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EMPLOYEES' PERCEPTION OF ISLAMIC WORK ETHICS AND JOB SATISFACTION IN KSA

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ABSTRACT

Job satisfaction is one of the important elements in an organisation where it significantly influences the overall performance. This study will examine the employees' perception of Islamic work ethics and jobs satisfaction together with the relationship between Islamic work ethics and employee job satisfaction in Saudi Arabia. The method for collecting data is quantitative method through online survey method. The research targeting the Muslims employees, both gender female and males, different nationalities, especially in Saudi Arabia. The obtained result showed that their positive employees perception of Islamic work and job satisfaction in general.

INTRODUCTION

Today job satisfaction is become one of the most thing used variables in business world and behavioural research not only in western business but also between the Pakistani business research community. such as Riaz & Ramay (2010); Job satisfaction represents a feeling that appears as a result of the perception that the job enables the material and psychological needs (Aziri, 2008). Robbins (2005) described job satisfaction combine feelings that individual have towards his work. This means that when employee has a high level of job satisfaction, they will have good and positive feeling towards his job and if he has low level of job satisfaction will have bad and negative feeling towards his job (Robbins, 2005). Job satisfaction may effect on both individual and organizational performance positively and negatively.

The Quran and Sunnah are the most important sources of the broader principles and guidelines for life issues and are believed to be valid for all times and for all individuals who embrace Islam (Beekun and Badawi 2005). Islam is a way of life and not merely a religion (Musa, 2011). Within Islam, these principles and values are presumed to be universal and applicable to every field of life; they are in no way dependent on the prevailing norms of societies, which change with the passage of time (Abbasi et al., 2011). Many moral philosophers and scholars have long been studying ethics to know the reason behind the certain ways of people behave and justify their action on certain basis. Ethics are the moral principles that differentiate between rights and wrong (Khan et al., 2013). Islamic work ethics consider individual's effort, dedication, social relations, creativity and responsibility is very important for the individual (Rahman, Muhammad & Othman, 2006). Therefore, this study aims to identify the employees' perception of Islamic work ethics and job satisfaction and also determine the relationship between Islamic work ethics and employee job satisfaction in Saudi Arabia.

METHODOLOGY

Research method selected

The study measures the employees' perception of Islamic work ethics and job satisfaction in KSA, and also to determine the relationship between Islamic work ethics and employee job satisfaction in KSA. In this regard, the data was collected by using quantitative research method. This approach measures the employee's perception of Islamic work ethics and job satisfaction and determining the relationship between job satisfaction and Islamic work ethics.

Data collection tool selected.

The data were collected by a questionnaire distributed to participants, the questionnaire divided into three sections, which are demographic, the Islamic work ethics and the third section is job satisfaction. A set of 17 questions were prepared regarding Islamic work ethics and 3 questions regarding employee's job satisfaction. Different organizations are considered to spread the survey. The results were based on the answers of the questioners. This study served as a means to help acquire useful information or knowledge about the subject area. A 130-sample size has been selected for this study.

RESULT AND DISCUSSION

Demographics

The survey questions begin with demographic questions covered the participant's gender, age, and nationality in order to background of the participants. Most of the participants are female about 79.2% and male about 20%. While, there are 0.8% of the participant prefers not to say their gender. Most of the participants are age less than 39 years old contributed by 56.2%. The participant age between 40 – 49, 50 – 59, and greater than 60 years old are

35.4%, 6.2% and 2.3% respectively. In addition, most of the participants are Saudi about 90% and the rest are non- Saudi.

Islamic work ethics

The first question to the participant is “laziness is bad”. Most of the participant about 75% agreed that Laziness is a very bad character and a person should not be characterized by this character, because it makes man does not work and does not produce anything useful to society. Fig. 1 shows about 13% and 4 % of the participant moderately and little agrees with this statement respectively. While, there are also 8% of the participant does not agree with the statement. However, the majorities believe that laziness is bad.

The second question is about dedication to work is virtue. Fig. 2 shows about 42% and 27 of the participants are fully and mostly agree with this matter respectively, so this proved that dedication to work is a great thing and it may even come to virtue. About 18% and 9% of the respondent shows they are moderately and a little agree with. While, only 4 % of the participant does not agree with it as they think that work is something routine, so it can't reach to the virtue or even dedication.

