



Faculty of Cognitive Sciences and Human Development

**THE UNDERSTANDING OF ISLAMIC WORK ETHICS AMONG
EMPLOYEES**

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Bachelor of Science (Honours)
Human Resource Development
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**THE UNDERSTANDING OF ISLAMIC WORK ETHICS AMONG
EMPLOYEES**

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This project was submitted
in partial fulfilment of the requirements for a Bachelor of Science
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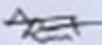
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ABSTRACT

The main purpose of the research was to study the understanding of Islamic Work Ethics among employees. The aspect studied were forms of the understanding of employees on Islamic Work Ethics, the understanding of employees on career development, the types of Islamic Work Ethics done by the employees and the effect of applying Islamic Work Ethics in employees' career development. A pilot study was conducted by doing a pre-test on the first informant. The data obtained will be analysed and improvement will be done for the betterment. Next, the actual research and information were obtained through semi-structured interview. The total informants for this research were ten, using non-probability sampling through purposive sampling procedure. The data were analysed using content analysis. Data analysed, summarized and categorized were labelled with appropriate code. The study found there are understanding in employees on Islamic Work Ethics but it must being expose more in the organization. The information obtained from this research in the form of suitable factors, effects and achievements that were experienced by the employees hope can give insight to the top management of organization. In addition, this study also aimed to serve as a guide for further studies in the future.

ABSTRAK

Kajian ini bertujuan mengkaji pemahaman pekerja terhadap Etika Bekerja Islamik. Aspek-aspek yang dikaji adalah tahap pemahaman pekerja terhadap Etika Bekerja Islamik, pemahaman pekerja terhadap pembangunan kejaya, jenis-jenis Etika Bekerja Islamik yang dilakukan oleh pekerja dan kesan daripada amalan Etika Bekerja Islamik terhadap pembangunan kerjaya. Kajian rintis telah dijalankan dengan melakukan pra-ujian ke atas seorang informan. Data dan maklumat yang diperolehi akan dianalisa dan penambahbaikan akan dilakukan dari semasa ke semasa sepanjang proses pengumpulan data berlangsung. Jumlah informan yang dipilih adalah seramai 10 orang secara persampelan tidak keberangkalian yang menggunakan persampelan bertujuan. Setelah itu, setiap data yang dianalisis, dirumuskan dan dikategorikan serta dilabelkan dengan kod yang sesuai. Hasil kajian mendapati para pekerja mempunyai pemahaman yang agak baik terhadap Etika Bekerja Islamik tetapi ia perlu didedahkan lebih lagi dalam organisasi. Diharap maklumat yang diperolehi dari hasil kajian, kesan-kesan dan pencapaian yang dikecapi oleh para pekerja dapat dikenalpasti untuk menambah baik pengurusan di organisasi-organisasi khususnya para pemimpin di organisasi. Selain itu kajian ini juga diharap dapat dijadikan sebagai panduan untuk kajian yang seterusnya pada masa akan datang.

CHAPTER 1

INTRODUCTION

1.0 Introduction

In this chapter, it contains the background of study, problem statement, research objectives and also research questions. Moreover, this chapter also describe the significance of the study, limitation and scope of the study, and definition of terms related in this study. Finally, it will end with a brief summary of the chapter.

1.1 Background of Study

In this globalization era that filled with luxury and full of sophisticated, Career Development is one of the important agenda in someone career path in an organization. The employees' Career Development were greatly affected by their own ethics in life. For this study, a research will be carry out to study the understanding of Islamic Work Ethics among Employees. Some of the Islamic Work Ethics of the employees will be analyze in terms of how often and well did the employees practice the ethics. For the employees' Career Development, we will analyze base on the employees' achievement in the organization physically, mentally and emotionally.

