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**DETERMINATION ON THE RESPONSE AMONG QUANTITY
SURVEYORS TO BENEFICIAL OF IMPLEMENTATING
ISLAMIC WORK ETHICS (IWE) IN MALAYSIAN
CONSTRUCTION INDUSTRY**

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Abstract:

The concept of Islamic Works Ethics (IWE) is a ground-breaking one in terms of ethics and professionalism. It is founded on Islamic teachings and principles, which are based on faith. Implementing IWE has a number of advantages, including increased job satisfaction, performance, organisational commitment, growth in behaviour and manners, motivation, and more. Regrettably, only a small number of businesses, particularly in Malaysia's construction industry, have integrated IWE into their operations. Based on previous studies, mostly researcher focused on implementation IWE in construction industry as general not specific towards person who are involed in the construction. As a result, the objective of this article is to determine the response among Quantity Surveyors in the Malaysian construction industry on beneficial of implementation on IWE. The questionnaire was given to the quantity surveyor

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who works in Kuala Lumpur in order to accomplish the objective. There were 68 responses in all, accounting for 85% of the response rate. The finding was reported as descriptive statistics, and the most recent SPSS version was used to determine the means of each variable. It concluded that the IWE contribute positively to organisational commitment, work satisfaction, and justice. Hence, this article looks insights of the effects of Islamic work ethics (IWE) on employees' behavior in construction industry in Malaysia.

Keywords:

Islamic Work Ethics (IWE), Quantity Surveyors (QS), Construction Industry, Malaysia.

Introduction

In an era where religion predominantly presents an integral influence on the way most people live and work, an Islamic approach in managing human resources in Malaysia is appropriate. Since Muslim employees represent the largest percentage of the workforce in Malaysia and the Malaysian government is implementing an Islamization process in the country (Hashim, 2009). The definition of Islamic Works Ethics is concept of ethics that is based on Islamic teaching and principle which rely on faith. Many research claims that Islamic Work Ethics (IWE) does bring more positive values and have a big potential to change the existing management to a better one (Hayati & Caniogo, 2012). Managers and employees in all Middle Eastern countries that have completed the IWE score very high in terms of understanding of human resource management and organizational effectiveness. (A. El-Kot & J. Burke, 2014).

There is a statistically significant effect of abidance by Islamic work ethics. For example, kindness and forgiveness in dealing with employees and clients, obedience to the people in power and respecting job ethics in organizational citizenship behaviour among employees in these organizations. (M.K. Alhyasat, 2012) This is because, as written by Othman 2016, Islamic work ethics having much deeper values and goals to achieve both in this world and hereafter in comparison to the conventional work ethics. Furthermore, they stated that, Islamic work ethics give more emphasis on social aspect at workplaces, stressing on positive values such as preserving human respectability, prioritizing work commitment, and diligence.

The results show that the selected Muslim employees in Islamic organisations in Malaysia are aware of the Islamic Human Resources Management (HRM) practices which they practice frequently. As stated by Hashim (2009) in his research, the Qur'an instructs Muslims to persistently work whenever and wherever possible: "Disperse through the land and seek of the bounty of God" (62:10), and "God has permitted trade and forbidden usury." (2:275).

In this complex world trade environment of the 21st century, companies of every size face many ethical issues. Businesses have the responsibility to create codes of conduct and ethics that each part of the organization must stand by and put into action. From expansive organizations to little businesses, people included in all sorts of trade regularly confront ethical issues. For example, whether a representative can spend work time checking individual mail accounts, how a director deals with claims of harassment and to what extent a manager can change a certain worker for an advancement are all illustrations of ethical issues with respect to worker behavior. (Levy et al. 2006)

