

TABLE 1 : Statements, Coding and Scores of Intrinsic Values, Extrinsic Values, Ethical Work Behavior, Attitudes Toward Religious Issues At Work and Job Satisfaction

Q's	Statements On Intrinsic Values	Scores		
		Agree	Not Sure	Disagree
B17	N1	3	2	1
B34	N2	3	2	1
B36	N3	1	2	3
B40	N4	3	2	1
B42	N5	3	2	1
B46	N6	3	2	1
<i>Seorang yang rajin bekerja sentiasa berpuas hati.</i> <i>Tiada sesuatu yang lebih memuaskan dari menjalankan kerja dengan sebaik mungkin.</i> <i>Seseorang harus menumpukan perhatian kepada kerjaya dan tidak mepedulikan aktiviti-aktiviti lain di tempat kerjanya.</i> <i>Perkara yang paling penting dalam pekerjaan ialah keikhlasan bekerja.</i> <i>Saya suka membuat kerja secara bekerjasama.</i> <i>Saya akan bersedia membantu orang lain dengan tangan terbuka, sekiranya mereka meminta pertolongan, walaupun saya sedang sibuk.</i>				
Q's	Statements On Extrinsic Values	Scores		
		Agree	Not Sure	Disagree
B25	K1	3	2	1
B26	K2	3	2	1
B30	K3	3	2	1
B31	K4	1	2	3
B33	K5	1	2	3
B37	K6	3	2	1
B39	K7			
B49	K8	3	2	1
<i>Walaupun seseorang itu mempunyai pekerjaan yang baik, dia seharusnya mencari kerja yang lebih baik.</i> <i>Seseorang patut membuat kerja sampingan untuk menambah pendapatan.</i> <i>Pendapatan ti dak seharusnya merupakan factor dalam pemilihan kerjaya.</i> <i>Seseorang itu harus bercita-cita tinggi dan bekerja kuat dengan harapan dinaikkan pangkat.</i> <i>Apabila mendapat kerja yang diminati, seseorang tidak cuba mencari pekerjaan yang lebih baik</i> <i>Saya akan menolak pekerjaan yang tidak jelas hukumnya, walaupun tinggi pendapatannya.</i> <i>Pekerjaan yang bergaji tetap lebih baik daripada berniaga atau bekerja sendiri.</i> <i>Saya mesti mendapat ganjaran kewangan semata-mata apabila saya bekerja.</i>				

Table 1 (continued)

Q's	Statements on Ethical Work Behavior	Scores		
		Agree	Not Sure	Disagree
1.	Seseorang boleh melengahkan solat kerana sibuk dengan pekerjaan.	1	2	3
2.	Saya mengutamakan rehat daripada menuntut ilmu jika ada waktu lapang.	1	2	3
3.	Rezeki secukup tidak akan jadi segantang.	3	2	1
4.	Dalam pekerjaan saya lebih bergantung kepada nasib.	1	2	3
5.	Saya redha dengan hasil kerja saya setelah berusaha bersungguh-sungguh.	3	2	1
6.	Jika keadaan memerlukan, saya bersedia membawa balik kerja ke rumah.	3	2	1
7.	Saya bersedia mempelajari sesuatu yang baru.	3	2	1
8.	Pekerja yang baik akan berusaha memperbaiki pekerjaannya.	3	2	1
9.	Dalam pekerjaan, seseorang harus mencari peluang untuk mempertingkatkan diri.	3	2	1
10.	Seseorang yang tidak melakukan kerja dengan baik patut merasa malu.	3	2	1
11.	Pekerja yang baik bersedia membantu pekerja yang lain.	3	2	1
12.	Pekerja yang 'curi tulang' diterima oleh rakan sekerja.	1	2	3
13.	Jika timbul masalah dalam sesuatu kerja, seseorang pekerja yang baik akan mendiadakan diri.	1	2	3
14.	Masa akan berlalu dengan lebih cepat bagi seseorang yang rajin bekerja berbanding dengan seseorang yang kurang rajin bekerja.	3	2	1
15.	Pada pandangan saya hanya membasirkan masa orang yang menjalankan kerja terlalu cermat.	1	2	3
16.	Adalah tidak mengapa jika saya bekerja sambil lewa sahaja.	1	2	3
17.	Saya merasa malu bertanya perkara yang saya tidak tahu.	1	2	3
18.	Saya akan berpuas hati dengan pekerjaan saya selagi ia tidak bercanggah dengan ajaran agama.	3	2	1
19.	Seseorang boleh melengah-lengahkan kerja jika dia ada peluang berbuat demikian.	1	2	3

Table 1 (continued)

Q's	Statements On Attitudes Toward Religious Issues At Work	Scores		
		Agree	Not Sure	Disagree
1.	Pengetahuan agama penting dalam pekerjaan	3	2	1
2.	Agama dan pekerjaan berkaitan	3	2	1
3.	Perkara yang bertentangan dengan agama tidak dapat dilakukan dalam pekerjaan.	1	2	3
4.	Harta yang didapati sebagai ujian di dunia.	3	2	1
5.	Harta yang diperolehi patut disyukuri.	3	2	1
6.	Ajaran agama yang saya fahami tidak dapat diamalkan sepenuhnya dalam pekerjaan saya.	1	2	3
7.	Kejayaan seseorang hanya bergantung kepada usaha semata-mata	1	2	3
8.	Penghayatan agama boleh memajukan pekerjaan seseorang.	3	2	1
9.	Orang yang bekerja mendapat ganjaran di dunia sahaja.	1	2	3
10.	Agama tidak berkaitan dengan pekerjaan umatnya.	1	2	3
11.	Tuhan tidak mengubah nasib seseorang sehingga mereka mengubah nasib mereka sendiri.	3	2	1
12.	Agama menjadi pendorong dalam pekerjaan.	3	2	1
13.	Agama dianggap sebagai penghalang dalam kerja seseorang.	1	2	3
14.	Seseorang yang bekerja kuat telah menjalankan kewajipan agamanya.	3	2	1
15.	Kejayaan saya ini adalah hasil usaha saya sendiri dan dengan keizinan Allah.	3	2	1
16.	Bekerja mencari rezeki yang halal adalah sebahagian daripada amal salih.	3	2	1

Q's	Statements On Job Satisfaction	Scores		
		Agree	Not Sure	Disagree
1.	Dengan mengambil kira semua perkara dan pekerjaan, saya berpuas hati	3	2	1

