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**JOB SATISFACTION AMONG MUSLIMS ACADEMICIAN
USING ISLAMIC WORK ETHICS AS MODERATOR**

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Abstract

Universities worldwide are aiming to have committed academicians in their systems. The satisfied academicians can work with better performance, effectively and efficiently compared to unsatisfied academicians. As job satisfaction was known to have a profound impact on the staff's performance, it is important for any organization to understand the factors leading to job satisfaction. The general purpose of this study is to understand the level of job satisfaction and the factors contributing to job satisfaction among Muslim academicians at Universiti Teknologi MARA (UiTM) Sarawak were selected as key respondents. In understanding the academicians' job satisfaction, several objectives have been derived. These objectives include determining the level of job satisfaction, to investigate the factors that most contribute to job satisfaction among Muslim academicians, to determine the relationship between demographic factors and job satisfaction and to determine the effect of Islamic Work Ethics on job satisfaction. Results from this study found that work environment factors were the factors that most affected the job satisfaction among the Muslim academicians of UiTM Sarawak. Having a positive atmosphere and good relationships with other academicians will increase job satisfaction among Muslim academicians in UiTM Samarahan. Other than that, the results revealed that the four factors, namely remuneration, facilities and utilities, work environment and workload, have a significant relationship toward job satisfaction. In addition, the demographic factors such as gender, marital status and length of service do not affect Muslim academicians' job satisfaction. Though it was found that only 0.8% of job satisfaction is represented by Islamic Work Ethics (IWE), it still can be assumed IWE does affect job satisfaction among the Muslim academicians based on a significant level. Among the recommendations given by the respondents, it was noted that other factors such as less working hours, smaller number of students in class, high-speed internet, fair career development, fair treatment among the academicians and etc. also play a significant role in determining the level of job satisfaction among the Muslim academicians.

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CHAPTER 1

INTRODUCTION

1.1 Background of the study.

Several studies on job satisfaction can be found in the past decades have focused on organizational and industry settings (Platsidou & Diamantopoulou, 2009). According to Akfopure, Ikhifa, Imide, & Okokoyo, 2006, job satisfaction has been a significant topic over the years. It is important as job satisfaction is thruster for someone to bring more spirit in doing their job which is their performance. By understanding the job satisfaction and contributing variable of any organization are important to endure do well (Mrayyan, 2005). This indicates that job satisfaction is an important thing to be focused by every organization in other to satisfy the workers.

Job satisfaction are really significant to the person career because of it will effect on their performance. The most used of definition is of job satisfaction is by Locke (1976) who defined it as "a pleasurable or positive emotional ~~state~~, resulting from the appraisal of one's job experiences" An employee which is satisfied from the job satisfaction has a good feeling about the job, whereas an unsatisfied has a negative feeling at the same time. It includes all general phases of employee's satisfaction like work burden, pay benefits, job security, promotion, leadership behavior job itself relations with co-workers. Employee satisfaction is an important attribute that organizations desire of their staff (Oshagbemi, 2003).

Herzberg (1950), There are two factor theory emphasizes that there are factors in the workplace that create satisfaction (motivators) and those which lead to dissatisfaction if they are not present (hygiene factors). There are four

CHAPTER 2

Literature Review and Conceptual Framework

2.1 Introduction

This chapter provides a review of the literature on the job satisfaction among academicians which explains the theories of job satisfaction and the factors contributing to the job satisfaction among academicians. In this chapter also provides the conceptual framework.

2.2 Theories of Job Satisfaction

There are theories which explained more about the job satisfaction. Job satisfaction can be classified into two categories of theories. The first categories theories are content theories which put emphasizes of people needs and what needs result in the job satisfaction. The content theories are Maslow's Theory on Hierarchy of Needs and Herzberg's Two-factor Theory. While, the second categories of theories, process theories explained that to identify the relationship among various dynamic variables which make up job satisfaction. There are Discrepancy Theory, Expectancy Theory, Equity Theory, and Facet Satisfaction Theory.

2.2.1 Maslow's Theory on Hierarchy of Needs

Maslow's (1954) Needs Hierarchy Theory identifies five categories of needs that lead to job satisfaction in their works. There are the physiological (the most