

## The Impact of Islamic Work Ethics on Job Satisfaction: A Study on the Pakistan Agriculture Sector

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### **Abstract**

**Background:** In Pakistan, the principles of Islam cover all the aspects of life whether it be health, organization, family or agriculture. Islamic work ethics promote cooperation, unity, tolerance, devoutness and justice in an organization.

**Research Aim:** To explore the association between Islamic work ethics and job satisfaction in the agriculture sector of Pakistan.

**Methodology:** Through random sampling technique the survey data was gathered from 200 respondents from 15 institutions of food institutions in Pakistan. The data was investigated using IBM SPSS Statistics 26, by applying Linear Regression and Pearson Correlation Statistics.

**Results:** The results indicate that the value of Pearson's correlation was found to be significant at 0.000,  $p < 0.05$  and the  $R^2$  value indicates that a 78.1% relationship exists between the variables.

**Conclusion:** In conclusion, Islamic ethics is

*A necessary factor which has been proven historically in constructing great societies so, the application of Islamic work ethics in the agriculture sector in Pakistan will help in building job satisfaction.*

**Keywords:** *Islamic Work Ethics, Job Satisfaction, Agriculture Sector, Pakistan*

## **Introduction**

Ethics is a choice between the bridge of right and wrong that has to be made by a person in every aspect of life. According to Haroon et al. (2012), Ethics can be demonstrated as the choice between a set of moral values of what is correct and what is incorrect. In any workplace, unethical behaviours will lead to the downfall of that organization (Mishra et al., 2021). In Islam, every Muslim should obey the system prescribed in The Holy Book (Quran) and the teachings of Prophet Muhammad which is called Sunnah. The grooming of an individual conferring to the teachings of Allah prescribed in the Holy Quran and actions and sayings of Prophet Muhammad which is called Sunnah will reflect in their personal as well as professional lives (Tlaiss, 2015). It is essential in Islam to promote humanity according to the order of Allah. Islam is the religion that forbids any kind of favouritism in any business relationship which is based on religion, gender, sect or culture (Khan, Hussain & Ahmad, 2023; Zaman et al., 2013).

Islam promotes business and profit so there is no clash between trading and profit-making (Mirakhor & Zaidi, 2007). Islam has prioritized business, but one must abide by the code of ethics when doing business activities. Islam emphasizes business ethics which includes trust, harmony, faith, honesty, truth and obligations and considers them as necessary (Iqbal et al., 2017). The Quran expresses the importance of honesty and integrity in business affairs;

*"And do not cheat the people in their affairs." (Al-An'am 6:152); "And He has subjected to you whatever is in the heavens and whatever is on the earth - all from Him. Indeed, in that are signs for a people who give thought." (Al-Jaathiyah, 45:13)*

According to the reports of the UN Population Division, (2011) Pakistan stands among the 2<sup>nd</sup> most populous country in the world. According to the research of Alston et al. (1995), every country has certain goals, The three goals of Pakistan are to raise the standard of the people of the country through the distribution of resources, increase the standards of numerous groups living in the country and to reduce variability that could lead to disruptive fluctuations by reducing the

fluctuations in incomes (Raza & Ahmed, 2017). According to Chandio et al. (2016), agriculture is the key factor in the growth of Pakistan's economy as it accounts for about 25% of GDP. This sector generates around 45% of the labour force which constitutes major employment opportunities and around 60% of the country's people occupation living in rural areas depend upon the agriculture sector for their livelihood (Hassan, 2023). Since the agriculture sector in Pakistan ensures food security, helps generate economic growth and promotes industrialization (Gauchan, 2008), the factors that include low investments in the agriculture department, lack of education and infrastructure along low irrigation system are adversely affecting the agriculture sector (Mwadzingeni et al., 2022), which needs be addressed. In Pakistan, ethics is becoming a main problem in around all organization where unethical practices are influencing negatively on society. According to Baker et al. (2006), coded a bankers view of Pakistan on ethics in his study that "We have forgot the difference between legal and illegal. In our country, no one hates people who are earning money illegally and our Pakistani society acts unjust to the people who are earning fair." So, to achieve the business goal, an organization should focus on the human resources and implementation of ethical views in them Imran & Akhtar, 2023).

### ***Research gap:***

Previous evidence has shown a great amount of literature on work ethics which has been conducted on different business sectors, but the research regarding Islamic work ethics in the agriculture sector is very limited. This study has been conducted to explore the relationship between IWE on JS in the agriculture sector of Pakistan.

### ***Research Objectives***

- To investigate the relationship between Islamic work ethics and Job satisfaction.
- To examine the influence of Islamic work ethics on Job satisfaction.