TABLE 2 : Variable Coding And Measurement

	Variable	Label	Measurement	Coding
1	Gender of respondents	GENDER	Dummy Variable	0=female 1=male
2	Age of respondents	AGE	Number of years	-
3	Number of children	CHILDREN	Person	-
4	Marital status	MARITAL	Dummy Variable	0=not married 1=married/had married before
5	Level of education	EDUC	Highest education received	0=none 1=primary/srp 2=spm/cert/college 3=stpm/diploma 4=degree 5=masters/phd
6	Place of Stay	STAY	Dummy Variable	0=rural 1=urban
7	Job rank	RANK	Dummy Variable	0=non officer 1=officer
8	No. of years in recent job	TENURE	Number of years	-
9	Part time job	P_TIME	Dummy Variable	0=no 1=yes
10	Income received per month	INCOME	RM	-
11	Income group	INCOMEG	Income level	-
12	Own Savings	SAVING	Dummy Variable	0=no 1=yes
13	Own Land	LAND	Dummy Variable	0=no 1=yes
14	Own Shares	SHARE	Dummy Variable	0=no 1=yes
15	Formal Religious Education	REL_EDU	Highest formal religious education received	1=none 2='sek pondok' 3=primary 4=secondary 5=Islamic University
16	Informal Religious Educ	IREL_EDU	Scores	-
17	Understanding in Ibadah	IBADAH	Scores	-
18	Understanding in Amalan	AMALAN	Scores	-
19	Political/Societal Involvement	POL_SOC	Level of involvement	0=not involved at all 2=low 3=moderate 4=high
20	Attending Islamic Courses	ISCOURSE	Level of attendance	0=none 1=seldom 3=often
21	Intrinsic Values	INT	Scores	-
22	Extrinsic Values	EXT	Scores	-
23	Ethical Work Behavior / Positive Work Values	ETHIC	Scores	-
24	Attitude Towards Religious Issues at Work	ISSUES	Scores	-
25	Overall job satisfaction	SATISFY	Dummy Variable	1=no 2=yes

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8	No. of years in recent job	TENURE	Number of years	-
9	Part time job	P_TIME	Dummy Variable	0=no 1=yes
10	Income received per month	INCOME	RM	-
11	Income group	INCOMEG	Income level	1=less RM 1000 2=RM 1000 – 1999 3=RM 2000 – 3999 4=More RM 4000
12	Own Savings	SAVING	Dummy Variable	0=no 1=yes
13	Own Land	LAND	Dummy Variable	0=no 1=yes
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Table 3
Demographic Characteristics of Respondents

Demographic Characteristics	Male 62.5% (N=387)	Female 37.5% (N=232)	Total (N=619)
<u>Personal Details</u>			
Age	M = 36.26 yrs	M = 33.11 yrs	M = 35.15 yrs
Marital Status			
Single	17.6% (68)	29.3% (67)	21.9% (135)
Married	80.4% (311)	68.6% (157)	76.0% (468)
Divorced	1.8% (7)	1.7% (4)	1.8% (11)
Separated	0.3% (1)	0.4% (1)	0.3% (2)
Missing cases			0.5% (3)
No. of Children	M = 2.78	M = 2.02	M = 2.50
Area Zone			
North	69.0% (267)	61.3% (141)	66.1% (408)
South	0.3% (1)	-	0.2% (1)
East	17.6% (68)	21.3% (49)	19.0% (117)
Middle	12.1% (47)	14.8% (34)	13.1% (81)
Sabah/Sarawak	1.0% (4)	2.6% (6)	1.6% (10)
Missing cases			0.3% (2)
Place of Stay			
Urban	61.9% (237)	60.4% (137)	61.3% (374)
Rural	38.1% (146)	39.6% (90)	38.7% (236)
Missing cases			1.5% (9)
Education			
None	3.4% (13)	0.9% (2)	2.5% (15)
Primary/SRP	14.2% (54)	11.6% (26)	13.2% (80)
SPM/Cert/College	48.0% (183)	50.7% (114)	49.0% (297)
STPM/Diploma	19.4% (74)	18.7% (42)	19.1% (116)
Degree	13.1% (50)	17.3% (39)	14.7% (89)
Masters/PHD	1.8% (7)	0.9% (2)	1.5% (9)
Missing cases			2.1% (13)

Table 3 (continued)			
Demographic Characteristics	Male 62.5% (N=387)	Female 37.5% (N=232)	Total (N=619)
<u>Employment Details</u>			
Job Sector			
Agricultural	6.1% (23)	3.2% (7)	5.0% (30)
Industrial	9.5% (36)	4.6% (10)	7.7% (46)
Producer Services	3.7% (14)	5.5% (12)	4.4% (26)
Distributive Services	12.7% (48)	11.0% (24)	12.1% (72)
Personal Services	28.8% (109)	27.5% (60)	28.3% (169)
Social Services	39.3% (149)	48.2% (105)	42.5% (254)
<i>Missing cases</i>			3.6% (22)
Job Rank			
Officer	36.2% (140)	32.2% (74)	34.7% (214)
Non-Officer	63.8% (247)	67.8% (156)	65.3% (403)
<i>Missing cases</i>			0.3% (2)
Job Tenure	M = 9.83 yrs	M = 7.81 yrs	M = 9.08 yrs
<i>Missing cases</i>			7.8% (48)
Part Time Job			
Yes	83.7% (324)	91.3% (210)	86.5% (534)
No	16.3% (63)	8.7% (20)	13.5% (83)
<i>Missing cases</i>			0.3% (2)
<u>Financial Status</u>			
Income	M = 1418.34	M = 1178.22	M = 1328.09
Savings			
No	41.3% (160)	42.6% (98)	41.8% (258)
Yes	58.7% (227)	57.4% (132)	58.2% (359)
<i>Missing cases</i>			0.3% (2)
Land			
No	83.7% (324)	81.7% (188)	83.0% (512)
Yes	16.3% (63)	18.3% (42)	17.0% (105)
<i>Missing cases</i>			0.3% (2)

Table 3
(continued)

