

THE ROLE OF INTEGRITY AS A MEDIATOR BETWEEN WORK SATISFACTION AND WORK PERFORMANCE IN THE PERSPECTIVE OF ISLAM: AN EMPIRICAL APPROACH USING SEM/AMOS MODEL

BAHAROM MOHAMAD¹, HALIMATUS SAADIAH MAT SAAD² & SHARIFAH HAYAATI SYED ISMAIL³

¹Associate Professor, Lecturer of the School of Education and Social Development, UMS, Kota Kinabalu, Sabah, Malaysia

²Research Scholar, School of Education and Social Development, UMS, Kota Kinabalu, Sabah, Malaysia

³Associate Professor, Lecturer of Academy of Islamic Studies, University of Malaya, Kuala Lumpur, Malaysia

ABSTRACT

This survey research aimed to identify the influence of work satisfaction in the perspective of Islam (WSI) through the dimensions of Spiritual WSI, Intellectual WSI, Social WSI, and Material WSI towards work integrity and performance. Apart from that, this study was also conducted to measure the role of integrity as a mediator variable in the relation between work satisfaction in the perspective of Islam (WSI) through the dimensions of Spiritual WSI, Intellectual WSI, Social WSI, and Material WSI, and work performance. Data were collected using questionnaires given to 390 respondents, whom consisted of Islamic Education Teachers (IETs) in primary schools in the state of Sabah. The questionnaire was adapted from InNI integrity instrument (Amini Abdullah et.al, 2005) and work performance instrument (Zakaria Mat Khazani, 2005). The questionnaire for work satisfaction in the perspective of Islam, on the other hand, was constructed by the researchers themselves based on the interpretations of elements of human creation by Imam al-Ghazali (1980 and 1976).

The data were analysed using the AMOS software version 18. The results of the Structural Equation Modelling (SEM) analysis showed that Spiritual WSI ($\beta=0.425$, $p<0.01$), Intellectual WSI ($\beta=0.207$, $p<0.01$), and Social WSI ($\beta=0.128$, $p<0.05$) gave a significant effect to integrity by explaining 33% variance. Furthermore, the relation of Integrity ($\beta=0.622$, $p<0.01$), Material ($\beta=0.111$, $p<0.05$), and Social WSI ($\beta=0.102$, $p<0.05$) gave a direct significant effect to work performance by contributing 49% variance. On the other hand, study findings also showed that integrity acted as a full mediator in the study model between Spiritual WSI and Intellectual WSI with work performance, while only acted as partial mediator between Social WSI and work performance. As a whole, this research provided an alternative answer on how the integrity of IETs managed based on work satisfaction in the perspective of Islam can determine work performance. It is hoped that the findings of this research will have a significant and positive impact in planning human capitals, especially in the field of education to produce more high-performance IETs.

KEYWORDS: Work Satisfaction in the Perspective of Islam (WSI), Integrity, Work Performance