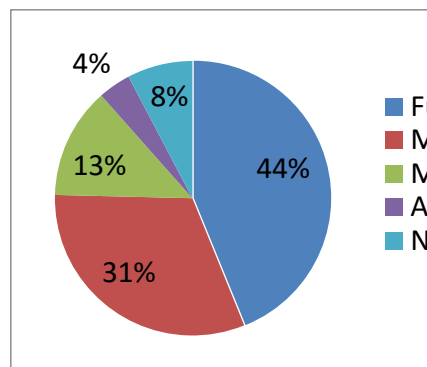


Fig. 1. Respondents feedback for “Laziness is bad”

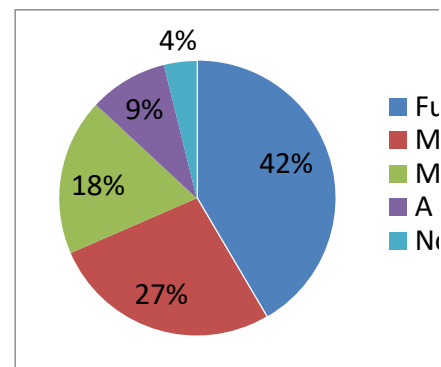


Fig. 2. Respondents feedback for “Dedication to work is virtue”

The third question is regarding the good work benefits both one’s self and others. The highest percentage shown in Fig. 3 is 62% which majority participants are fully support and 23% mostly support this statement, so that’s mean good work it had positive effect on the individual and the whole society. There are about 8% and 5% indicate moderately and little agrees with the statement. While, there are very few people think there is no relation between works hardly in provide good work and benefits others.

The fourth question is regarding the justice and generosity in the workplace is necessary conditions for society’s welfare. Fig. 4 shows majority of the participants, 62% fully and 20% mostly agree with statement, so this means deal with the others in the workplace or even existence in workplace need for justice and generosity necessary for society’s welfare. There are 10% of the

participant moderately agree with the statement. While, 3% of the participant indicates little agree and 5% indicates they does not agrees with the statement.

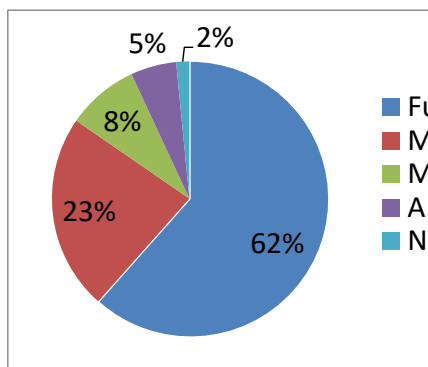


Fig. 3. Respondents feedback for “Good work benefits both one’s self and others”

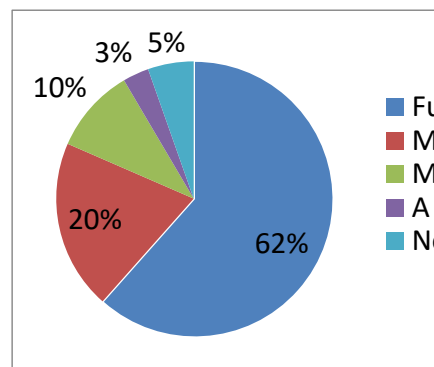


Fig. 4. Respondents feedback for “Justice and generosity in the workplace are necessary conditions for society’s welfare”

The fifth question is to obtain the opinion of the employees regarding the producing more than enough to meet one’s personal needs contribute to the prosperity of society as a whole. Fig. 5 shows about 66% of the participant agrees with it and 23% showing moderate agree as they believe when they produce more than enough, this will make them more confident and more creative so this will contributes to the prosperity of society as a whole. Besides that, there are 6% and 5% of the participant indicated little agree and not agree at all. The sixth question is to identify how much they believe when one should carry work out to the best of one’s ability. Fig. 6 shows about 44% and 31% of the participants are fully and mostly believe that one should carry work out to the best of one’s ability respectively. About 12% of the participants are moderately agreed. There are also 10% of the participant indicates a little agree and 3% of the participant not believe at all.

