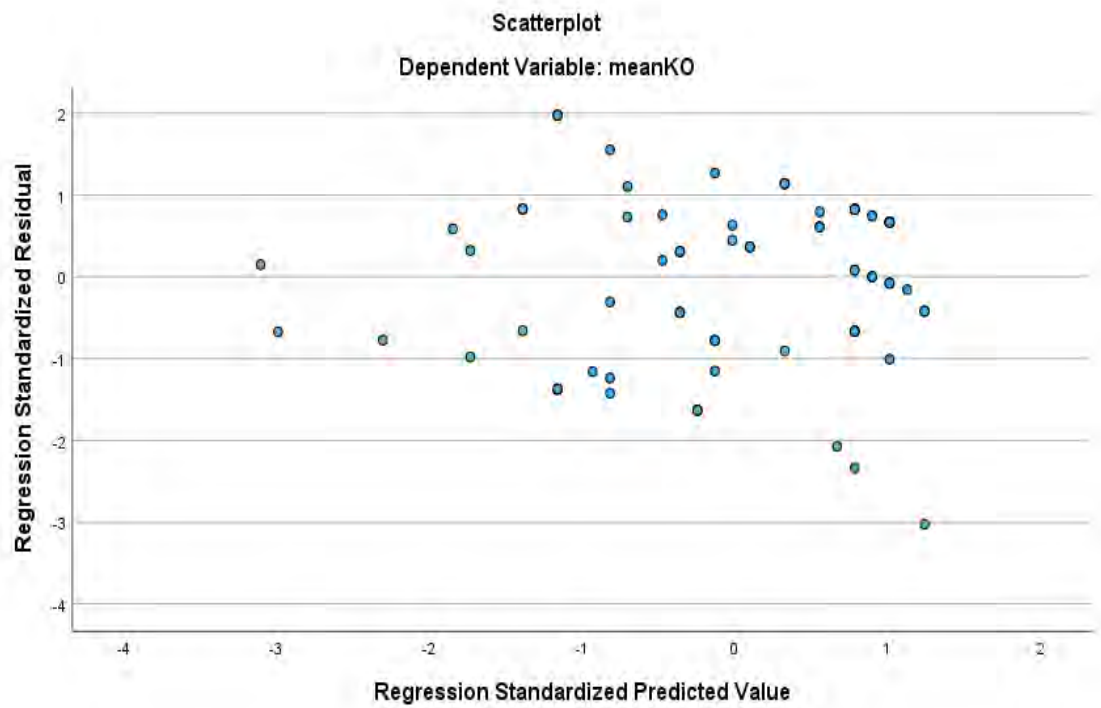
**. Correlation is significant at the 0.01 level (2-tailed).

Charts



Normal P-P Plot of Regression Standardized Residual
Dependent Variable: meanKO





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t-test

Aliran Pendidikan Formal Di Peringkat Sekolah Menengah		Mean	Std. dev	t	df	F	Sig.
Kepuasan Kerja	Agama	4.5070	.42979	.926	96	.285	.595
	Kebangsaan	4.4198	.38027	.979	52.769		
Etika kerja Islam	Agama	4.2601	.45311	-5.177	96	6.334	.014
	Kebangsaan	4.7451	.28446	-6.320	74.587		
Komitmen Organisasi	Agama	4.2723	.43800	1.015	96	.125	.724
	Kebangsaan	4.1728	.42093	1.033	48.749		

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						95% Confidence Interval of the Difference	
	F	Sig.	t	df	Significance One-Sided p	Significance Two-Sided p	Mean Difference	Std. Error Difference	Lower	Upper
Etika Kerja Islam	6.334	.014	-	96	<.001	<.001	-.48495	.09367	-	-.29902
			5.177						.67087	
			-	74.587	<.001	<.001	-.48495	.07674	-	-.33207
Kepuasan Kerja	2.495	.117	6.320						.63783	
			-.287	96	.387	.775	-.04653	.16224	-	.27552
			-.429	92.083	.334	.669	-.04653	.10842	-	.16880
Komitmen Organisasi	2.495	.117	-.287	96	.387	.775	-.04653	.16224	-	.27552
									.36858	
			-.429	92.083	.334	.669	-.04653	.10842	-	.16880
									.26186	

