THE RELATIONSHIP BETWEEN ISLAMIC WORK ETHICS, MUSLIM RELIGIOUS BELIEFS AND RELATIONSHIP MANAGEMENT TOWARDS ORGANIZATIONAL COMMITMENT AT ONE GOVERNMENT ORGANIZATION IN KEDAH.

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ABSTRACT

This study aimed to examine the significant relationship between Islamic work ethic, Muslim religious believe, relationship management and organizational commitment. A total of 85 staff at one government organization in Kedah was selected as respondents through convenience sampling technique. The conceptual framework of this study is Islamic work ethics, Muslim religious belief and relationship management as independent variables and organizational commitment as dependent variable. This study utilized the survey research design, quantitative method using survey questionnaire. Finding indicates that the respondents' perception on level of agreement of Islamic work ethics was high (M = 4.26, SD = 0.39) while the level of agreement for organizational commitment was also high (M = 3.96, SD = 0.43). In addition, the respondents' perception on the level of frequency for Muslim religious beliefs was moderate (M = 3.58, SD = 1.00) and level of frequency for relationship management was high (M = 3.83, SD = 0.52). Result on correlation analysis indicate that organizational commitment was significant, moderately, and positively correlated with Islamic work ethics (r = .210; p < .05) and was significant, positively and strongly correlated with relationship management (r = .364; p <.01). However, for Muslim religious beliefs organizational commitment was significant, weak, and negatively correlated (r = -0.021; p <.05). This study also provides recommendation in the context of achieving organizational commitment among employees at the organization.

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INTRODUCTION

Background of the Study

Along with the growth of industrial productivity, organizations in Malaysia have experienced ethical chaos such as the increasing rate of corruption, time wasting, and widespread immorality. However, Islam as a comprehensive religion and a complete way of life do provide solutions to all these chaotic situations from taking place in the organizations. According to Ali (2005), he claimed that Islamic work ethics had tremendous influence on Muslim leaders organizational.

This study is carried out to examine how Islamic work ethics, religious beliefs and relationship management play important roles at the workplace in order to achieve organizational and employee commitments which contribute towards improving the organizations objectives and goals.

In the context of Islamic work ethics, organizations should apply Islamic work ethics in their company in order to make sure their employees do their jobs with the utmost sincerity and honesty. According to Beekun (2005), Islamic work ethics can be referred as the set of moral principles that distinguish what is right and what is wrong in the Islamic context.