

**ANALYZING THE ISSUE OF ORGANIZATIONAL COMMITMENT: DETERMINING THE MEDIATING  
FACTOR OF ISLAMIC WORK ETHIC**



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## **Declaration of Original Work**

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We hereby declare that:

- This work has not previously been accepted in substance for any degree locally or oversea, and is not being concurrently submitted for any degree.
- The project paper is the result of our independent work and investigation, except where otherwise stated.
- All verbatim extract have been distinguished by quotation marks and sources of our information have been specifically acknowledged.

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Thank you.

## **5. Report**

### **5.1 Proposed Executive Summary**

**Background of Research** - Every employee must give his full commitment to the organization. Employee commitment to organizations is the key to the success of an organization. There are many factors that motivate employees to give full commitment to the organization. For example, as a Muslim, the religion factor became the basic guide during work. This is because, in Islam, a job that is done with a condition of employment that does not contradict with Islam is a form of worship (Ibadah). Islamic work ethic is the ethic that is stated in the Quran and Sunnah. Islam is the comprehensive religious in the world. Islamic cover all the aspect included economic, human behaviour (akhlak), management, politic and many more.

**Objective** - The purpose of this research is to find out the influences of Islamic Work Ethic towards the various issues of job quality, organizational motivational factors with job commitment among employees in Yayasan Islam Kelantan (YIK). In order to be clear on the issue, Islamic work ethics were analyzed in two different ways – as an independent variable as well as a mediating factor.

**Design/Methodology/Approach**- The sampling method used in this study is stratified random sampling of 9 places including YIK and schools registered under YIK. Self-administered questionnaires were distributed randomly among teachers and staff in secondary schools and YIK.

**Analysis/Findings** – The study use SPSS (Scientific Package for Social Sciences). Overall, this specified into Frequencies Distribution, Descriptive Analysis, Factor Analysis, Reliability Analysis, T-Test, Anova, Correlation Coefficient (Pearson's) and Regression Analysis. There is a significant difference between the demographic profiles with the organization commitment. All the dimensions of independent variables (Job Quality, Salary, Transparency and Deeds & Intentions) significantly correlated to the Organization Commitment and to a certain extent Islamic Work Ethic mediates the whole relationship