Group Statistics

	Jumlah pendapatan kasar anda sebulan	N	Mean	Std. Deviation	Std. Error Mean
KepuasanKerja	1000-kebawah	92	4.4715	.42387	.04419
	1001-2000	6	4.6587	.24172	.09868
EtikaKerjaIslam	1000-kebawah	92	4.3939	.47882	.04992
	1001-2000	6	4.3922	.20602	.08411
meanKO	1000-kebawah	92	4.2362	.44403	.04629
	1001-2000	6	4.3778	.18698	.07634

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						95% Confidence Interval of the Difference	
		F	Sig.	t	df	One-Sided p	Two-Sided p	Mean Difference	Std. Error Difference	Lower	Upper
Kepuasan Kerja	Equal variances assumed	2.665	.106	-1.067	96	.144	.289	-.18720	.17543	-.53543	.16103
	Equal variances not assumed			-1.731	7.191	.063	.126	-.18720	.10812	-.44150	.06711
Etika Kerja Islam	Equal variances assumed	6.453	.013	.009	96	.497	.993	.00171	.19742	-.39018	.39359
	Equal variances not assumed			.017	9.081	.493	.986	.00171	.09781	-.21925	.22266
meanKO	Equal variances assumed	6.827	.010	-.773	96	.221	.441	-.14155	.18304	-.50487	.22178
	Equal variances not assumed			-1.585	9.285	.073	.146	-.14155	.08928	-.34256	.05947

Independent Samples Effect Sizes

			Point Estimate	95% Confidence Interval	
Standardizer ^a				Lower	Upper
KepuasanKerja	Cohen's d	.41635	-.450	-1.277	.380
	Hedges' correction	.41964	-.446	-1.267	.377
	Glass's delta	.24172	-.774	-1.695	.202
EtikaKerjaIslam	Cohen's d	.46855	.004	-.822	.829
	Hedges' correction	.47225	.004	-.816	.823
	Glass's delta	.20602	.008	-.818	.834
meanKO	Cohen's d	.43441	-.326	-1.152	.502
	Hedges' correction	.43784	-.323	-1.143	.498
	Glass's delta	.18698	-.757	-1.673	.214

a. The denominator used in estimating the effect sizes.

Cohen's d uses the pooled standard deviation.

Hedges' correction uses the pooled standard deviation, plus a correction factor.

Glass's delta uses the sample standard deviation of the control group.

Group Statistics

Tahap pendidikan tertinggi		N	Mean	Std. Deviation	Std. Error Mean
Kepuasan Kerja	Sarjana Muda	27	4.4374	.47307	.09104
	Lain-lain nyatakan	71	4.5003	.39538	.04692
EtikaKerjaIslam	Sarjana Muda	27	4.6928	.37358	.07190
	Lain-lain nyatakan	71	4.2800	.44903	.05329
meanKO	Sarjana Muda	27	4.3654	.33810	.06507
	Lain-lain nyatakan	71	4.1991	.45850	.05441

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means							
		F	Sig.	t	df	Significance		Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
						One-Sided p	Two-Sided p			Lower	Upper
Kepuasan Kerja	Equal variances assumed	1.457	.230	-.666	96	.253	.507	-.06295	.09448	-.25048	-.12459
	Equal variances not assumed			-.615	40.584	.271	.542	-.06295	.10242	-.26986	-.14397
Etika Kerja Islam	Equal variances assumed	.645	.424	4.247	96	<.001	<.001	.41278	.09720	.21983	.60572
	Equal variances not assumed			4.612	56.124	<.001	<.001	.41278	.08949	.23351	.59204
mean KO	Equal variances assumed	4.555	.035	1.714	96	.045	.090	.16637	.09705	-.02627	-.35902
	Equal variances not assumed			1.961	63.539	.027	.054	.16637	.08482	-.00310	-.33585

