

**ISLAMIC WORK ETHICS AMONG EMPLOYEES OF
ISLAMIC AND CONVENTIONAL BANKS IN MALAYSIA**



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1. Letter of Report Submission

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LAPORAN AKHIR PENYELIDIKAN "ISLAMIC WORK ETHICS AMONG EMPLOYEES OF ISLAMIC AND CONVENTIONAL BANKS IN MALAYSIA"

Merujuk perkara diatas, bersama-sama ini disertakan dua (3) naskah Laporan Akhir Penyelidikan yang bertajuk seperti tertera di atas untuk simpanan pihak YBhg Prof.

Sekian, terima kasih.

Yang benar,

AHMAD SAIFUL AZLIN B PUTEH SALIN
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5. Report

5.1 Proposed Executive Summary

The current research intended to explore whether the religiosity play any critical role in influencing the work ethic of the employee. A lot of research that conducted in the area of the work ethic finds that there is a relationship between religiosity and work ethic. Zhu (2009) for example find that Confucian ethics are emphasis by Chine marketing managers while Parbooteah et al. (2009) finds that the cognitive, affective and the behavioural component of religion are negatively related to unethical practices.

However, many of this research conducted are concentrated on the non-Islamic belief such as Confucius and Christianity while Islamic belief is widely missing in literature. Therefore, the current interested to examine the influence of Islamic work ethics among the employees of the bank.

This study will review the fundamentals and the pillars of Islamic work ethic and investigates the empirical studies conducted on the banks in Malaysia. This research will extend the previous study by using a survey on the employees that works in conventional and Islamic banks. The sampling techniques is based on the systematic random sampling. In term of data analysis, descriptive analysis and inferential statistics will employed frequency, mean and other relevent statistical method to explain Islamic work ethic of the banks' employee generally, and to achieve the objectives of the study particularly.

This study however only restricted to the full fledges Islamic and conventional banks and excluding the bank with a dual system. In addition, the sample selected only located in high density commercial areas in Malaysia, namely Klang Valley.

5.2 Enhanced Executive Summary

Purpose – The purpose of this research is to present an analysis of the Islamic work ethic and its influence on organizational commitment in bank and financial services sectors. Specifically, it intended to explore the Islamic work ethics in the life of employees of the banks, to examine whether the work ethics held and practised by the Islamic banks differ from that of the conventional counterparts, to investigate the relationship between Islamic work ethics and organization commitment to get implication for developing IWE of employees of the Islamic banks in Malaysia

Design/methodology/approach – The dimensions of Islamic Work Ethics and organizational commitment were assessed using a validated questionnaire. From 500 surveys, a total of 383 or 76.7% employees from the Malaysian banking sector participated in the survey.

Findings – The empirical results indicate that the Islamic Work Ethics is highly adapted in the banking sector. The respondents also demonstrated significant commitment in their organizations. The Islamic Work Ethics measure was found to be have significant and positive relationship with the organizational commitment.

Research limitations – The study will only give attention to Islamic work ethic practice in the selected institutions namely banking institutions. Due to limited resources, the study will only examine those banking institutions in the area of Klang Valley (Selangor, Wilayah Persekutuan Kuala Lumpur and Wilayah Persekutuan Putrajaya). Moreover, huge amount of resources and longer time span are needed if larger areas are to be covered in the study whereas the researchers have only limited time and resources.

Practical implications – An understanding of the work ethical values generally and Islamic Work Ethical values particularly with their commitment to organization will guide the human resource professionals in designing and implementing relevant human resource policies.

Originality/value – The Islamic Work Ethics has been investigate in four (4) dimensions namely effort, teamwork, honest and accountability. Other researchers can further extend this study into other samples with different settings.

Keywords – Islamic Work Ethics, organizational commitment, bank, Malaysia