### ***Research Variables***

#### ***Islamic Work Ethics (IWE)***

Islam is the religious conviction that governs an individual in almost every aspect of life, IWE is based on the actions that are according to the teachings of the Quran, Sunnah and the legacy led by the Caliphate of Islam (Ragab Rizk, 2008). Quran teaches us faithfulness in all our matters and prohibits any kind of unethical behaviour which includes wasting time, begging and involvement in any kind of fraud (Al-Kazemi & Ali, 2002). According to Ismail (2007), Islamic ethics are reflected in good values shown in the behaviour or thinking of an individual. While

according to Yousef (2000), states that the adoption of work ethics according to Islamic teachings will help in improving the commitment of employers to the organization.

### ***Job satisfaction (JS)***

Job satisfaction refers to how an individual acts towards the job. According to Weiss (2002), job satisfaction is the attitude of an individual which can be evaluated through emotions, beliefs and behaviours. Previous literature supports the positive association between Islamic work ethics and job satisfaction (Yousef, 2001).

## **Methodology**

### ***Study Design and Data Collection***

This research intends to discover the impact of Islamic work ethics on job satisfaction in the agriculture sector of Pakistan. To attain the primary determination random sampling technique was applied and around 200 samples were collected from 15 public and private food industries in Pakistan.

### ***Questionnaire Design***

To attain the desired purposes of this study, the tool that we used in this study was adopted by the study of Yusof et al. (2017), because the questionnaire was generic and would help in better analyzing the research objectives. The questionnaire contained the demographic information regarding gender, age, education and work experience of the respondent and items were measured with a 5-point Likert scale which includes measuring items “Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree”.

### ***Sample Population***

The study population was comprised of 200 respondents, and around 280 questionnaires were distributed through drop and collect procedure over two-month periods, the reason for choosing these participants was their linkage with their agriculture sector, which could assist in guiding more accurate results. Lastly, the data obtained was concealed on account of confidentiality issues.

### ***Data Analysis***

The data has been examined using IBM SPSS Statistics 23, to test the acquaintance level of respondents, and the frequencies of the responses have been examined. To test the survey

questionnaire Reliability Construct, Correlation Analysis and Regression Analysis are utilized to examine the impact of variables.

### ***Ethical Considerations***

Before initiating the research, all potential ethical considerations were made. The participant willingly took part in the survey and gave consent to publish the data except for the revelation of their identity because of confidentiality issues. However, to make the demographic details accessible the consensus was given, as they were part of the questionnaire and research design.

## **Results**

### ***Demographic Data***

In the questionnaire's first portion, the demographic data of the participants were asked to get familiar with the sample characteristics. Table 1 shows the details of the participants. As per the data, the majority of the population were males which were 70%, the most cited age group was 18-30 about 60%, about 45% of respondents held a Bachelor's degree and the majority of the respondents' experience level resided between 5-10 years about 100%.

**Table 1.** Demographic details of the participants

Characteristics	N	Average (%)
<b>Total Sample Size</b>	200	100
<b>Gender</b>		
Male	140	70
Female	80	30
<b>Age</b>		
18 to 30	120	60
30 to 50	50	25
50 onwards	30	15
<b>Education Level</b>		
Intermediate	60	30
Bachelors	90	45
Masters	40	20
PhD	10	5
<b>Experience Level</b>		
0-5 years	55	27.5
5-10 years	100	50
10+ years	45	22.5

### ***Reliability Analysis***

Cronbach alpha is used to understand the dependability of the scale that is used in the study, questionnaire or set of items. The internal consistency of the items in a questionnaire is measured by Cronbach's alpha, the value of Cronbach alpha ranges from 0 to 1. The value close to 1 shows high internal consistency among the items and the value close to 0 indicates low internal consistency between the items. Here in Table 2, the obtained Cronbach alpha value is 0.981 which means this range is considered high and best which confirms the reliability of each item of the questionnaire.

**Table 2.** Reliability Statistics

Cronbach's Alpha	N of Items
.981	14

### ***Pearson's Correlation Statistics***

To understand the association among the two continuous variables Pearson's correlation test is used. The coefficient table is used to measure the variables's strength and direction. The value of Pearson's correlation ranges from 1 to -1 where 1 directs a perfect positive linear relation, -1 indicates a perfect negative linear relation whereas, 0 indicates no linear relationship among the variables. Table 3 shows the value of Pearson correlation for Islamic work ethics is 0.88 which is greater than 0.5 significant at 0.00  $p < 0.05$ , indicating a strong and positive correlation.

**Table 3.** Correlation Statistics

		IWE	JS
IWE	Pearson Correlation	1	.884**
	Sig. (2-tailed)		.000
	N	199	199
JS	Pearson Correlation	.884**	1
	Sig. (2-tailed)	.000	
	N	199	200

\*\*. Correlation is significant at the 0.01 level (2-tailed).