Ethics also known as moral philosophy is a type of discipline concerned with what is morally good and bad and morally right and wrong. Any system or theory of moral values or principles also fit with the ethics term. Ethics deals with such questions at all levels. Its subject consists of the fundamental issues of practical decision making, and its major concerns include

the nature of ultimate value and the standards by which human actions can be judge right or wrong (Singer, 2019). According to Wan-Hamat (2013) as cited by Balla, Alias, Isa, Zaroog & Osman (2016), Islam understanding of ethics that is an offshoot of Iman (a Muslim belief system), and it comes from the Islamic interpretation of human life. Ethics (Akhlak) is a set of Islamic moral values which have been advocated profoundly in the Quran and fulfilled by Prophet Muhammad (PBUH) during his lifetime.

Career Development is a technique that structures a person's work character. It is a critical bit of human development and ranges over the individual's entire lifetime, beginning when the individual at first gets aware of how people make a living (McKay, 2019). According to Kapur (2018), Career Development is a basic area for each person and it is viewed as a deep rooted procedure; an individual starts his education, after accomplishment of good training and education abilities, he searches for jobs opportunities or employments so as to make his career wonderful.

According to Career Addict (2016), workplace ethics hold a crucial position when we talk about Career Development and professional growth. They create a positive and strong reputation for organization that will lead to business success. Employers need the candidates that have integrity to ensure the continuity of productivity, which means a reward like advancement opportunities will be given to the ethical workers. Having top qualifications without strong ethics is a waste in the Career Development opportunities. The promising employees have a good ethics personally and a strong educational background. These qualities will be nurture from life experiences and personal values. Therefore, we can see that there are some links between ethics and Career Development.

1.2 Problem Statement

Employees' Career Development is a significant component to ensure that both organization and employee have a decent efficiency and fulfillment with their own goals. Religious schools known as Madrassas in Pakistan contribute critical human resource development (HRD) to the public empowering Career Development (CD) of protégés under Islamic Work Ethics (IWE). However, the effect of Islamic Work Ethics on Career Development and protégés' characters in recognized and good reputation Madrassas need elaboration (Khan, Nazeer & Naqvi, 2015). From that, we know that more research like this is necessary to get a better understanding on the topic.

In recent years, many organizations have experienced a paradigm shift in their organizational structure and design. Such changes influenced the work environment in which employees feel low level of spirituality and performance rate that will affect their Career Development. According to Ajmal and Irfan (2014), they found that a huge positive relation existed between Islamic Work Ethics and job performance. Gocen and Ozgan (2018) supported to extend the significance of spirituality at workplace in context of Islamic Work Ethics for better performance. Thus, implementation of Islamic Work Ethics through spirituality at workplace is pivotal for performance and Career Development of individuals. From the statements above, we can try to prove that Islamic Work Ethics can positively affect employees' Career Development in this study.

According to Aldulaimi (2016), there are only a little information about Islamic Work Ethics. Until now, only a few interested researchers who have looked and made a study on Islamic Work Ethics. Perhaps, the first academic studies that focused on Islamic Work Ethics were among the study of Naqvi and Nasr. However, Ali's study that provided a scale of

Islamic Work Ethics measurement have the most cited work by the other researchers. Over decades, the scale that developed by Ali have been used on many studies on Islamic Work Ethics.

Unfortunately, there are no advancement appeared by the study on this part especially on the scale of measurement from that point forward. There are no further investigation occur by the researchers appear they appreciate utilizing a similar scale on their study of Islamic Work Ethics. Therefore, this research was purposely done to broaden the study of Islamic Work Ethics on Employees' Career Development.

1.3 Research Objective

The general objective of this study is to identify the understanding of Islamic Work Ethics among the employees. In contrast, this study will broaden the knowledge and understanding about the research topic.

1.3.1 Specific Objective

- To analyse the understanding of employee about Islamic Work Ethics
- To analyse the understanding of employee on Career Development
- To identify the types of Islamic Work Ethics done by the employee
- To identify the effect of applying Islamic Work Ethics in employees' Career Development

1.4 Research Questions

In detail, this study was purposely done to get the answers for these questions.

- Did the employee understand on what is the Islamic Work Ethics?
- Did the employee understand on what is the Career Development?
- What types of Islamic Work Ethics done by the employee?
- What are the effect of applying Islamic Work Ethics in employees' Career Development?