Independent Samples Effect Sizes

			Point Estimate	95% Confidence Interval	
		Standardizer ^a		Lower	Upper
KepuasanKerja	Cohen's d	.41785	-.151	-.594	.293
	Hedges' correction	.42115	-.149	-.589	.291
	Glass's delta	.39538	-.159	-.603	.285
EtikaKerjaIslam	Cohen's d	.42990	.960	.494	1.421
	Hedges' correction	.43330	.953	.491	1.410
	Glass's delta	.44903	.919	.448	1.385
meanKO	Cohen's d	.42924	.388	-.060	.833
	Hedges' correction	.43263	.385	-.059	.827
	Glass's delta	.45850	.363	-.086	.809

a. The denominator used in estimating the effect sizes.

Cohen's d uses the pooled standard deviation.

Hedges' correction uses the pooled standard deviation, plus a correction factor.

Glass's delta uses the sample standard deviation of the control group.

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
meanKO	4.2449	.43351	98
KepuasanKerja	4.4830	.41665	98

Correlations

		meanKO	KepuasanKerja
Pearson Correlation	meanKO	1.000	.569
	KepuasanKerja	.569	1.000
Sig. (1-tailed)	meanKO	.	<.001
	KepuasanKerja	.000	.
N	meanKO	98	98
	KepuasanKerja	98	98

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	KepuasanKerja ^b	.	Enter

a. Dependent Variable: meanKO

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin - Watson
					R Square Change	F Change	df 1	df 2	Sig. F Change	
1	.569 ^a	.323	.316	.35843	.323	45.889	1	96	<.001	1.511

a. Predictors: (Constant), KepuasanKerja

b. Dependent Variable: meanKO

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	5.896	1	5.896	45.889	<.001 ^b
Residual	12.334	96	.128		
Total	18.229	97			

a. Dependent Variable: meanKO

b. Predictors: (Constant), KepuasanKerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.592	.393		4.049	<.001
KepuasanKerja	.592	.087	.569	6.774	<.001

