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Counterproductive work behaviour (CWB) continues to be a worldwide phenomenon and common problem in today’s organizations and has been reported to have high rate of occurrences and serious negative perspectives. Three social theories had been identified to support the variables, i.e., personal-related factor (Emotional Intelligence-EI) and organisational-related factor (Psychological Contract Violation-PCV) as the predictors of CWB. The moderating variable (Industrial Relations Climate-IRC) which was the focal point of the study had been included to examine the interaction effect on the relationship between the independent variables and the observed variables. From theoretical perspectives, three social theories had been identified to support the theoretical framework of the study namely social exchange theory, equity theory and social cognitive theory. A survey was administered to employees of the Malaysian National Automotive Manufacturing companies with a sample size of 373 cases. The focus group of the study involved employees of non-executives level, whom are covered under the collective agreement terms between the company and trade unions association. Non-probability sampling technique with proportional-quota method was adopted for this study. This research employed SPSS version 22.0 to analyze data and supported by PROCESS macro model 1 by Hayes A.F. (2013) for analysis on moderation assessment. Exploratory Factor Analysis was conducted and revealed four dimensions of CWB namely CWB-Interpersonal, CWB-Organisational, CWB-Violence and CWB-Sabotage & Abuse. This finding is significant in particular from Malaysian’s perspectives which previous local scholars had only found two conceptual factors or dimensions of counterproductive work behaviour that had been labelled as CWB-Interpersonal and CWB-Organisational. Even though the overall power of effect in this study is small, the findings revealed that the direct relationship between the predictors (emotional intelligence and psychological contract violation) and CWB were partially significant for all dimensions except for EI-autonomy & control which was fully supported. Meanwhile, IRC-trust was also found to have partially significant on the relationship between emotional intelligence, psychological contract violation and CWB. Interestingly, the second dimension of moderator i.e. IRC-cooperation demonstrated fully statistical significant interaction between the relationships of the independent variables and the observed variables. Lastly, the implications of the study from practical and theoretical approaches were presented as a guide for management in enhancing company’s policy and as enrichment of CWB literatures. The study concluded with the limitations of the study and highlighted a few directions for future research.

The unstable and unjust fiat money system gave rise to the need to relook the role of gold as real money with stable values. Despite the advantage of gold (or gold dinar) as a stable and just medium in a monetary system, its implementation in the current system is challenging. Regardless of the challenges, effort in bringing a just monetary system has echoed in some countries and one of the most important elements to ensure the success of the implementation is the level of acceptance among the people. Therefore, the focus of this research is to investigate the comprehensive factors of gold dinar acceptance in order to understand gold dinar phenomenon in modern monetary system. The three main objectives of this research are as follows: (1) to identify factors contributing to the acceptance of gold dinar, (2) to provide an understanding of Islamic values in the practice of gold dinar and its role as money, and (3) to test and validate the Gold Dinar Acceptance Model (GDAM). A research-based model incorporating several theories of behavioural acceptance as well as emerging new factors known as perceived Islamic values and perceived knowledge was adopted to explain the relationships among various variables and to better understand the motivational factors underlying gold dinar acceptance. Exploratory studies using semi-structured interviews, observations and document analysis were employed to achieve the first two research objectives. Then 403 data collected using cross-sectional survey questionnaire from online gold dinar community in Malaysia to answer the third research question. Analysis using covariance-based Structural Equation Modeling (CB-SEM) technique revealed that perceived Islamic values, attitude, perceived knowledge, relative advantage and perceived behavioural control (facilitating condition) were significant factors in determining gold dinar acceptance, while trust, anxiety, subjective norms, and perceived behavioural control (self-efficacy) were insignificant factors. Of the basic TPB motivational factors (i.e., attitude, subjective norm, and perceived behavioural control), only attitude and perceived behavioural control (facilitating condition) influenced gold dinar acceptance. In addition, attitude fully mediated the relationship between perceived knowledge and relative advantage towards gold dinar acceptance. Overall, GDAM was sufficient in explaining gold dinar acceptance with 65.8 per cent variance. Therefore, this research provides support for the proposed GDAM in providing in-depth understanding of the relationships among various factors influencing gold dinar acceptance useful to the direction, development and implementation of gold dinar in the future. This research provides novel contribution in several ways. First, the development of measurement scale called Gold Dinar Acceptance Scale Measurement (GDASM) with sufficient validity and reliability. Secondly, the development and validation of GDAM provides comprehensive factors leading to gold dinar acceptance. Third, the establishment of new construct of perceived Islamic values provides us with deeper understanding of gold dinar phenomenon from Islamic behavioural perspectives. Finally, this research provides fundamental knowledge on gold dinar for the benefit of both academic and practitioners.