The seventh question to observe the opinion of the participants on “work is not just an end in itself but also to foster personal growth and social relations”. Fig. 7 shows most of the employees believe on that indicated by 36% fully agree and 42% mostly agree. The answers were very positive regarding this question and it means that employees do see the work is not only to make money but the work is not just an end in itself but also to foster personal growth such as confidence, independence and self-reliance and also good social relations. There are only 13% of the participants who are moderately agree, a little agree with marks by 5.4% and who said not at all are 3.8%. The eightieth question is to identify the participant regarding on that “life has no meaning without work”. About half of the employees are fully agreed that the life has no meaning without work. In other words, that work means the life for them. Fig. 8 shows about 19% and 20% of the participant shows mostly and moderately agreed respectively. While, about 3% of the participants are little agree and 8% of the participants think life can be meaningful without work.

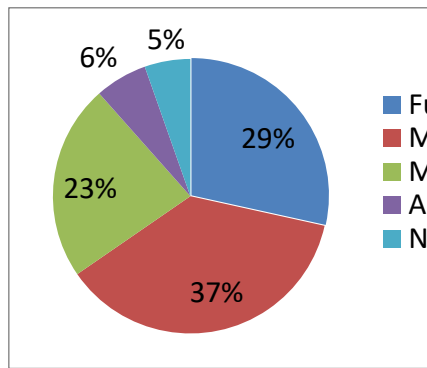


Fig. 5. Respondents feedback for “Producing more than enough to meet one’s personal needs contribute to the prosperity of society as a whole”

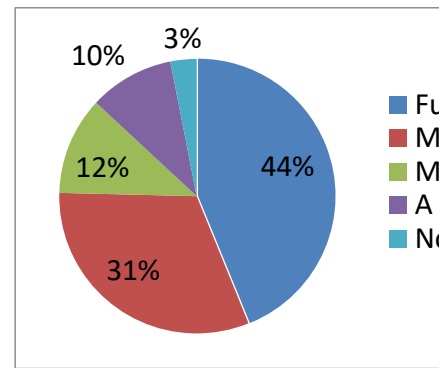


Fig. 6. Respondents feedback for “One should carry work out to the best of one’s ability”

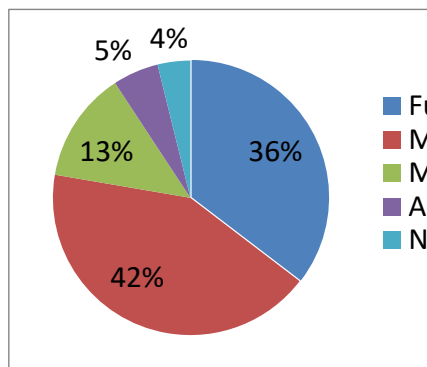


Fig. 7. Respondents feedback for “Work is not just an end in itself but also to foster personal growth and social relations”

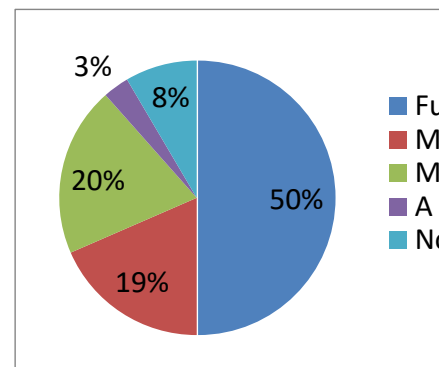


Fig. 8. Respondents feedback for “Life has no meaning without work”

The ninth question is to observe the opinion of the respondent about more leisure time is bad for society. Fig. 9 shows about 48% of the participants shows fully and mostly support that more leisure time definitely not good for society. A person may do things that are not useful at all in the long leisure time or that he does not provide anything that might benefit himself first or the community in general. While, about 30% and 13% of the respondents claim for moderately and little agree with the statement respectively. There are about 9% of the participants totally disagree with the statement. In tenth question, Fig. 10 shows majority about 48% and 26% of the participants are fully and mostly agree that human relations in organization should be emphasized and encouraged respectively. This means good relations between employees inside the organization is important and had positive impact on the work and on succeeds of the organization in general. However, about 14% of the participants showing moderately agree, about 9% indicates little agrees and only 3% of the respondents doesn't agree on that.