1.5 Significance of the Study

This study contributes to the knowledge of Islamic Work Ethics of employees in an organization in Malaysia. The findings of this study have contribute some benefits to the organization in Malaysia, Human Resource department and also to the body of knowledge. It has enhanced the employees' awareness on how Islamic Work Ethics affects their Career Development. The finding from this study will show to all of us about the result of applying the Islamic Work Ethics on the employees' Career Development. Therefore, the organization will know whether that the Islamic Work Ethics will contribute to the employee's Career Development or it just only make it worse. On the other hand, the outcome from this research could give a hand to both parties, which are the employee and organization to increase their productivity if the Islamic Work Ethics were applied by the employees because an employee with a good Career Development will contribute to the organization's productivity.

1.6 Limitations of Study

1.6.1 Mobility Constraint

In this study, all of my informants are base in Ara Damansara that will need me to go there to carry on the interview session. It is kind of difficult for me in terms of transportation that will need me to go there with the public transportation. In the middle of the data collection process, the Movement Controls Order (MCO) was done due to the COVID-19 pandemic. As a result, I have the difficulty to reach my informants to refer back the interview questions and answers. Therefore, I had to make the interview session through phone calls in order to collect the data.

1.6.2 Time Constraint

I was only given a chance to interview the informants only during their lunch hour. It is because I cannot do the interview in the office and I cannot disturb their working hours. Therefore, I only can afford to interview two informants a day during their lunch hour at the nearby cafe.

1.6.3 Sample Constraint

The sample size for this study is small and cannot be generalize to all of the employees that work in any organization in Malaysia. This study only involve ten employees from different departments that work in an organization. This study was limited to the group that was selected in an organization only. This group of employee must be a Muslim and must serve for the organization because the application of Islamic Work Ethics are more familiar to them. Nevertheless, this study can be a reference for more research to come. Therefore, it will ease the other researchers to do this study with a larger sample size in the future.

1.7 Definitions of Terms

1.7.1 Conceptual Definition

Work ethics is a conviction that mirrors a person's mood towards various sort of work, including choice of action and commitment, frames of mind toward the craving for higher career achievement and also to both monetary and non-monetary bonus (Yousef, 2001 in Hayati, Yuningsih & Caniago, 2018).

According to Murtaza et al (2014), the meaning of work ethics in Islamic views are virtues and standards related with work that perceive positive and negative in the Islamic setting, as an explanation behind someone achieving or not achieving something.

Career Development is a procedure that structures an individual's work character. It is a significant piece of human development and ranges over the person's whole lifetime, starting when the individual initially gets mindful of how individuals make a living (McKay, 2019).

1.7.2 Operational Definition

As an operational definition, work ethics is a good practices or civics done by the respondents when completing certain tasks in order to achieve their personal goals and missions, job satisfaction and also a top notch work qualities.

Islamic Work Ethics (IWE) is a good practice or civics of working taught by Islam and practiced by the respondents when completing certain tasks in order to provide a high quality of production, achieve job satisfaction and meet their personal missions and goals without neglecting their spirituality fulfilment.

Career Development is a process where the respondents experience ups and downs in developing their knowledge, skills and abilities related unrelated to their job scopes during their career life.

1.8 Summary

This chapter discussed the major components of study includes background of study related to Islamic practices and Career Development, statement of problem on this research. The objectives of the study followed by significant of study, and the definition of terms.

CHAPTER 2

LITERATURE REVIEW

2.0 Introduction

This chapter contain a discussion on the related literature review, which divided into four sections. Firstly, it is the discussion of the concept and element of Islamic practices and Career Development. The second section will brief on the theory or model related to this research. The third section is briefly about the similar findings between this research and the past research. Finally, it consist a brief summary to conclude this chapter.

2.1 Pertinent Issues Related to Study

2.1.1 Islamic Work Ethics

Islamic Work Ethics contain of a connection or relationship of respecting someone with the behaviour of employee in the workplace (Mohamed et al, 2010 in Hayati, Yuningsih & Caniago, 2018). Islamic Work Ethics is a performance support dependent on the best capacity to fulfil God's will. As the prophet, Muhammad PBUH said, “*Allah loves to see one’s job done at the level of itqan*” (Sahih Muslim, 1976). Itqan demonstrates quality work. Along these lines, a Muslim expert will organize open interests over his own advantages. The outcomes indicated that Islamic Work Ethics affected the organization. Islamic Work Ethics positively affects Organizational Citizenship Behavior (OCB) and Knowledge-Sharing Behaviour (KBS) (Murtaza et al, 2014). Employees who master and practice Islamic Work Ethics in the

workplace have a good effect on the relationship of procedural equity with employee satisfaction and involvement (Khan et al, 2015).