Demographic Characteristics	Male 62.5% (N=387)	Female 37.5% (N=232)	Total (N=619)
<u>Religious Background</u>			
Highest Formal Religious Education			
None	63.8% (247)	69.1% (159)	65.8% (406)
'Sek. Pondok'	3.4% (13)	2.2% (5)	2.9% (18)
Primary	21.2% (82)	17.0% (39)	19.6% (121)
Secondary	9.3% (36)	9.6% (22)	9.4% (58)
Islamic University	2.3% (9)	2.2% (5)	2.3% (14)
Missing cases			0.3% (2)
Informal Religious Education			
	M = 5.68	M = 5.74	M = 5.70
Missing cases			0%
Level of Islamic Understanding			
Below average	41.5% (129)	42.6% (78)	41.9% (207)
Above average	58.5% (182)	57.4% (105)	58.1% (287)
Missing cases			20.2% (125)
Attending Islamic Course			
None	38.5% (149)	35.2% (81)	37.3% (230)
Seldom	58.4% (226)	58.7% (135)	58.5% (361)
Often	3.1% (12)	6.1% (14)	4.2% (26)
Missing cases			0.3% (2)
Political/Societal Involvement			
Not involved at all	50.9% (197)	69.1% (159)	57.7% (356)
Low	29.5% (114)	19.6% (45)	25.8% (159)
Moderate	15.0% (58)	9.1% (21)	12.8% (79)
High	4.7% (18)	2.2% (5)	3.7% (23)
Missing cases			0.3% (2)

TABLE 4
Means And Standard Deviations of Independent and Dependent Variables in
Total, Male and Female Sample

Variable	Total			Male			Female		
	Mean	Std. Dev	N	Mean	Std. Dev	N	Mean	Std. Deviation	N
AGE	35.1468	8.8381	586	36.2608	8.8795	372	33.1132	8.3981	212
CHILDREN	2.5040	2.1881	619	2.7752	2.2136	387	2.0217	2.0548	230
TENURE	9.0841	6.9957	571	9.8254	6.9043	355	7.8131	6.9878	214
INCOME	1328.0905	1190.7531	619	1418.3385	1190.4630	387	1178.2217	1182.9866	230
IREL_EDU	5.7011	2.2846	619	5.6796	2.2810	387	5.7391	2.3047	230
IBADAH	10.6655	1.6225	553	10.6174	1.6526	345	10.7670	1.5630	206
AMALAN	13.8243	1.5137	535	13.8597	1.5069	335	13.7525	1.5295	198
INT	16.9424	1.1771	608	16.9215	1.1813	382	16.9822	1.1725	225
EXT	15.1448	2.3915	594	15.1088	2.3216	377	15.1898	2.5051	216
ETHIC	52.4174	2.9584	575	52.3047	3.0770	361	52.6009	2.7481	213
ISSUES	44.7675	2.5212	542	44.8435	2.5877	345	44.6173	2.3948	196

TABLE 5
Results of the Chi-Square Test On Categorical Variables Between Genders

Variable	Value	df	Asymp. Sig (2-sided)
Age Group	12.323	3	0.006 ***
Marital	11.748	3	0.008***
Children Group	18.783	3	0.000***
Zone	5.917	4	0.205
Stay	0.140	1	0.708
Educ	7.179	5	0.208
Sector	10.561	5	0.061*
Rank	1.020	1	0.313
P_time	7.126	1	0.008***
Income Group	15.744	3	0.001***
Saving	0.095	1	0.758
Land	0.401	1	0.526
Share	1.142	1	0.285
Pol_Soc	20.023	3	0.000***
Iscourse	3.472	2	0.176
Islamic Understanding (above/below average)	0.062	1	0.803
Satisfy	0.006	1	0.938

* p-value<0.10 ** p-value<0.05 ***p-value<0.01

Table 6
Pearson Correlations Matrix

	GENDER AGE CHILDREN MARITAL EDUC STAY RANK TENURE P_TIME INCOME REL_EDU IBADAH AMALAN POL_SOC COURSE INT_EXT ETHIC ISSUES SATI																				
GENDER	Pearson Correlation Sig. (2-tailed) N	1.000 .172 .000 617	.167 .000 .584 1.000	.135 .001 .617 .544	.041 .313 .610 .020	.139 .008 .617 .646	.087 .015 .617 .165	.039 .336 .617 .041	-.013 .755 .617 -.084	-.045 .295 .551 -.017	.034 .430 .533 .001	-.048 .247 .574 -.036	.043 .316 .541 .036	.021 .599 .608 .054							
AGE	Pearson Correlation Sig. (2-tailed) N	.000 .172 .584 1.000	.000 .750 .584 1.000	.000 .544 .617 .584	.000 .020 .610 .584	.000 .646 .569 .542	.000 .165 .617 .584	.000 .041 .617 .584	.000 -.084 .617 .584	.000 -.017 .531 -.017	.000 .001 .533 .001	.000 -.036 .541 .036	.000 .036 .541 .036	.000 .036 .541 .036							
CHILDREN	Pearson Correlation Sig. (2-tailed) N	.000 .167 .584 1.000	.000 .750 .584 1.000	.000 .544 .617 .584	.000 .020 .610 .584	.000 .646 .569 .542	.000 .165 .617 .584	.000 .041 .617 .584	.000 -.084 .617 .584	.000 -.017 .531 -.017	.000 .001 .533 .001	.000 -.036 .541 .036	.000 .036 .541 .036	.000 .036 .541 .036							
MARITAL	Pearson Correlation Sig. (2-tailed) N	.000 .135 .584 1.000	.000 .544 .617 .584	.000 .020 .610 .584	.000 .020 .610 .584	.000 .646 .569 .542	.000 .165 .617 .584	.000 .041 .617 .584	.000 -.084 .617 .584	.000 -.017 .531 -.017	.000 .001 .533 .001	.000 -.036 .541 .036	.000 .036 .541 .036	.000 .036 .541 .036							
EDUC	Pearson Correlation Sig. (2-tailed) N	.000 .167 .584 1.000	.000 .750 .584 1.000	.000 .544 .617 .584	.000 .020 .610 .584	.000 .646 .569 .542	.000 .165 .617 .584	.000 .041 .617 .584	.000 -.084 .617 .584	.000 -.017 .531 -.017	.000 .001 .533 .001	.000 -.036 .541 .036	.000 .036 .541 .036	.000 .036 .541 .036							
STAY	Pearson Correlation Sig. (2-tailed) N	.000 .129 .584 1.000	.000 .750 .584 1.000	.000 .544 .617 .584	.000 .020 .610 .584	.000 .646 .569 .542	.000 .165 .617 .584	.000 .041 .617 .584	.000 -.084 .617 .584	.000 -.017 .531 -.017	.000 .001 .533 .001	.000 -.036 .541 .036	.000 .036 .541 .036	.000 .036 .541 .036							
RANK	Pearson Correlation Sig. (2-tailed) N	.000 .129 .584 1.000	.000 .750 .584 1.000	.000 .544 .617 .584	.000 .020 .610 .584	.000 .646 .569 .542	.000 .165 .617 .584	.000 .041 .617 .584	.000 -.084 .617 .584	.000 -.017 .531 -.017	.000 .001 .533 .001	.000 -.036 .541 .036	.000 .036 .541 .036	.000 .036 .541 .036							
TENURE	Pearson Correlation Sig. (2-tailed) N	.000 .129 .584 1.000	.000 .750 .584 1.000	.000 .544 .617 .584	.000 .020 .610 .584	.000 .646 .569 .542	.000 .165 .617 .584	.000 .041 .617 .584	.000 -.084 .617 .584	.000 -.017 .531 -.017	.000 .001 .533 .001	.000 -.036 .541 .036	.000 .036 .541 .036	.000 .036 .541 .036							
P_TIME	Pearson Correlation Sig. (2-tailed) N	.000 .129 .584 1.000	.000 .750 .584 1.000	.000 .544 .617 .584	.000 .020 .610 .584	.000 .646 .569 .542	.000 .165 .617 .584	.000 .041 .617 .584	.000 -.084 .617 .584	.000 -.017 .531 -.017	.000 .001 .533 .001	.000 -.036 .541 .036	.000 .036 .541 .036	.000 .036 .541 .036							
INCOME	Pearson Correlation Sig. (2-tailed) N	.000 .129 .584 1.000	.000 .750 .584 1.000	.000 .544 .617 .584	.000 .020 .610 .584	.000 .646 .569 .542	.000 .165 .617 .584	.000 .041 .617 .584	.000 -.084 .617 .584	.000 -.017 .531 -.017	.000 .001 .533 .001	.000 -.036 .541 .036	.000 .036 .541 .036	.000 .036 .541 .036							

