THE RELATIONSHIP BETWEEN ISLAMIC WORK ETHICS AND

ORGANIZATIONAL COMMITMENT

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ABSTRACT

This study investigates the relationship between Islamic work ethics and organizational commitment. In this study, Islamic work ethics was treated as independent variables. organizational commitment as a dependent variable. A questionnaire survey of 63 employees working in *Jawwal Telecommunication Company in Palestine.*

The reliability analysis show that the Cronbach's Alpha value for all the variables under study were satisfactorily acceptable except for normative commitment (.542). Due to a very low reliability for normative commitment, the item was removed from the study and was not considered for further analysis. The descriptive analysis of the variables especially the mean value for Islamic Work Ethics, affective commitment and continuance commitment (where the responses were tapped on the 5 point likert scale) were all above moderate and towards agreement. However, the results from correlation analysis show no significant relations between Islamic Work Ethics and Organizational Commitment.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

Today's management paradigms are becoming more human-oriented. Organizations need their employees to contribute their creativity, ideas, and opinions to various issues to improve overall production quality. Employees may be instructed, even forced to do their job, however, nobody can force another person to pursue their dreams and passions in a normal work situation. Developing creative ideas and finding passion for one's work requires personal responsibility (Peters & Waterman, 1982). Covey (1997) argued that it is possible to purchase man power but it is not possible to purchase employees' hearts, minds, and souls. Nowadays, the most important resources of an organization are employees' intelligence and abilities (Marshall, 2000). In order for any organization to utilize the intelligence and the productivity of personnel, the employees must feel a sense of belonging to the organization.

Employees play an important role in achieving organizational targets; therefore, analysis of their psychological characteristics and the impact of these on the organization is crucial. Organizational commitment, in particular, has been a major field of study in recent years.

Numerous studies have shown that organizational commitment predicts important variables, including absenteeism, organizational citizenship, performance, and turnover (e.g., Mathieu and Zajac, 1990; Morrow, 1993; Wright and Bonett, 2002). Colbert and

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