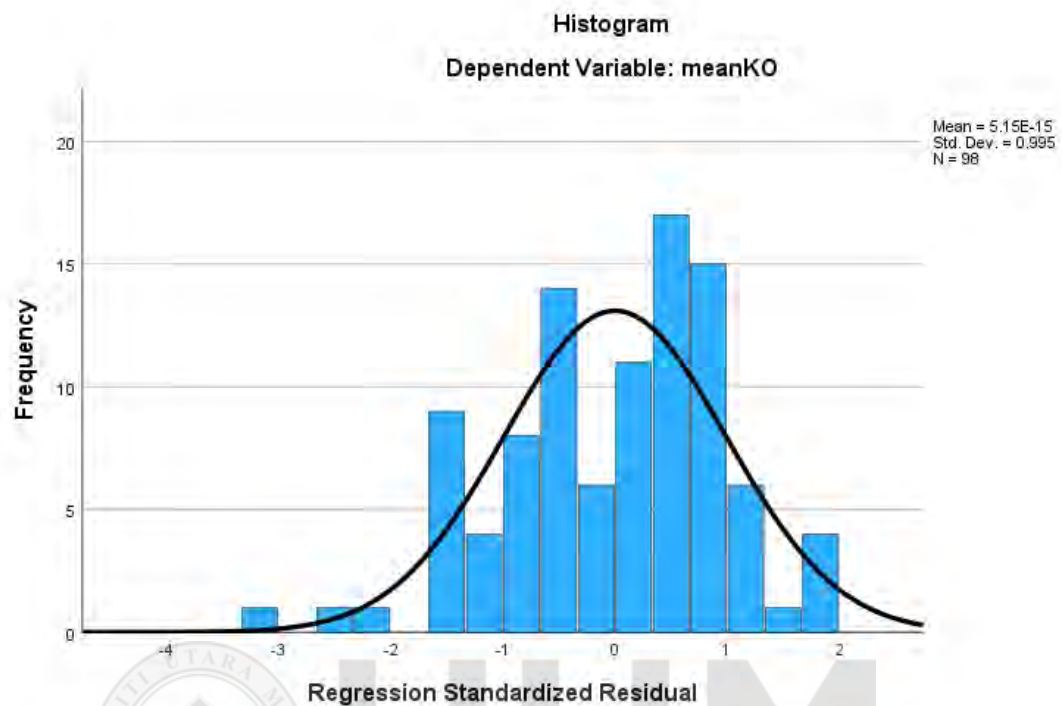
a. Dependent Variable: meanKO

Residuals Statistics^a

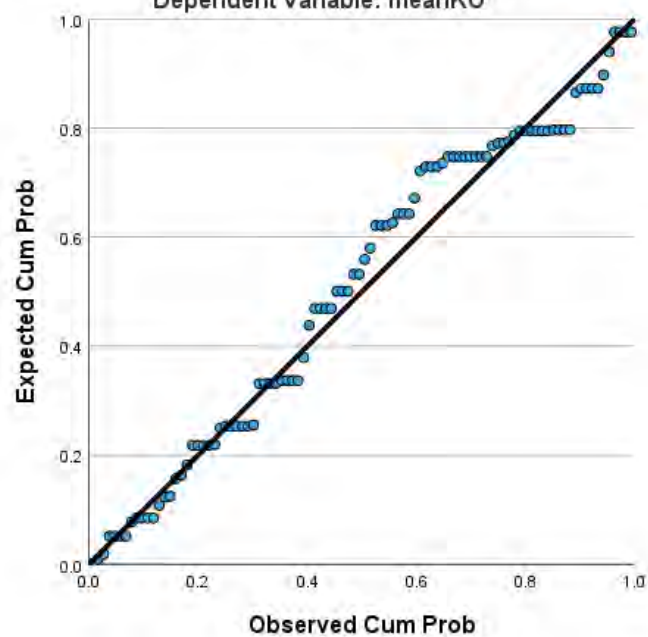
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3.4801	4.5508	4.2449	.24653	98
Residual	-1.08415	.70756	.00000	.35658	98
Std. Predicted Value	-3.102	1.241	.000	1.000	98
Std. Residual	-3.025	1.974	.000	.995	98

