



**THE EFFECT OF  
ISLAMIC WORK ETHICS ON WORK OUTCOMES**

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## **ABSTRACT**

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### The Effect Of

Islamic Work Ethics on Work Outcomes in Kaneka Malaysia Sdn. Bhd

The Star,2013 February 27 reported that, Malaysian workers are lack of culture and generally more of their working hours are spend for unrelated matter with their job. Inprevious studies, many factors such as job satisfaction, organizational commitment, and turnover intention can be determinants of Islamic work ethics.This study that involved 160private employee workers in Kaneka Malaysian is conducted to determine whether there is the relationship between the three determinants as mentioned by previous research with Islamic work ethics. Among those there factors, job satisfaction is said to give highest impacts on Islamic work ethics.Besides that, the outcome predicted will help increase the employee performance. As a conclusion, this research will help me to get better understanding on the effect of Islamic work ethics on work outcomes and recommendations for future research are also been discussed.

Keywords- Job Satisfaction, Perceived Organizational Commitment, Person Organization Fit, Affective Organizational Commitment

## **CHAPTER 1**

### **INTRODUCTION**

#### **1.1 INTRODUCTION**

In this chapter, the researcher will discuss the background of study, problem statement, research question, research objective, significant of study, scope of study, limitation of study, definition of terms and also the summary about our research. This research is focused on work outcomes in Kaneka Company.

This research will discuss about dependent variables and independent variables in the background of study. Dependent variable in this study is Islamic work ethics, meanwhile the independent variables will be, job satisfaction, organizational commitment and turnover intention. This paper will discuss the gap of the problem in this research in problem statement.

Research question in this chapter will discuss about the question related to the theoretical framework in our research. There are two types of research question, which is main research question and specific research questions. The main research question is related to the dependent variable that is important or basic research in this study. The specific research question is the supportive of the main research question. Meanwhile, research objective is divided into two, which are the research objective and specific research objectives.

In this chapter, researcher will also give the information about the important of the study for all parties such as individual, organization and other researcher. It will cover in significance of study. Besides that, this chapter also will cover scope of researcher study, which consists of employee that will be researcher respondents.

Lastly, in this chapter researcher will give information on the term that will be used in this research.