Table 6 (continued)

		GENDER	AGE	CHILDREN	MARITAL	EDUC	STAY	RANK	TENURE	P	TIME	INCOME	REL_EDU	REL_IBADAH	AMALAN	POL_SOC	ISCOURSE	INT	EXT	ETHIC	ISSUES	SATI
REL_EDU	Pearson	.039	.041	.061	.028	.114	-.014	.109	-.015	.046	.021	1.000	.085	-.013	.117	.113	.131	.064	-.075	.098	.112	.033
	Correlation																					
	Sig. (2-tailed)	.336	.317	.127	.494	.005	.737	.007	.722	.258	.610		.035	.758	.007	.005	.001	.116	.067	.018	.009	.412
	N	617	586	619	619	608	612	619	571	619	619	619	619	553	535	619	619	608	594	575	542	611
IREL_EDU	Pearson	-.013	-.084	-.115	-.049	.196	.048	.132	-.080	.069	.103	.085	1.000	.145	.115	.131	.381	.000	-.113	.066	.085	.019
	Correlation																					
	Sig. (2-tailed)	.755	.043	.004	.227	.000	.235	.001	.055	.088	.011	.035		.001	.008	.001	.000	.991	.006	.112	.049	.833
	N	617	586	619	619	608	612	619	571	619	619	619	619	553	535	619	619	608	594	575	542	611
IBADAH	Pearson	-.045	-.017	-.070	-.019	.240	.149	.146	-.002	-.102	.179	-.013	.145	1.000	.144	.062	.090	.014	-.063	.005	.012	-
	Correlation																					
	Sig. (2-tailed)	.295	.698	.102	.653	.000	.000	.001	.970	.016	.000	.758	.001		.001	.143	.035	.740	.150	.914	.798	.106
	N	551	525	553	553	544	547	553	509	553	553	553	553	553	496	553	553	546	531	515	484	546
AMALAN	Pearson	.034	.001	-.033	.037	.130	.077	.047	-.043	.049	.069	.117	.115	.144	1.000	.080	-.001	.028	-.138	.068	.117	-
	Correlation																					
	Sig. (2-tailed)	.430	.986	.449	.390	.003	.078	.279	.339	.280	.109	.007	.008	.001		.165	.981	.553	.002	.131	.011	.851
	N	533	508	535	535	528	528	535	489	535	535	535	535	496	535	535	535	528	515	500	471	529
POL_SOC	Pearson	.166	.214	.207	.132	.065	.053	.001	.176	.205	.119	.113	.131	.062	.060	1.000	.063	.073	-.093	.062	.155	.018
	Correlation																					
	Sig. (2-tailed)	.000	.000	.000	.001	.112	.187	.984	.000	.000	.003	.005	.001	.143	.165		.118	.072	.023	.137	.000	.865
	N	617	586	619	619	608	612	619	571	619	619	619	619	553	535	619	619	608	594	575	542	611
ISCOURSE	Pearson	-.055	-.108	-.139	-.055	.120	.055	.067	-.145	.052	.030	.131	.381	.080	-.001	.063	1.000	-.070	-.036	-.033	-.050	-
	Correlation																					
	Sig. (2-tailed)	.174	.010	.001	.175	.003	.176	.097	.001	.194	.480	.001	.000	.035	.981	.118		.085	.350	.435	.241	.256
	N	617	586	619	619	608	612	619	571	619	619	619	619	553	535	619	619	608	594	575	542	611
INT	Pearson	-.025	.000	-.018	.038	.019	.068	.018	.008	.019	.058	.064	.000	.014	.028	.073	-.070	1.000	-.089	.276	.152	.170
	Correlation																					
	Sig. (2-tailed)	.540	1.000	.862	.352	.644	.016	.854	.853	.639	.168	.116	.981	.740	.553	.072	.085		.017	.000	.000	.000
	N	607	575	608	608	597	601	608	561	608	608	608	608	546	528	608	608	608	589	569	537	602
EXT	Pearson	-.016	.037	.047	-.001	-.189	-.054	-.208	.007	-.010	-.090	-.075	-.113	-.063	-.138	-.083	-.036	-.099	1.000	-.137	-.291	.013
	Correlation																					
	Sig. (2-tailed)	.691	.361	.253	.989	.000	.195	.000	.865	.613	.028	.067	.006	.150	.002	.023	.350	.017		.001	.000	.756
	N	593	562	594	594	583	587	594	547	594	594	594	594	531	515	594	594	589	594	562	528	591
ETHIC	Pearson	-.048	.015	.006	.042	.039	.110	.111	.077	.080	.040	.088	.066	.005	.068	.062	-.033	.276	-.137	1.000	.382	.038
	Correlation																					
	Sig. (2-tailed)	.247	.724	.894	.319	.357	.008	.008	.076	.149	.343	.018	.112	.914	.131	.137	.435	.000	.001		.000	.368
	N	574	543	575	575	565	568	575	530	575	575	575	575	515	500	575	575	569	562	575	518	571
ISSUES	Pearson	.043	.036	.067	.051	.118	-.004	.147	.086	.041	.101	.112	.085	.012	.117	.155	-.050	.152	-.291	.382	1.000	.024
	Correlation																					
	Sig. (2-tailed)	.316	.416	.117	.234	.006	.926	.001	.141	.341	.019	.009	.049	.798	.011	.000	.241	.000	.000	.000		.577