### Model Summary and ANOVA

Model summary in linear regression provides insight into the performance and significance of the model. The  $R^2$  value ranges from 0 to 1 where the value which is closer to 1 is considered a better-fit model, while the value closer to 0 indicates that the regression line in stats does not fit the data and the model is considered unfit. This explains that a proportion change in DV is triggered by IV, which means that a higher value of  $R^2$  displays a better-fit model. Table 4 shows the  $R^2$  value 0.781 which indicates that a 78.1% association exists between the variables, indicating the data perfectly fits the linear model.

**Table 4.** Model summary of the variables

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.884 <sup>a</sup>	.781	.780	2.99409

a. Predictors: (Constant), IWE

### Analysis of Variance (ANOVA) Statistics

ANOVA stats display the regression analysis of the variables. The F-statistics determines the inclusive significance of the model. The F-statistics along with a lower significance value indicates the model-independent variables have a positive impact on the dependent variable. Table 5 indicates the value of F-statistics 702.9 along with a significance value of .000 which is less than the p-value <0.05, this proposes that the overall model used is positively valid and fit. The valid regression models mean that Islamic work ethics positively impact Job satisfaction.

**Table 5.** Analysis of the Variance Statistic Model

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6301.391	1	6301.391	702.919	.000 <sup>b</sup>
	Residual	1766.026	197	8.965		
	Total	8067.417	198			



- a. Dependent Variable: JS  
b. Predictors: (Constant), IWE

### ***Coefficient Statistics***

The Coefficient statistics in regression analysis determine the continuous impact of IV on DV, which predicts the impact of one unit disruption in IV will bring about the change in DV, assuming that other variables remain constant. Table 6 shows the B 0.884 which is significant at 0.00 ( $p < 0.05$ ), which means that there is a slope and the positive sign indicates that when there is an alteration in the Islamic work ethics will vary the job satisfaction in the same direction.

**Table 6.** Coefficient Table of Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.718	.420		4.093	.000
IWE	.807	.030	.884	26.513	.000

a. Dependent Variable: JS

### **Discussion**

The key objective of this research has been examined with the help of the general framework, with the assistance of a survey questionnaire and by analyzing the results of this study on the impact of Islamic work ethics on job satisfaction conducted in the agriculture sector in Pakistan. The outcomes exhibited an association between Islamic work ethics and Job satisfaction. The robustness of these results was examined using Linear Regression and Pearson's Correlation analysis and found that there exists a substantial association.

The simple linear regression model was used to test the hypothesis. Table 2 indicates that the value of Cronbach value is 0.981 which confirmed the reliability of the questionnaire. The value of Pearson's correlation of Islamic work ethics and job satisfaction in Table 3 was found to be 0.884 which was significant at 0.000 which is less than 0.05, indicating a positive impact of Islamic work ethics on Job satisfaction among employees. The test of the hypothesis is indicated



in Table 4, where the  $R^2$  value is 0.781 which shows the acceptance of the hypothesis.

It was observed that the agriculture sector in Pakistan was found to be high on the Islamic work ethics scale on Job satisfaction. The finding of this result was in line with the studies carried out by Marri et al. (2012); Mohamed et al. (2010); Yousef (2001); and Zaman et al. (2013) which confirmed a positive impact of work ethics on job satisfaction. The results expressed that motivated and satisfied employers are more committed to their organization (Varma, 2017), in any agriculture sector of Pakistan applying Islamic work ethics will help in the betterment of moral values, develop high job satisfaction, improve productivity of employees, long-term organizational commitment and reduced the level of stress among the employers (Maham et al., 2020).

This research tried to fill the gap in the context of Pakistan particularly which could help manager of the agriculture institutions in Pakistan who may want to construct and want to encourage job satisfaction among their employees. The implementation and practice of Islamic ethics in a workplace will enhance job satisfaction which ultimately increases employee performance and decreases the turnover rate among the employees which promotes growth in an organization.

## Conclusion

To sum up, the impact of Islamic work ethics on job satisfaction in agriculture institutions of Pakistan was discussed in this study. Through analyzing the data, it was found that there exists a positive association between IWE and JS. The outcomes have presented empirical and theoretical findings with the benefit of applying Islamic work ethics in an agriculture institution. The practical implementation of this study can be possible by formulating the policies of human resources and strategies according to the Holy Quran and Sunnah, through providing training and educational programs that emphasize Islamic values and morals.

## Implications

The implication of work ethic based on Islamic teachings is very crucial for enhancing employee job satisfaction. The institution must emphasize the importance of Islamic ethics during training programs or orientations, promoting justice concerning the duties and responsibilities of an employee will benefit the organization as well as the society, The hard work of an employee

must be justly rewarded so that each employer could an equal chance of moving forward in life and the management should consider communication and participation between employers.

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