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**Islamic Work Ethics and Job Satisfaction among Employees: A Case Study at Cahya
Mata Sarawak (CMS)**

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Abstract

This study investigates the connection between employees' job happiness and Islamic work ethics in a modern corporate setting. The purpose of this case study is to find out how employees' job satisfaction levels are affected by their adherence to Islamic work ethics, given the increasing awareness of the importance of ethics in the workplace, especially from an Islamic perspective. The study uses a mixed-methods approach, combining qualitative interviews to gain deep insights into the employees' attitudes with questionnaires to measure job satisfaction. The research approach is based on Islamic values that prioritize transparency, responsibility, equity, and cooperation. A number of factors, such as effort, honesty, teamwork, accountability, and overall satisfaction, are evaluated in the poll when it comes to job satisfaction. While inferential statistics investigate possible correlations and variances, descriptive statistics give a summary of mean scores. This study adds to the growing body of knowledge regarding the relationship between workplace dynamics and religious ideals. The results are intended to direct organizational procedures toward fostering an atmosphere at work that honors and incorporates Islamic ethics, thereby improving employee well-being and job satisfaction. The study makes recommendations for possible directions for further investigation and actions aimed at promoting moral workplaces from an Islamic standpoint.

Keywords: Islamic Work Ethics, Job Satisfaction, Employees, Cahya Mata Sarawak

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CHAPTER 1 – INTRODUCTION

1.1 Introduction

Chapter one of a research case study on Islamic work ethics and job satisfaction typically includes several components. These include the introduction, background of the study, problem statement, research objectives, scope of the study, significance of the study, and definition of key terms. The introduction provides an overview of the research topic and the purpose of the study. The background of the study provides an overview of the research topic, including the historical and cultural context of Islamic work ethics and the significance of job satisfaction. This section also discusses previous research related to work ethics and job satisfaction in both Islamic and non-Islamic contexts. The problem statement clearly states the research problem or gap in knowledge and explains the need to investigate how adherence to Islamic work ethics influences job satisfaction. The research objectives state the specific objectives or research questions guiding the study. The scope of the study describes the boundaries and limitations of the research, including the target population or sample size, geographic or cultural context, and any specific industries or job roles considered. The significance of the study explains the importance and relevance of the research, particularly in the context of organizational management, human resource development, and employee well-being in Islamic societies. The definition of key terms provides clear definitions of key terms used in the research, such as "Islamic work ethics" and "job satisfaction." This section clarifies how these terms are used in the study.

CHAPTER 2 - LITERATURE REVIEW & CONCEPTUAL FRAMEWORK

2.1 Introduction

The focus of this chapter is to conduct a Literature Review on the topic of Islamic Work Ethics and Job Satisfaction. Specifically, the researcher will be exploring various aspects such as effort in Islamic work ethics, teamwork, honesty, and accountability. Other than that, the researcher will explain more about the Relationship Between Islamic Work Ethics and Job Satisfaction. The researcher will develop a conceptual framework to establish a comprehensive understanding of the relationship and propose a hypothesis to investigate this connection. The objective is to comprehend things more deeply of how Islamic work ethics influence job satisfaction among individuals.

2.2 Literature Review

Islamic work ethics (IWE) are not given as much attention in the literature as other types of work ethics. Western researchers have dominated the field of ethics. The initial study on Islamic Work Ethics by (Ali, 1995), attracted a lot of interest from the relevant researchers in the subject and changed their focus from Protestant Work Ethics, which predominated in non-Islamic work ethics. The three essential tenets of Islam are aqidah, or a firm conviction in Allah's unchangeability ibadah, or submission and obedience to Allah; and akhlaq (Beekun, 2004). A part of akhlaq is IWE. The IWE is defined as a set of moral guidelines that specify what is right and wrong in an Islamic context. It is based on the Al-Qur'an and sunnah, which are closely associated with Islamic values, beliefs, and practises (Arslan, 2001). (Beekun, 2004). Al-Aidaros, Shamsudin, and Idris (2013) assert that the IWE is comprehensive, rational, and realistic. Islam views ethics as encompassing all facets of life, whether they be moral, spiritual, emotional, or physical. It is linked to both individual and collective aspects as well as intellectual and emotional aspects. It goes beyond religious morality in particular behaviours. (ASTUTI et al., 2020).

Fair competition at work and refraining from accumulating riches are highly valued in the Islamic Work Ethics. Furthermore, the IWE regards economic action as a duty and emphasizes kindness and fairness in the workplace, emphasizing purpose above results. According to Esposito (2005), Islam influences social behaviour in addition to religious traits, claiming that it permeates both the public and private spheres. Through perseverance, commitment, passion, work innovation, and teamwork, the IWE encourages employees to feel