It marked the development of traditional work ethics based on the Protestant religious belief and contributed a bigger part to the concept of organizational work ethics that is being practiced at this current time. This shows that Islamic Work Ethics are not being fully practice especially in the management of construction industries. The essence of Protestant work ethic contains elements of hard work, long hours with little or no time for leisure, pride in the work and a job well done, an orientation toward achievement as well as acquired wealth, along with frugality, thrift and wise investment. (Othman, 2016). Wahab et al. 2016, also mentioned that, particularly on Islamic work values, has remained relatively limited in the extant literature. Although several authors have described and discussed the IWE, relatively little empirical research has been undertaken to further our understanding of it. (A. El-Kot & J. Burke, 2014)

Next, too many scandals occurred in the business world in these years that causes big company to shut down and the employees to lose their financial capability (Zulfikar, 2012). It marked the development of traditional work ethics based on the Protestant religious belief and contributed a bigger part to the concept of organizational work ethics that is being practiced at this current time. This shows that Islamic Work Ethics are not being fully practice especially in the management of construction industries. The essence of Protestant work ethic contains elements of hard work, long hours with little or no time for leisure, pride in the work and a job well done, an orientation toward achievement as well as acquired wealth, along with frugality, thrift and wise investment. (Othman, 2016). Wahab, et. al, 2016, also mentioned that, particularly on Islamic work values, has remained relatively limited in the extant literature. Although several authors have described and discussed the IWE, relatively little empirical research has been undertaken to further our understanding of it. (A. El-Kot & J. Burke, 2014)

In the construction industry, one of the primary issues in the construction industry is the lack of adherence to Islamic principles where it can be manifest in various forms, including dishonesty in financial transactions, bribery, exploitation of labor, and poor quality control. These actions contradict the teachings of Islam and hinder the establishment of a just and fair working environment (Al-Twajry, 2014). Beside that, the construction industry involves complex project management processes that require ethical decision-making. However, challenges arise when Islamic work ethics clash with practical considerations, such as project deadlines and cost constraints. Balancing ethical principles with project management realities becomes a critical issue, as compromises may be made at the expense of Islamic work ethics (Chen, 2019).

Mostly, previous studies focused on implementation IWE in construction industry as general not specific towards person who are involed in the construction (Sarkawi & Rashid, 2015, Al-Zahraa Sami et al. 2017, and Halbouni et al. 2022). Therefore, the objective of this article is to determine the awareness of the implementation on IWE among Quantity Surveyors in the Malaysian construction industry. The scope of this research are the quantity surveyour firms in Kuala Lumpur, especially Bumiputera Company. The quantity surveyor firms was selected based on their registration at Board of Quantity Surveyor Malaysia (BQSM).

Literature Review

IWE brings a lot of benefits to a company especially benefits from the employee, especially in the dimension of, increase the employee's efforts, helps to improve the honesty of the workers in the company, encourage the teamwork in the company and increase the accountability and responsibilities of the members in the company. Based on Siti Khatijah (2015), IWE will

increase the employee's efforts. Effort of the employees can define as the increase of their passion, perseverance and commitment toward the company and IWE also will encourage the teamwork in the company, and where teamwork in a company will allow an employee or employer to participate in a work force which encourage the spirit of oneness.

Furthermore, the universal Islamic work values in IWE such as trustworthiness, reliability and competence shared similarities with most of the universal work values, whereas the Islamic work values such as appreciation (syukr), kindness (ihsan) and devotion (taqwa) were considered for the most part particular to Islam. Which then lead to a higher value of positive attitude in the organization (Wahab, et. al, 2016).

A result about the relationship of the Islamic work ethic on intrinsic motivation, work satisfaction, and work performance are positive. There was also evidence that proves that IWE directly contributes to intrinsic motivation, organizational commitment, intrinsic motivation and job satisfaction. Thus, it contributes to the relationship between IWE, better organizational commitment and higher job performance. (Hayati & Caniago, 2012).