Athar et al (2016) stated that a definitive revelations of the Holy Qur'an and Sunnah orders and demand the best of morals and ethics in social just as the person financial existence. Quran said, *“You are the best of peoples, evolved for mankind, enjoining what is right, forbidding what is wrong, and believing in Allah and let there be from you a group inviting to all to that is good, enjoining what is right (ma‘ruf) and forbidding what is wrong (munkar)”* (3:110). Abdi, Nor, and Radzi (2014) investigated the influence of Islamic Work Ethics on job performance and organizational commitment and found that Islamic Work Ethics had significant positive impact on the job performance. They argued that organizations must emphasize on implementation of Islamic Work Ethics to safeguard continuous progression and prosperity.

Islamic Work Ethics establish the desires for one's relations regarding his conduct at work. This incorporates their exertion, devotion, collaboration, duty, social relations and creativity (Rahman et al, 2006 in Aldulaimi, 2016). Basically, when maintaining a good relationship with God, one could hope to spur his behaviour and attitude to be maintain with the principles and stipulations of the religion (Rahman et al, 2006 in Aldulaimi 2016). Islamic Work Ethics advocate the significance of doing out one's work to the best of capacity for the blessing of God. The competitive advantage for any country does not lie in its material possibilities, the competitive advantage lies in the morals and qualities this country has (Al Smadi, 1997 in Aldulaimi, 2016). In this manner, all of economic business in Islamic establishments could not be isolated from the idea in the Quran and the Hadith. Along these lines, Islamic Work Ethics can be viewed as endeavour or activity that complete by an employee or organization to help and improve representative's Career Development. There are

numerous reasons why this sort of ethics was set up in an organization however for the most part to improve representative Career Development.

2.1.3 Career Development

Career Development is characterize as a composed, arranged undertaking, which includes organized activities or procedures, bringing about a shared career interaction between the employers or organization and the employees. Career Development is a continuous procedure by which people progress through a progression of steps, every one of which is described by a moderately special arrangement of issues, topics, and activities. Career Development incorporates two arrangements of exercises which are Career Planning and Career Management. Career planning is characterized as the exercises embraced by an individual while having the option to set up a reasonable profession intend to evaluate the abilities and capability of workers with the assistance of advisors and others. There are exercises that help in building up an individual and make career plan. Career management concentrates more on what the organization can do to find a way to accomplish that plan and for the most part to advance employee Career Development. (Das, 2018).

According to Baer, Flexer, Luft & Simmons (2008) as cited by Gyansah & Guntai (2018), contend that an individual's Career Development is a lifetime process that encompasses the growth and change process of childhood, the formal career education at school, and the maturational processes that continue throughout a person's working adulthood and into retirement. Career Development are of the view that a career consists of different stages and the individual was faced with different issues during each of these stages. It will therefore be accurate to assume that different individuals have different issues that confront them as they move on in their work lives and it may be possible for this to generate

different views about Career Development and progression in different individuals. (Schreuder & Coetzee, 2006 in Gyansah & Guntai, 2018).

Employees' Career Development assumes a significant role in improving the human capital part of an organization. It is by and large, deliberately used to use organizational ability, and to pull in and hold a skilled workforce. Right sort of people management strategy includes continuing accomplishment through building the correct sort of organization by utilizing bits of knowledge on ability, culture and authority (Ulrich, 2014). According to Hooley (2014), Career Development encompasses all activities that encourage the individual's knowledge, aptitudes and limits in connection to planning, creating and coordinating their profession through informed decisions. This report will concentrate on career related learning that happens in schools, in spite of the fact that the advancement of career related abilities and information supposedly continued over the life expectancy.