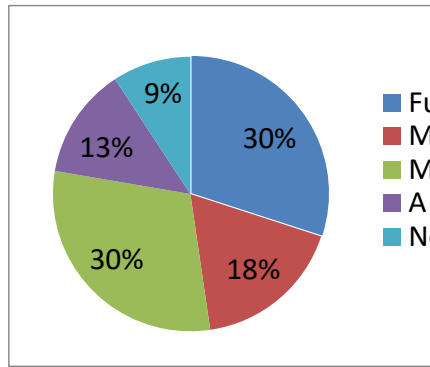


Fig. 9. Respondents feedback for “More leisure time is bad for society”

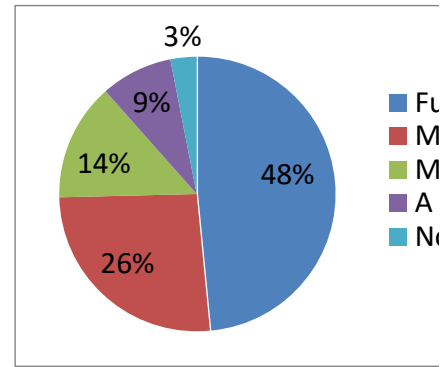


Fig. 10. Respondents feedback for “Human relations in organization should be emphasized and encouraged”

In the eleventh question, Fig. 11 shows about 26% of the participants fully agree and 29% of the participants mostly agree that work enable man to control nature. The answers were very positive regarding this question so this means employees see that work enable man to control nature. While, there are about 27% of the participants moderately agree, 10% of the participants little agree and only 8% of the participants does not agree.

In twelfth question, Fig. 12 shows most of the respondents about 81% believe on that creative work are sources of happiness and accomplishment. This means that they are seeing how much creative work means to the person. There are 10% of the participants indicated moderately agree, 8 % of the respondent showing little agrees and only 1% of the participant answered not at all.

The thirteenth question regarding any man who works is more likely to get ahead in life. Fig. 13 shows about 45% and 29% of the respondents are fully and mostly agreed with it respectively. This indicates that they believe on that the man who works may reserve better chances in the life than who not works such as marriage. Besides that, there are also 19%, 5% and 2% of the respondents show moderately agree, little agree and disagree respectively.

The fourteenth question observes the opinion of respondents about "work gives the person the chance to be independent". Fig. 14 shows the positive thing about this question is that the majority of the respondents about 50% are fully agree and 32.3% mostly agree, so this means the worker feels more independent than who not works because the work make the person more responsible about themselves, finance and life in general. Moreover, there are also 11%, 5% and 2% of the respondent’s response to moderately agree, little agree and disagree respectively.

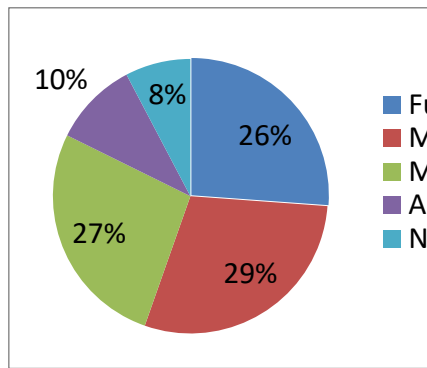


Fig. 11. Respondents feedback for “Work enable man to control nature”

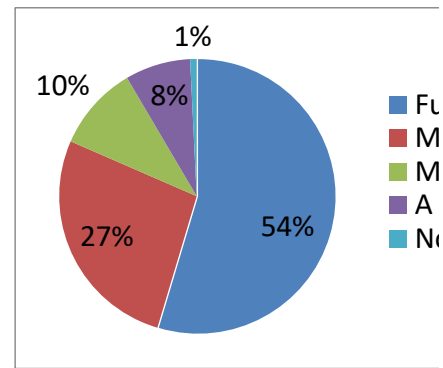


Fig. 12. Respondents feedback for “Creative work is a source of happiness and accomplishment”