Table 7
Pearson Correlations Matrix On Dependents Variables

	GENDER	AGE	CHILDREN	MARITAL	EDUCN	STAY	IRANK	TENURE	P_TIME	INCOME	REL_EDU	IREL_EDU	IBADAH	HAMALAN	POL_SOC	COURSE	INT	EXT	ETHIC	ISSUES	SAT	
INT	Pearson	-.025	.000	-.018	.038	.019	.098	.018	.008	.019	.056	.064	.000	.014	.026	.073	-.070	1.000	-.099	.276	.152	.170
	Sig. (2-tailed)	.540	1.000	.662	.352	.644	.016	.654	.853	.639	.169	.116	.991	.740	.553	.072	.085	.	.017	.000	.000	.000
EXT	Pearson	-.016	.037	.047	-.001	-.189	-.054	-.208	.007	-.010	-.090	-.075	-.113	-.063	-.138	-.093	-.038	-.099	1.000	-.137	-.291	.013
	Sig. (2-tailed)	.691	.381	.253	.989	.000	.195	.000	.865	.813	.028	.067	.006	.150	.002	.023	.350	.017	.	.001	.000	.756
ETHIC	Pearson	-.048	.015	.006	.042	.039	.110	.111	.077	.060	.040	.098	.066	.005	.068	.062	-.033	.276	-.137	1.000	.382	.038
	Sig. (2-tailed)	.247	.724	.894	.319	.357	.008	.008	.076	.149	.343	.018	.112	.914	.131	.137	.435	.000	.001	.	.000	.368
ISSUES	Pearson	.043	.036	.067	.051	.118	-.004	.147	.066	.041	.101	.112	.085	.012	.117	.155	-.050	.152	-.291	.382	1.000	.024
	Sig. (2-tailed)	.316	.416	.117	.234	.006	.926	.001	.141	.341	.019	.009	.049	.798	.011	.000	.241	.000	.000	.000	.	.577
SATISFY	Pearson	-.021	.054	.043	-.033	-.039	-.060	-.008	.009	-.018	.005	.033	.019	-.069	-.008	.018	-.046	.170	.013	.038	.024	1.000
	Sig. (2-tailed)	.599	.199	.283	.414	.346	.140	.837	.830	.648	.899	.412	.633	.106	.851	.665	.256	.000	.756	.368	.577	.

Table 8
Results of the Independent Samples Test of Quantitative Variables
Between Genders

	Levene's Test for Equality of Variances		t	df	p-value
	F	p-value			
Age	0.518	0.472	4.200	582	0.000***
Children	0.749	0.387	4.198	615	0.000***
Income	0.821	0.365	2.428	615	0.015**
Tenure	0.000	0.996	3.372	567	0.001***
Educ	0.244	0.621	1.521	604	0.129
Rel_edu	0.875	0.350	-0.963	615	0.336
Irel_edu	0.025	0.875	-0.312	615	0.755
Ibadah	0.154	0.695	1.049	549	0.295
Amalan	0.229	0.632	09.789	531	0.430
Int	0.190	0.663	-0.614	605	0.540
Ext	2.424	0.120	-0.397	591	0.539
Ethic	1.535	0.216	1.159	572	0.247
Issues	0.566	0.452	-1.003	539	0.316

* p-value<0.10 ** p-value<0.05 ***p-value<0.01

TABLE 9
Results of the Two-Way Analysis of Variance for Intrinsic And Extrinsic Values
On Selected Variables

Intrinsic Values

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	6.356	9	.706	.484	.885
Intercept	4138.277	1	4138.277	2836.804	.000
GENDER	.788	1	.788	.540	.463
GENDER * RANK	0.09.264	2	0.04632	.032	.969
GENDER * INCOME	3.483	2	1.741	1.194	.304
GENDER * CHILDREN	.408	2	.204	.140	.869
GENDER * AGE	.627	2	.313	.215	.807
Error	612.688	420	1.459		
Total	123905.000	430			
Corrected Total	619.044	429			

R Squared = .010 (Adjusted R Squared = -.011)

Extrinsic Values

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	123.878	9	13.764	2.560	.007
Intercept	2888.296	1	2888.296	537.120	.000
GENDER	.113	1	.113	.021	.885
GENDER * RANK	106.525	2	53.262	9.905	.000***
GENDER * INCOME	14.481	2	7.240	1.346	.261
GENDER * CHILDREN	3.258	2	1.629	.303	.739
GENDER * AGE	5.857	2	2.928	.545	.581
Error	2193.969	408	5.377		
Total	97270.000	418			
Corrected Total	2317.847	417			

R Squared = .053 (Adjusted R Squared = .033)

* p-value<0.10 ** p-value<0.05 ***p-value<0.01

Table 10
Analysis of Covariance Results on Intrinsic and Extrinsic Values Between Gender