Next, based on Hayati et al (2012), IWE can contribute to improve the worker's honesty in their works, which they will not conceal anything private or secret for the company. In other words, they will be in truth even though it can be difficult. Then, IWE will increase the accountability and responsibilities of the members in the company. The researcher then explains that accountability can be comprises of an individual worker which is self-reliant, who constantly work hard to achieve their tasks and responsible for their actions. IWE will also have a great beneficial impact toward the organizational commitment and the worker's satisfaction in their job. Therefore, a worker who have good understanding and tend to follow IWE correctly, will notice that they will be more committed to the organizations and will be more satisfied in the works (Rokhman, 2010).

In a study by Salahudin (2016) mentioned that IWE affects an organization in 3 dimensions that is, emotional, standardizing and continuation commitment. The study also found that Islamic work ethics affects organizational commitment and its three dimensions; affective, normative and continuance commitment. Additionally, a company which implement IWE in their organization will notice that their employee will have improvement in their work or job performance. Next, the commitment of their organization will also increase (Balkis & Mohd, 2017). The researcher also mentioned that an organization that implement IWE will increase their worker's satisfaction in their job.

The results of a reliability and correlation examination has proven that both scales were reliable with Islamic Work Ethic, as it was positively and essentially connected with the Individualism scale. (Ali & Al-Owaihah, 2008). This is also proving the successful factors of Islamic Work Ethics in an organization. Moreover, a result shows that job satisfaction and good motivation related the relationship of the Islamic work ethic on organizational commitment and their work performance. (Hayati and Caniago, 2012), meaning higher value in IWE bring higher job satisfaction.

Table 1: Beneficial of Implementation on IWE in Organization.

Benefits of Implementation IWE	make admin good job	make management progressive	employees job satisfaction	better organizational commitment	increase employee efforts	increase the honesty	enhance teamwork	increase self-reliant
Siti Khatijah (2015)				√	√		√	
Wahab, et. al, (2016)		√		√	√	√	√	√
Hayati & Caniago (2012)	√	√	√	√				
Hayati et al (2012)				√		√	√	√
Rokhman (2010)			√	√	√	√	√	
Salahudin (2016)	√	√	√	√	√			
Balkis & Mohd (2017)			√	√				
Ali & Al-Owaihan, (2008)					√	√		√

Table 1 shows that, mostly researcher agreed the IWE give better organizational commitment, increase employee efforts and honesty. Beside that, IWE ensure the employee get the job satisfaction more when implementing IWE.

Methodology

In this research, there method of collecting the data is quantitative method. The data collected through questionnaires which have been adapted from the previous study. The questionnaire distributed to all the chosen quantity surveyor firms in Kuala Lumpur, especially Bumiputera Company. The population of quantity surveyor firms located in Kuala Lumpur is 100 firms listed on the website of Board of Quantity Surveyors Malaysia (BQSM) as per Figure 1. Based on Krejcie & Morgan (1970), the sample from the population must be 80 firms. The total of questionnaires sent were 80 numbers since the population size of quantity surveyor firms in Kuala Lumpur is 100 numbers of firms. However, only 68 numbers of respondent respond back to the questionnaire where the percentage of the respond rate was 85%. The quantity surveyour firms have been choose by using simple random sampling method. The questionnaire was then be analysed using descriptive statistics analysis data using Statically Package for Social Science (SPSS) software. SPSS software used to summarize the data and the findings.

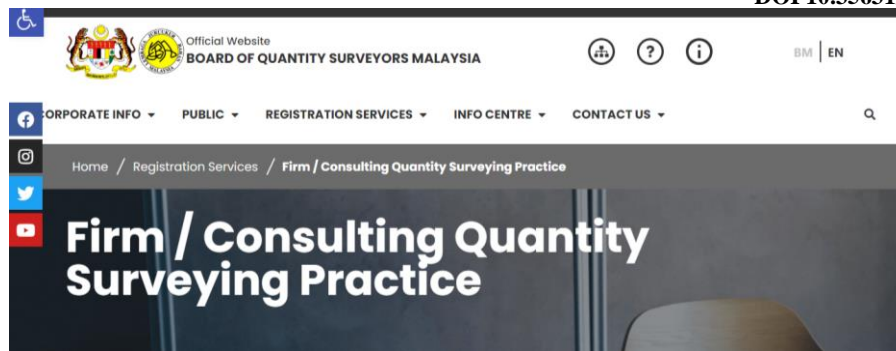


Figure 1: Website of Board of Quantity Surveyors Malaysia (BQSM)

Source: <https://www.bqsm.gov.my/>

Analysis and Findings

Table 2: Response on Beneficial of Implementation IWE among QS.

