

**Factors Affecting Work Values of the Malay Society -
A Comparative Study Between Males and Females**

By:

**Azrina Abdullah Al-Hadi
(EGE 98004)**

**Submitted to the Faculty of
Economics and Administration
University of Malaya**

**In partial fulfillment of
the requirements for
the Degree of
MASTER IN APPLIED STATISTIC
2000 / 2001**

Perpustakaan Universiti Malaya



A510918359

ABSTRACT

The results of previous investigation on work values suggest that the contradictory findings in regard to gender differences may be rooted in variations in the underlying structure of the work-values domain. In present study, work values are regarded as (1) evaluative standards relating to work or the work environment by which individuals discern what is right and (2) the importance of preferences at work. The former is operationally defined as ethical work behavior and attitudes toward religious issues at work. The other definition emphasizes the preferences of workers, between intrinsic values and extrinsic values. Here, the main objectives are to examine the work values between genders and considering religious background as one of the main predictors.

Univariate, bivariate and multivariate analyses were done on a random sample of 619 Malay Muslim, aged between 20 and 55 years old chosen throughout Malaysia and across sectors. Analysis of covariance was performed on the average score of fourteen work values statements by keeping age, children, job tenure and income as covariates. Multiple regression analyses were done on work values, ethical work behavior, attitudes toward religious issues at work and job satisfaction. Total mean values of intrinsic and extrinsic value shows no significant different. Even though effect sizes were <0.01 , four statements on work values were significantly different. There is an indication that men are more concern with money, independence, long term career goals, whereas, women were more people oriented, environment oriented and preoccupied with short term career goals.

Specific-gender regression models on intrinsic and extrinsic values revealed religious background (formal /informal religious school, understanding in ibadah/amalan and political/societal involvement) as a significant variable with work values. Regardless of gender, strong religious background tends to incline towards intrinsic values. Other dependent variables showed significant relationships with religious background and intrinsic values. Discriminant analysis revealed intrinsic values as the best variable to classify satisfied and dissatisfied employees in jobs.

Researcher recommends future study to consider various ethnic and religious backgrounds to ascertain the relationship of religious variables and societal norms toward work values.

ACKNOWLEDGEMENTS

I am greatly indebted to my supervisor, Dr. Halimah Awang for her helpful advice, comments and patience in completing my research paper. I show my great gratitude to all my colleagues from the Faculty of Economics, UKM and lecturers from the Faculty of Economics and Administration, UM.

I gratefully acknowledge and indebted to the sincere co-operation of Tuan Haji Iran Herman from UKM for providing data in this research.

My sincerest thanks go to those in charge of libraries, for without their co-operation empirical substantiation for this work would have been impossible. The libraries include those of National University of Malaysia (UKM), University of Malaya (UM) and National Library.

I have no words to express my repentance to beloved ones; Abah, Mak, Jemi, Iwan, Azri, Hairul, and Tim. Only God can forgive me for breaking promises after promises to them without whose sympathy and understanding everything including this work would have remained only half done. May Allah be pleased with them.

LIST OF CONTENTS

| | PAGE NUMBER |
|--|-------------|
| ABSTRACT | i |
| ACKNOWLEDGEMENTS | iii |
| LIST OF CONTENTS | iv |
| LIST OF TABLES | vi |
| CHAPTERS | |
| CHAPTER I : INTRODUCTION | 1 |
| An Overview On Work Culture | 2 |
| Research Objectives | 5 |
| Significance Of the Research | 7 |
| Operational Definition | 7 |
| Organization of Research | 9 |
| CHAPTER II: LITERATURE REVIEW | 11 |
| Elements Of Work Culture | 11 |
| Gender Differences in Work Culture | 13 |
| Work Culture And Islamic Values | 20 |
| Theoretical Framework | 24 |
| Problem Statement | 27 |
| Hypotheses | 29 |

| | | |
|-----------------------------|---|---------------|
| CHAPTER III: | RESEARCH METHODOLOGY | 31 |
| | Research Design | 31 |
| | Population And Sample..... | 32 |
| | Data Collection Method | 33 |
| | Variables And Measures | 34 |
| | Sample Characteristics | 39 |
| | Data Analysis Methods | 42 |
| CHAPTER IV: | RESULTS AND DISCUSSION | 44 |
| | Hypothesis Testing | 44 |
| CHAPTER V : | CONCLUSION | 58 |
| | Summary of Major Findings | 58 |
| | Limitations, Suggestions And | |
| | Recommendations | 60 |
| REFERENCES | | 64 |
| APPENDIX | | 72 |
| | Tables | 72 |
| | Questionnaires | 99 |

| | | |
|-----|--|----|
| 12. | Regression Coefficients For Intrinsic and Extrinsic Values Model..... | 88 |
| 13. | Regression Coefficients For Gender Specific Intrinsic and Extrinsic Values Model | 89 |
| 14. | Regression Coefficients For Ethical Work Behavior And Attitudes Toward Religious Issues At Work Model | 91 |
| 15. | Means And Standard Deviation For Satisfied and Dissatisfied Respondents in Job | 92 |
| 16. | Canonical Discriminant Function For Job Satisfaction | 93 |
| 17. | Standardized Canonical Discriminant Function Coefficients For Job Satisfaction | 94 |
| 18. | Structure Matrix In Discriminant Analysis On Job Satisfaction | 95 |
| 19. | Classification of Individuals as Satisfied or Dissatisfied in Job On the Basis of Intrinsic Values | 96 |
| 20. | Results of the Independent Samples Test of Quantitative Variables Between Those Who Stay in Urban Area and Rural Area | 97 |
| 21. | Results of the Independent Samples Test of Quantitative Variables Between Non-Officers and Officers | 98 |