		<u>Male</u>			<u>Female</u>			<u>Female</u> Marginal M	SE	F	p-value	Eta ²
		M	SD	M	SD	M	SD					
Q's	Intrinsic	16.9046	1.1777	17.0048	1.1554	16.901	0.061	17.011	0.082	1.119	0.290	0.002
B17	N1	2.6865	0.6368	2.6368	0.6640	2.8862	0.4012	2.9143	0.3807	0.747	0.388	0.001
B34	N2	2.8862	0.4012	2.9143	0.3421	2.888	0.020	2.912	0.027	0.509	0.476	0.001
B36	N3	2.6676	0.6546	2.7962	0.5082	2.663	0.032	2.804	0.042	7.027	0.008 ***	0.012
B40	N4	2.9784	0.1632	2.9714	0.2169	2.977	0.010	2.974	0.013	0.043	0.835	0.000
B42	N5	2.9241	0.3208	2.9194	0.2897	2.927	0.016	2.914	0.022	0.236	0.627	0.000
B46	N6	2.7703	0.4582	2.7656	0.5166	2.768	0.025	2.769	0.034	0.000	0.993	0.000
	Extrinsic	15.0691	2.2792	15.1960	2.5360	15.067	0.125	15.199	0.170	0.386	0.535	0.001
B25	K1	2.5606	0.6645	2.4434	0.7031	2.559	0.036	2.446	0.047	3.641	0.057 *	0.006
B26	K2	2.7655	0.4893	2.6967	0.5191	2.768	0.026	2.692	0.034	3.028	0.082 *	0.005
B30	K3	1.5876	0.7674	1.6938	0.8098	1.592	0.041	1.686	0.055	1.868	0.172	0.003
B31	K4	2.1108	0.8687	2.0429	0.8675	2.107	0.045	2.049	0.060	0.587	0.444	0.001
B33	K5	1.8835	0.8242	1.8995	0.7811	1.880	0.042	1.906	0.056	0.130	0.719	0.000
B37	K6	1.1865	0.4775	1.2190	0.4789	1.187	0.025	1.219	0.033	0.573	0.450	0.001
B39	K7	1.5368	0.6760	1.6875	0.7572	1.534	0.037	1.693	0.049	6.554	0.011 **	0.011
B49	K8	1.4469	0.7066	1.4712	0.7480	1.447	0.038	1.455	0.051	0.071	0.790	0.000

* p < 0.10 ** p < 0.05 *** p < 0.01

TABLE 11
Results of Testing Assumptions : Homogeneity of Regression Slopes For
Analysis of Covariance On Work Values Between Genders

Dependent Variable: INT

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	5.975	7	.854	.621	.739
Intercept	6293.090	1	6293.090	4578.198	.000
GENDER	.292	1	.292	.213	.645
CHILDREN	1.290	1	1.290	.939	.333
AGE	.579	1	.579	.421	.516
INCOME	2.613	1	2.613	1.901	.168
GENDER * CHILDREN	0.08062	1	0.08062	.059	.809
GENDER * AGE	.263	1	.263	.191	.662
GENDER * INCOME	1.086	1	1.086	.790	.374
Error	778.011	566	1.375		
Total	165516.000	574			
Corrected Total	783.986	573			

R Squared = .008 (Adjusted R Squared = -.005)

Dependent Variable: EXT

Source	Type III Sum of Squares	Df	Mean Square	F	Sig.
Corrected Model	38.472	7	5.496	.977	.447
Intercept	4620.342	1	4620.342	820.971	.000
GENDER	.394	1	.394	.070	.791
C_DREN	5.544	1	5.544	.985	.321
AGE	12.917	1	12.917	2.295	.130
INCOME	15.213	1	15.213	2.703	.101
GENDER * C_DREN	.215	1	.215	.038	.845
GENDER * AGE	.613	1	.613	.109	.742
GENDER * INCOME	4.186	1	4.186	.744	.389
Error	3112.227	553	5.628		
Total	131303.000	561			
Corrected Total	3150.699	560			

R Squared = .012 (Adjusted R Squared = .000)

TABLE 12
Regression Coefficients For Intrinsic and Extrinsic Values Model

	Variable	Intrinsic Values			Extrinsic Values		
		Beta	T	p-value	Beta	t	p-value
1	GENDER	-0.048	-0.949	0.343	-0.018	-0.353	0.724
2	AGE	-0.025	-0.298	0.766	0.082	0.987	0.324
3	CHILDREN	-0.051	-0.647	0.518	0.005	0.058	0.954
4	MARITAL	0.067	1.041	0.299	-0.069	-1.096	0.274
5	EDUC	-0.048	-0.781	0.435	-0.090	-1.461	0.145
6	STAY	0.106	2.054	0.041**	0.071	1.393	0.164
7	RANK	0.008	0.135	0.893	-0.152	-2.698	0.007***
8	TENURE	-0.001	-0.020	0.984	-0.033	-0.474	0.636
9	P_TIME	0.066	1.288	0.198	-0.007	-0.147	0.883
10	INCOME	0.036	0.653	0.514	0.033	0.608	0.543
11	REL_EDU	0.057	1.119	0.264	0.027	0.541	0.589
12	IREL_EDU	-0.056	-1.011	0.312	-0.057	-1.045	0.297
13	IBADAH	-0.002	-0.034	0.973	0.025	0.490	0.624
14	AMALAN	0.035	0.689	0.491	-0.110	-2.22	0.027**
15	POL_SOC	0.073	1.372	0.171	-0.110	-2.083	0.038**
16	ISCOURSE	-0.038	-0.699	0.485	0.025	0.460	0.646
ANOVA			F=0.920	0.547		F=2.162	0.006***
R Square				0.035			0.080
Adjusted R ²				-0.003			0.043
S.E of estimate				1.2059			2.3049
Durbin-Watson				1.945			1.927

* p < 0.10 ** p < 0.05 *** p < 0.01

TABLE 13
Regression Coefficients For Gender Specific Intrinsic
And Extrinsic Values Model

	Variable	Intrinsic Values			Extrinsic Values		
		Beta	T	p-value	Beta	t	p-value
1	AGE						
	Male	0.013	0.130	0.897	0.127	1.250	0.212
	Female	-0.129	-0.810	0.419	0.052	0.331	0.741
2	CHILDREN						
	Male	-0.048	-0.476	0.635	0.006	0.063	0.950
	Female	-0.154	-1.175	0.242	0.010	0.079	0.937
3	MARITAL						
	Male	0.076	0.954	0.341	-0.023	-0.289	0.773
	Female	0.133	1.122	0.264	-0.155	-1.337	0.184
4	EDUC						
	Male	-0.077	-1.026	0.306	-0.081	-1.087	0.278
	Female	0.004	0.031	0.975	-0.041	-0.349	0.728
5	STAY						
	Male	0.134	2.101	0.037**	0.142	2.238	0.026**
	Female	0.026	0.288	0.774	-0.039	-0.440	0.661
6	RANK						
	Male	0.033	0.476	0.634	-0.078	-1.145	0.253
	Female	-0.030	-0.268	0.789	-0.270	-2.372	0.019**
7	TENURE						
	Male	-0.023	-0.279	0.781	-0.086	-1.053	0.293
	Female	0.093	0.615	0.539	0.004	0.028	0.978
8	P_TIME						
	Male	0.064	1.015	0.311	-0.048	-0.763	0.446
	Female	0.051	0.550	0.584	0.072	0.781	0.436
9	INCOME						
	Male	-0.012	-0.179	0.858	-0.052	-0.766	0.444
	Female	0.109	1.166	0.246	0.144	1.538	0.127
10	REL_EDU						
	Male	-0.013	-0.207	0.836	0.004	0.064	0.949
	Female	0.204	2.302	0.023**	0.078	0.878	0.382
11	IREL_EDU						
	Male	-0.084	-1.252	0.212	-0.075	-1.124	0.262
	Female	0.000	-0.002	0.998	-0.014	-0.141	0.888
12	IBADAH						
	Male	-0.046	-0.725	0.469	0.034	0.540	0.589
	Female	0.086	0.893	0.374	-0.046	-0.483	0.630
13	AMALAN						
	Male	0.066	1.070	0.285	-0.112	-1.820	0.070*
	Female	-0.076	-0.824	0.411	-0.079	-0.867	0.388
14	POL_SOC						
	Male	0.087	1.324	0.187	-0.135	-2.055	0.041**
	Female	0.043	0.466	0.642	-0.010	-0.110	0.913
15	ISCOURSE						
	Male	-0.112	-1.669	0.096*	0.079	1.200	0.231
	Female	0.072	0.725	0.470	-0.070	-0.711	-0.479