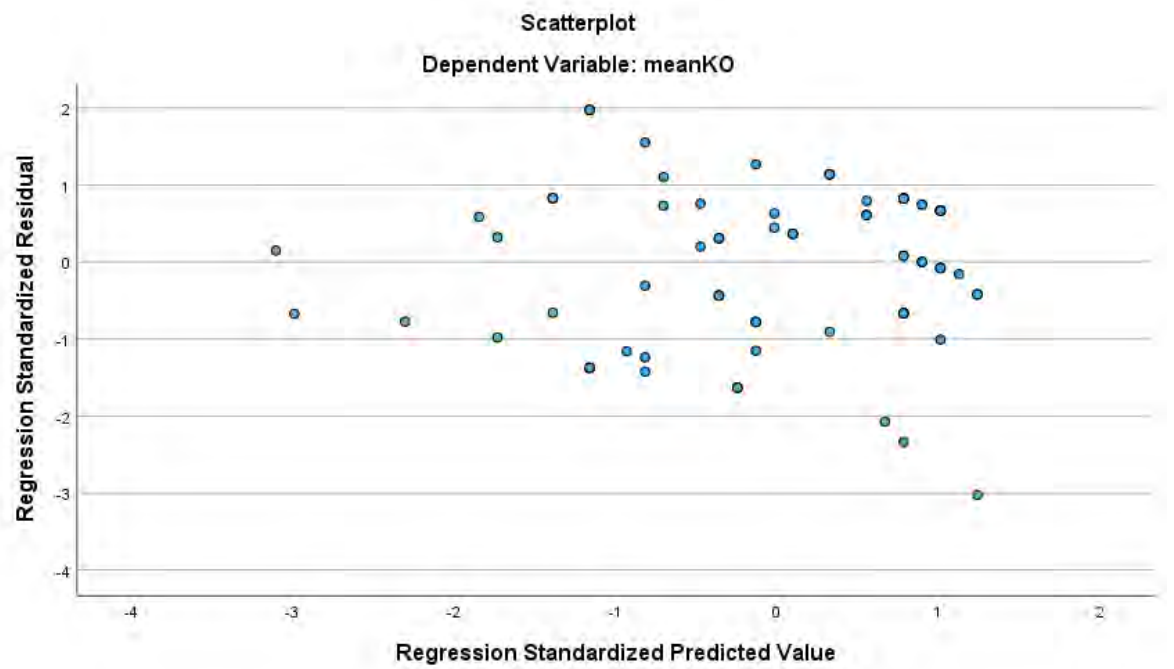
a. Dependent Variable: meanKO

Charts



Normal P-P Plot of Regression Standardized Residual
Dependent Variable: meanKO





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Regression

Descriptive Statistics

	Mean	Std. Deviation	N
meanKO	4.2449	.43351	98
KepuasanKerja	4.4830	.41665	98
EtikaKerjaIslam	4.3938	.46613	98
koX	19.7464	3.15038	98

Correlations

		meanKO	KepuasanKerja	EtikaKerjaIslam	koX
Pearson Correlation	meanKO	1.000	.569	.004	.326
	KepuasanKerja	.569	1.000	.256	.752
	EtikaKerjaIslam	.004	.256	1.000	.828
	koX	.326	.752	.828	1.000
Sig. (1-tailed)	meanKO	.	<.001	.486	<.001
	KepuasanKerja	.000	.	.005	.000
	EtikaKerjaIslam	.486	.005	.	.000
	koX	.001	.000	.000	.
N	meanKO	98	98	98	98
	KepuasanKerja	98	98	98	98
	EtikaKerjaIslam	98	98	98	98
	koX	98	98	98	98

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	KepuasanKerja ^b	.	Enter
2	EtikaKerjaIslam ^b	.	Enter
3	koX ^b	.	Enter

a. Dependent Variable: meanKO

b. All requested variables entered.

Model Summary^d

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					
					R Square Change	F Change	df 1	df 2	Sig. F Change	Durbin-Watson
1	.569 ^a	.323	.316	.35843	.323	45.889	1	96	<.001	
2	.587 ^b	.345	.331	.35453	.022	3.125	1	95	.080	
3	.595 ^c	.355	.334	.35378	.010	1.401	1	94	.240	1.495

- a. Predictors: (Constant), KepuasanKerja
b. Predictors: (Constant), KepuasanKerja, EtikaKerjaIslam
c. Predictors: (Constant), KepuasanKerja, EtikaKerjaIslam, koX
d. Dependent Variable: meanKO

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.896	1	5.896	45.889	<.001 ^b
	Residual	12.334	96	.128		
	Total	18.229	97			
2	Regression	6.288	2	3.144	25.015	<.001 ^c
	Residual	11.941	95	.126		
	Total	18.229	97			
3	Regression	6.464	3	2.155	17.214	<.001 ^d
	Residual	11.765	94	.125		
	Total	18.229	97			

- a. Dependent Variable: meanKO
b. Predictors: (Constant), KepuasanKerja
c. Predictors: (Constant), KepuasanKerja, EtikaKerjaIslam
d. Predictors: (Constant), KepuasanKerja, EtikaKerjaIslam, koX