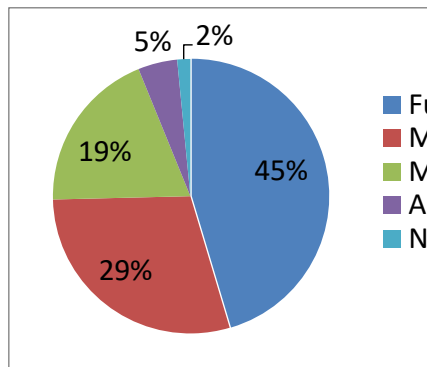


Fig. 13. Respondents feedback for “Any man who works is more likely to get ahead in life”

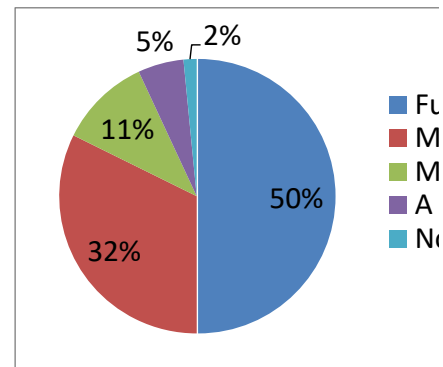


Fig. 14. Respondents feedback for “Work gives the person the chance to be independent”

In the fifteenth question, Fig. 15 shows majority of the respondents about 23% are fully agree and 42% are mostly agree that a successful man is the one who meets deadline at work. There are 18%, 8% and 9% of the respondents are moderately agree, little agree and disagree respectively.

In the sixteenth question, Fig. 16 shows there are 72% of the respondents are agree that one should work hard to meet responsibilities. This means employees see that one should work hard to meet responsibilities. While, there are also 18%, 7% and 3% of the respondents moderately agree, little agree and disagree respectively.

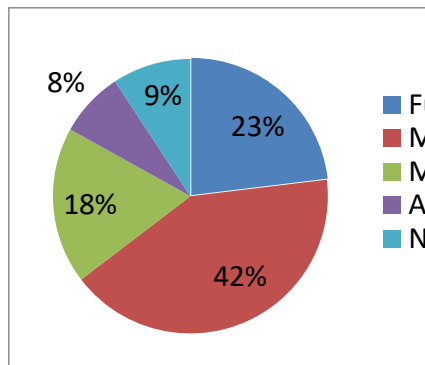


Fig. 15. Respondents feedback for “A successful man is the one who meets deadline at work”

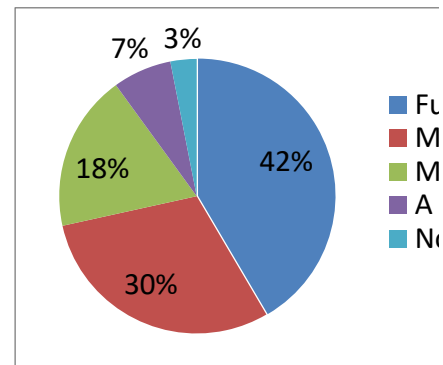


Fig. 16. Respondents feedback for “One should work hard to meet responsibilities.”

In the seventeenth question is regarding the value of work is derived from the accompanying intention rather than its results. Fig. 17 shows about 56% of the respondents are agreed with the statement. While, about 24%, 11% and 9% of the participants are moderately agree, little agree and disagree respectively.

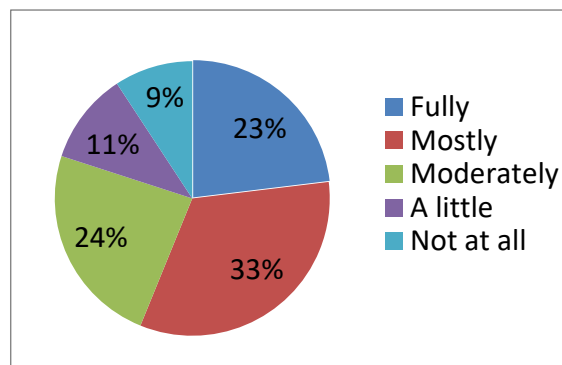


Fig. 17 Respondents feedback for “The value of work is derived from the accompanying intention rather than its results”

Job satisfaction

The survey questions based on the job satisfaction were conducted. The first question is satisfaction of their current job. Fig. 18 shows majority of the respondents about 57% are satisfied with their current job, while 24% of the respondents are moderately satisfied. There are 14% and 5% of the respondents are little dissatisfied and totally dissatisfied with their current job respectively. The second question about how much they like their current job. Fig. 19 shows majority of the respondents about 66% are likes their current job. While, about 21% of the respondents are moderately likes their current job. There are 8% and 5% of the respondents indicted little dislikes and totally dislikes their current job. The third question about the satisfaction with their job organization. Fig. 20 shows most of the respondents about 29% and 30% are fully and mostly satisfied with their job organization and about 26% are moderately satisfied with their job organization. While, about 9% and 6% of the respondents indicate little not satisfied and not satisfied at all respectively.