Table 13 (continued)

ANOVA	Intrinsic Values		Extrinsic Values	
		p-value		p-value
Male	F=1.176	0.291	F=1.856	0.028**
Female	F=1.009	0.450	F=1.463	0.129
R Square				
Male		0.064		0.098
Female		0.102		0.148
Adjusted R Square				
Male		0.009		0.045
Female		0.001		0.047
S.E. of estimate				
Male		1.1906		2.220
Female		1.2210		2.4515
Durbin-Watson				
Male		1.929		1.846
Female		2.181		1.906

* p < 0.10 ** p < 0.05 *** p < 0.01

TABLE 14
Regression Coefficients For Ethical Work Behavior And Attitudes Toward
Religious Issues At Work Model

	Variable	Ethic			Religious Issues		
		Beta	t	p-value	Beta	t	p-value
1	GENDER	-0.50	-0.986	0.325	0.045	0.858	0.391
2	AGE	-0.077	-0.889	0.374	-0.072	-0.835	0.404
3	CHILDREN	-0.010	-0.121	0.904	0.102	1.233	0.218
4	MARITAL	-0.047	-0.723	0.470	-0.007	-0.102	0.919
5	EDUC	-0.057	-0.899	0.369	0.074	1.135	0.257
6	STAY	0.124	2.352	0.019	-0.041	-0.768	0.443
7	RANK	0.127	2.208	0.028**	0.068	1.153	0.250
8	TENURE	0.183	2.448	0.015**	0.044	0.604	0.547
9	P_TIME	0.055	1.043	0.297	-0.013	-0.240	0.810
10	INCOME	-0.007	-0.125	0.901	0.029	0.519	0.604
11	REL_EDU	0.060	1.166	0.244	0.047	0.906	0.366
12	IREL_EDU	0.066	1.185	0.237	1.452	0.147	0.784
13	IBADAH	-0.047	-0.893	0.373	-0.002	-0.043	0.966
14	AMALAN	0.046	0.902	0.367	0.071	1.376	0.170
15	POL_SOC	0.038	0.704	0.482	0.137	2.452	0.015**
16	ISCOURSE	-0.042	-0.769	0.442	-0.051	-0.908	0.364
ANOVA			F=1.641	0.056 *		F=1.999	0.013**
R Square				0.064			0.081
Adjusted R ²				0.025			0.040
S.E of estimate				2.7482			2.4111
Durbin-Watson				1.778			1.627

* p < 0.10 ** p < 0.05 *** p < 0.01

TABLE 15
Means and Standard Deviation
For Satisfied and Dissatisfied Respondents in Job

Variable	Group I Satisfied (N=271)		Group II Dissatisfied (N=98)		Tests of Equality of Group Means	
	Mean	S.D.	Mean	S.D.	F	p-value
GENDER	0.6500	0.4779	0.7097	0.4564	1.093	0.296
AGE	34.1115	7.8700	34.3548	7.6423	0.066	0.797
CHILDREN	2.4192	1.9877	2.2796	1.9691	0.340	0.560
MARITAL	0.7962	0.4036	0.7957	0.4054	0.000	0.993
EDUC	3.8654	1.8055	4.0108	1.6648	0.462	0.497
STAY	0.6115	0.4883	0.6559	0.4776	0.572	0.450
RANK	0.3769	0.4856	0.3763	0.4871	0.000	0.992
TENURE	9.8038	6.9724	8.9785	6.6757	0.981	0.323
P_TIME	0.1385	0.3460	0.0860	0.2819	1.725	0.190
INCOME	1441.5462	1354.8714	1417.0645	1142.7421	0.024	0.876
REL_EDU	0.7769	1.1872	0.5914	1.0240	1.793	0.181
IREL_EDU	6.0077	2.2678	5.6667	2.1786	1.581	0.209
IBADAH	10.6154	1.6102	10.9247	1.5410	2.585	0.109
AMALAN	13.8423	1.5553	13.9677	1.3388	0.478	0.490
POL_SOC	0.6538	0.8402	0.5591	0.8003	0.892	0.346
ISCOURSE	0.6731	0.5389	0.6774	0.5142	0.005	0.946
INT	17.1000	1.1174	16.5269	1.3236	16.297	0.000
EXT	15.0654	2.4193	14.9247	2.3967	0.233	0.630
ETHIC	52.4538	2.8054	52.0000	2.8361	1.782	0.183
ISSUES	44.8462	2.4729	44.7849	2.5531	0.041	0.839

* 250 (40.4%) missing cases.