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.592	.393		4.049	<.001
	KepuasanKerja	.592	.087	.569	6.774	<.001
2	(Constant)	2.032	.462		4.402	<.001
	KepuasanKerja	.632	.089	.608	7.073	<.001
	EtikaKerjaIslam	-.141	.080	-.152	-1.768	.080
3	(Constant)	-3.334	4.557		-.732	.466
	KepuasanKerja	1.803	.993	1.733	1.815	.073
	EtikaKerjaIslam	1.089	1.042	1.171	1.045	.299
	koX	-.268	.226	-1.946	-1.184	.240

a. Dependent Variable: meanKO

		Excluded Variables ^a					Collinearity Statistics
Model		Beta In	t	Sig.	Partial Correlation		Tolerance
1	EtikaKerjaIslam	-.152 ^b	-1.768	.080	-.178		.934
	koX	-.234 ^b	-1.856	.067	-.187		.434
2	koX	-1.946 ^c	-1.184	.240	-.121		.003

a. Dependent Variable: meanKO

b. Predictors in the Model: (Constant), KepuasanKerja

c. Predictors in the Model: (Constant), KepuasanKerja, EtikaKerjaIslam

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3.3560	4.6231	4.2449	.25814	98
Residual	-1.02252	.71606	.00000	.34827	98
Std. Predicted Value	-3.444	1.465	.000	1.000	98
Std. Residual	-2.890	2.024	.000	.984	98

a. Dependent Variable: meanKO

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
koX	98	12.76	24.52	19.7464	3.15038
Valid N (listwise)	98				

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
meanKO	4.2449	.43351	98
KepuasanKerja	4.4830	.41665	98
EtikaKerjaIslam	4.3938	.46613	98
koX2	6.9864	3.15038	98

Correlations

		meanKO	KepuasanKerja	EtikaKerjaIslam	koX2
Pearson Correlation	meanKO	1.000	.569	.004	.326
	KepuasanKerja	.569	1.000	.256	.752
	EtikaKerjaIslam	.004	.256	1.000	.828
	koX2	.326	.752	.828	1.000
Sig. (1-tailed)	meanKO	.	<.001	.486	<.001
	KepuasanKerja	.000	.	.005	.000
	EtikaKerjaIslam	.486	.005	.	.000
	koX2	.001	.000	.000	.
N	meanKO	98	98	98	98
	KepuasanKerja	98	98	98	98
	EtikaKerjaIslam	98	98	98	98
	koX2	98	98	98	98

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	KepuasanKerja ^b	.	Enter
2	EtikaKerjaIslam ^b	.	Enter
3	koX2 ^b	.	Enter

a. Dependent Variable: meanKO

b. All requested variables entered.

Model Summary^d

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	R	Square				F Change	df 1	df 2			
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3	.595 ^c	.355	.334	.35378	.010	1.401	1	94	.240	1.495	

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a. Dependent Variable: meanKO

b. Predictors: (Constant), KepuasanKerja

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	KepuasanKerja	.632	.608	7.073	<.001
	EtikaKerjaIslam	-.141	-.152	-1.768	.080
3	(Constant)	-6.751		-.908	.366
	KepuasanKerja	1.803	1.733	1.815	.073
	EtikaKerjaIslam	1.089	1.171	1.045	.299
	koX2	-.268	-1.946	-1.184	.240

a. Dependent Variable: meanKO

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a. Dependent Variable: meanKO

b. Predictors in the Model: (Constant), KepuasanKerja

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Std. Predicted Value	-3.444	1.465	.000	1.000	98
Std. Residual	-2.890	2.024	.000	.984	98

a. Dependent Variable: meanKO

JADUAL NON RESPONSE BIOS

Mean Komitmen Organisasi

	N	Mean	Std. Deviation	Minimum	Maximum
1.00	33	4.1192	.50187	3.27	4.73
2.00	34	4.3196	.37811	3.47	4.73
3.00	31	4.2968	.39397	3.47	4.73
Total	98	4.2449	.43351	3.27	4.73

ANOVA

Mean Komitmen Organisasi

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.795	2	.397	2.165	.120
Within Groups	17.434	95	.184		
Total	18.229	97			