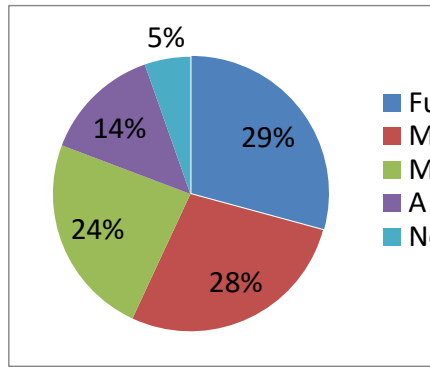


Fig. 18. Respondents feedback for “All in all, I am satisfied with my job”

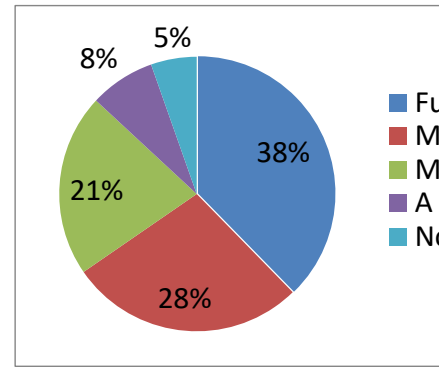


Fig. 19. Respondents feedback for “In general, I like my job”

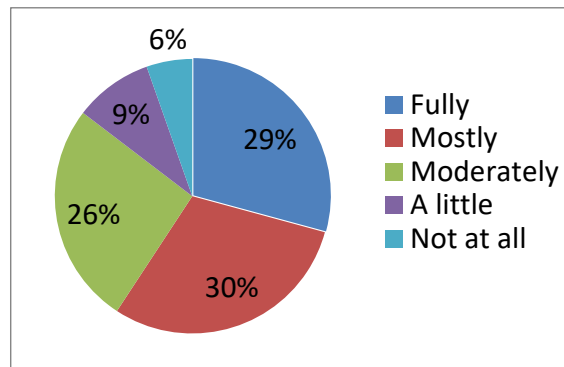


Fig. 20 Respondents feedback for “In general, I like working in my organization”

Based on the obtained survey result, there is a strong positive relationship between Islamic work and job satisfaction. The majority of the Muslims employees who have participated in this study believes that life has no meaning without work also they agree on that creative work is a source of happiness and accomplishment and work gives a person ones the chance to be independence. In addition, good work will benefit both one’s self and other. In Islamic work ethics, laziness is a bad behaviour. Muslims work whenever and wherever possible, work is necessary to establish equilibrium between one’s individuality and society in general. Islam has a positive impact on employee’s job satisfaction. Employees with very high Islamic work ethics should be satisfied in their work, they can cooperate with others more than those with low work ethics, and they have high levels of job involvement. Because Islamic Work ethics and job satisfaction is closely related to each other and they are less want to leave their jobs. Islamic work ethics are the relationship between the employees and their behaviour at work according to the Islamic principles and values. Islamic work ethics have a positive impact on employee’s behaviour. It makes the employee work more with honest and with more cooperation with other. Furthermore, employees who have Islamic work ethic, they intended to work hard and effectively, and they will maintain their job and they are less want to leave their jobs.

CONCLUSION

The aims of this study are to examine the impact of Islamic work ethics on employees' behaviour and job satisfaction, determine the relationship between Islamic work ethics and employee job satisfaction. In the study, different questions were asked regarding the employee's job satisfaction. The obtained results outlined that employees who responded to the questions, most of them were satisfied, also they agreed that human relations in the organization should be emphasized and encouraged and work means to foster personal growth and social relations. This study also demonstrated that Islamic work ethics has a positive impact on employees' job satisfaction.

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