	N	Minimum	Maximum	Mean	Rank
make admin good job	68	1.00	5.00	3.7059	6
make management progressive	68	1.00	5.00	3.6765	7
employees job satisfaction	68	1.00	5.00	3.6618	8
better organizational commitment	68	1.00	5.00	3.8824	2
increase employee efforts	68	1.00	5.00	3.7647	5
increase the honesty	68	1.00	5.00	3.8382	3
enhance teamwork	68	1.00	5.00	3.8088	4
increase self-reliant	68	1.00	5.00	3.9118	1

The respondents were asked about their awareness of beneficial gains when approaching the IWE in their company. It consists of 8 questions, as shown in Table 2. The highest mean scored for this section is, the respondents aware that by implementing IWE to a company, the self-reliant and responsibility of the workers can be increased with a mean score of 3.91. This is proven with a statement by Hayati (2012), stated that IWE will increase the accountability and responsibilities of the members in the company, which accountability can be comprised of an individual work which is self-reliant.

Next, the second highest is, by implementing IWE, it can lead to a better organizational commitment (3.88) follow by the level of honesty will be increased (3.84). This was supported by Rokhman (2010), stated that IWE will also have a great beneficial impact on organizational commitment. Moreover, Balkis (2017) also supported this statement by saying, the commitment of their organization will also increase if they implement IWE. Meanwhile, the lowest three rankings are, starting from, IWE can make an admin did a good job (3.70), followed by, IWE can make the management much more progressive (3.68) and lastly, IWE will increase the employee's job satisfaction with a mean score of 3.66.

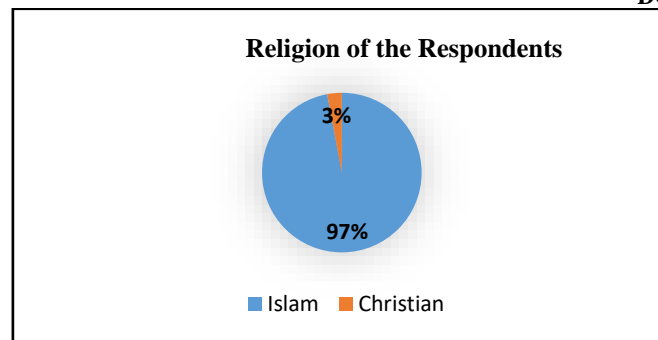


Figure 2: Religion of The Respondents

These finding mostly came from the Muslims as shown in Figure 2 which 97% of the respondents, meanwhile, only 3% of them are Christian. It proves that the Muslims agreed on the implementation IWE in the organization.

Conclusion

From the finding, it shown that Islamic Work Ethics (IWE) is very important for the Muslims. IWE also helps organizations to improve the outcome of a company, create a much more peaceful and harmonious environment of a workplace and tighten the bond between the workers. This can be said that IWE can bring tons of beneficial impacts towards an individual, company and the whole country. Mostly QS response that the IWE benefits to increase self-reliant and honesty in order to achieve better organizational commitment. This article contributes to organizations which not aware the beneficial of implementing the IWE. Hopefully in the future, many organizations can start to implement IWE. Thus, the multi rational and religious country cannot be an excuse for to not implement IWE in the organizations. Next, despite the name of "Islamic" Work Ethics, this work ethics is religiously friendly ethics. There is no force in the religious and rational action when we applied IWE in an organization. Therefore, for future research, it suggested to conducted more systematically research among the parties involved in Malaysian Construction Industry such as Architects, Engineers and Contractors.

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