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June - November 2024

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eISSN 2600-9811



9 772600 981003

Publication Date  
25 October 2024

# AN OVERVIEW ON ISLAMIC WORK VALUE AND ISLAMIC VALUES

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## ISLAMIC VALUE CONCEPT

The Islamic value concept in Islam not only being debated by Western intellectual but also Muslim scholars. The importance of systematic working procedures and collaboration between the employers and employees is important to produce a quality work. Some people cite values as an ethical attitude or values that referred to attitude that shows the personality of a person or a community. Some also referred values as morale philosophy that could be divided into good and bad morale. Some also referred value as the normal practise by certain community or tradition. From Islamic perspective, morale being referred as behavior that being accepted as practise norm and not opposite syariah law (Noh et al, 2015; Wahab, Quazi & Blackman, 2016).

Some of the values in Islam, first, it can educate every single individual either the employees or employers to be responsible with good attitude. This can prevent them from despicable act like cheating and taking bribe. Secondly, to differentiate between good and bad attitude, people need to refer to al-Quran and as Sunnah. Thirdly, the principle and Islamic value on work is universal and can be accepted by all. Fourthly, Islam as the religion that stressed on peace, so the value in Islam is built to suit the human factors and lastly, to achieve the goals at work, Islam stressed that the work need to be done with good morale values (Noh et al, 2015; Wahab, et al, 2016).

Good behavior comes naturally with good upbringing and sometimes through training and normal practise that becomes a habit. In the context of an organization, the feeling of fear of God punishment will prevent the bad attitude like taking bribe, power abuse, absenteeism, and etc. people who fear Gid also could cultivate positive values in themselves like hardworking, being truthful, efficient, accountability and creative in doing the tasks given to them (Wahab et al, 2016) .

Islamic ethics stressed on the development of value in human attitude especially the sincere feeling who doing the job rightfully not only because they want to earn the salary but also have good deeds in the hereafter. The importance of good internal value for every individual had been debated by (ref) when they wrote about work ethics. They referred the value as behavior that being built from whatever internal feeling that the person has. However, the behavior resulted from two aspect, the first one, building naturally like feeling angry, fear and etc. Second the behavior is the outcomes from family tradition and as a results of socialization process. The process of good behavior could be developed and implement since young age through education either formal or informal. Good behavior and attitude also came from Islamic faith, how far a person believe truthfully in their own religion. Through strong believe in their own faith, Muslim will develop good personality and shows good attitude and behavior at workplace. Some of the good values in Islam including being honest, fair when doing the job especially in trading (Wahab, et al, 2016).

In organization, Islamic work values stressed on relationship with other people. The attitude and behavior like the way we speak to others and the way we do our work is in accordance to Islamic law when we have strong faith in Islam. Workers who have good attitude and doing the job effectively proved to be an asset to the organization because they played a significant role in designing a systematic work that build based on Islamic principle and strong faith. The value in Islam can make a person have a discerning eye that could differentiate between good and bad things and knows how to inculcate good morale values and prevent bad morale values if the person has a strong faith and believe in getting punishment in the hereafter when they are doing bad deeds and be rewarded when they are doing good things sincerely (Noh et al, 2015) .

## ISLAMIC VALUES

In al-Quran, there many words that described Islamic values like being fair or adl, trustworthy or amanah, believe in Tauhid or believe in One God that would make a Muslim fear of doing sins. Islamic work values also not believe in personal self-interest but they encourage syura or discussion among workers to reach consensus (Kamaludin et al, 2014)

Past research discovered there are empirical research on implementation of Islamic work ethics or work values like quantitative research by Yousef (2001). His study took 425 Muslim workers as respondents at United Arab Emirates (UAE) on Islamic work ethics or values that directly influenced commitment to organization and job satisfaction. His study showed that support towards Islamic work ethics or values differ between age, education level, working experience, culture, types of organization and ownership of the business. On the other hand, research by Khalil & Abu Saad (2009) showed that collaboration, dedication, hardworking, fairness, independent, punctual and generous are the value that being implemented by Muslim students in higher education institutions in oversea places.

A study done by Ali & Al-Kazemi (2007) on 762 managers in public and private sectors in Kuwait discovered that hardworking, dedication, fairness, generous, focus on excellent and punctual were the Islamic work ethics or values that being practised.

Another study done by Rose & Kumar in 2012 towards Diplomatic and Administrative Officers (PTD) in Malaysia shows that they have six Islamic work ethic or values that they focus on, first, being helpful, second, trustworthy, third, attractive image, fourth, knowledge sharing, fifth, being independent, and lastly being rewarded.

A study by Nor Azzah & Siti Arni (2013) in public sector agency that had been conducted quantitatively found that there are internal and external factors contributed to Islamic work ethics and work value among staff at that organization. When they practiced the Islamic values, they will be committed to do their work, have innovative ideas, effective and efficient in doing their tasks, high disciplined, have high integrity, and being respectful to their co-workers. Their study also showed that there are three approaches in implemented work ethics and values in Islam, first through education approach, second, through reminder and lastly through monitoring. Ali & Al-Owaihan (2008) found that Islamic work ethics and Islamic values can only be achieved by a business if the owner had strong faith as Islam has shown all the good behavior that need to be inculcate and bad behavior that need to be abolished.

As a conclusion, workers that practised Islamic work values in doing the job prove to be an asset to the organization as all the values in Islam is designated to bring peace to the whole world and a key to heaven.

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eISSN 2600-9811



9 772600 981003

**BizNewz 2024**

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