TABLE 16
Canonical Discriminant Function For Discriminant Analysis On Job
Satisfaction

Function	Eigenvalue	% of variance	Cumulative %	Canonical correlation	Wilks' lambda	Chi- square	df	Sig.
1	0.074	100.0	100.0	0.263	0.931	25.761	14	0.041

TABLE 17
Standardized Canonical Discriminant Function Coefficients
For Job Satisfaction

Variable	Function 1
Gender	-0.112
Age	-0.362
Children	0.302
Marital	-0.126
Rank	-0.030
Tenure	0.408
P_time	0.144
Income	0.108
Rel_edu	0.151
Irel_edu	0.401
Ibadah	-0.285
Amalan	-0.044
Int	0.823
Ethic	-0.051
Issues	-0.064

TABLE 18
Structure Matrix In Discriminant Analysis On Job Satisfaction

Variable	Function 1
Intrinsic	0.764
Irel_edu	0.271
P_time	0.257
Ethic	0.249
Rel_edu	0.236
Ibadah	-0.227
Tenure	0.226
Children	0.137
Issues	0.097
Gender	-0.094
Income	0.049
Amalan	-0.040
Marital	0.020
Rank	-0.016
Age	0.015

TABLE 19
Classification of Individuals as Satisfied or Dissatisfied in Job On the Basis of
Intrinsic Values

Actual	Classified As	
	Satisfied	Dissatisfied
Satisfied	175 (64.6%)	96 (35.4%)
Dissatisfied	41 (41.8%)	57 (58.2%)

62.9% of the original grouped cases correctly classified

TABLE 20
Results of the Independent Samples Test of Quantitative Variables
Between Non-Officers and Officers

	RANK	N	Mean	Std. Deviation	Test for Equality of Means Sig.
CHILDREN	non officer	405	2.4494	2.3038	0.369
	officer	214	2.6075	1.9513	
AGE	non officer	380	35.0184	9.5595	0.607
	officer	206	35.3835	7.3394	
EDUC	non officer	397	3.1108	1.5644	0.000***
	officer	211	4.8720	1.6840	
TENURE	non officer	370	9.0541	7.3180	0.885
	officer	201	9.1393	6.3773	
INCOME	non officer	405	1024.7605	982.7749	0.000***
	officer	214	1902.1495	1332.6343	
REL_EDU	non officer	405	.7012	1.0796	0.011**
	officer	214	.9720	1.3354	
IBADAH	non officer	364	10.4945	1.6622	0.000***
	officer	189	10.9947	1.4929	
AMALAN	non officer	353	13.7734	1.5410	0.279
	officer	182	13.9231	1.4583	
IREL_EDUC	non officer	405	5.4815	2.2345	0.001***
	officer	214	6.1168	2.3257	

* p-value<0.10 ** p-value<0.05 *** p-value<0.01

TABLE 21
Results of the Independent Samples Test of Quantitative Variables Between
Those Who Stay in Urban Area and Rural Area

	STAY	N	Mean	Std. Deviation	Test for Equality of Means Sig.
CHILDREN	Rural	237	2.7890	2.5038	0.021**
	Urban	375	2.3467	1.9519	
AGE	Rural	219	35.7260	9.5118	0.277
	Urban	360	34.8778	8.3853	
EDUC	Rural	231	3.1861	1.7631	0.000***
	Urban	370	4.0568	1.7683	
TENURE	Rural	210	8.6190	6.9508	0.235
	Urban	355	9.3380	6.9529	
INCOME	Rural	237	1019.5359	818.7925	0.000***
	Urban	375	1527.5600	1337.1743	
REL_EDU	Rural	237	.8143	1.2000	0.737
	Urban	375	.7813	1.1701	
IBADAH	Rural	214	10.3598	1.6690	0.001***
	Urban	333	10.8559	1.5764	
AMALAN	Rural	203	13.6897	1.5374	0.081*
	Urban	325	13.9262	1.4701	
IREL_EDU	Rural	237	5.5654	2.2038	0.235
	Urban	375	5.7920	2.3502	

* p-value<0.10 ** p-value<0.05 *** p-value<0.01

UNIVERSITI KEBANGSAAN MALAYSIA

KAJIAN BUDAYA KERJA

GIAN A : MAKLUMAT DIRI

t merupakan soalan berkaitan dengan maklumat diri anda. Sila beri jawapan sesuai dengan mengisi ruang kosong yang disediakan atau menandakan pada ruang yang sesuai.

Jantina: - ☐ Lelaki ☐ Perempuan

Umur: _____ tahun

Suku: _____

Taraf perkahwinan:

☐ Bujang

☐ Berkahwin

☐ Duda/Janda

☐ Berpisah

Bilangan anak: _____ orang

Pendidikan tertinggi: _____

Pekerjaan dan pangkat:

Tempat kerja sekarang:

Sejak bila bekerja dengan pekerjaan di atas: _____

Lain-lain pekerjaan sambilan, jika ada:

a. Sekiranya Ya, tandakan taraf tertinggi pendidikan anda

- ☐ Sekolah pondok
- ☐ Sekolah agama rakyat/madrasah
- ☐ Sekolah menengah agama
- ☐ Institusi pengajian tinggi agama

Di mana anda mendapat pendidikan agama selain daripada sekolah?

- ☐ Guru sekolah
- ☐ Ibu bapa
- ☐ Belajar sendiri
- ☐ Mendengar ceramah
- ☐ Menerusi guru al-Qur'an
- ☐ Menerusi pertubuhan Islam
- ☐ Melalui media cetak/elektronik
- ☐ Pengajian agama di masjid/surau

Apakah aspek agama Islam yang menjadi pilihan anda?

- ☐ akidah
- ☐ sejarah
- ☐ ibadat
- ☐ politik
- ☐ akhlak
- ☐ ekonomi

Pernahkah anda mengikuti kursus kefahaman Islam

- ☐ Tidak pernah
- ☐ Jarang
- ☐ Kerap

Bilangan anak yang bersekolah:

1.	Sekolah agama	orang
2.	Sekolah bukan agama	orang

	Setuju	Tidak Pasti	Tidak Setuju
Agama tidak berkaitan dengan pekerjaan umatnya	S	TP	TS
Saya redha dengan hasil kerja saya setelah berusaha bersungguh-sungguh	S	TP	TS
Seseorang yang rajin berusaha senantiasa berpuas hati	S	TP	TS
Tuhan tidak mengubah nasib seseorang sehingga mereka mengubah nasib mereka sendiri.	S	TP	TS
Agama menjadi pendorong dalam pekerjaan	S	TP	TS
Jika keadaan memerlukan, saya bersedia membawa balik kerja ke rumah	S	TP	TS
Saya bersedia mempelajari sesuatu yang baru	S	TP	TS
Seorang yang redha dengan rezekinya tidak perlu berusaha lagi	S	TP	TS
Agama dianggap sebagai penghalang dalam kerjaya seseorang.	S	TP	TS
Pekerja yang baik akan berusaha untuk memperbaiki pekerjaannya	S	TP	TS
Walaupun seseorang itu mempunyai pekerjaan yang baik, dia seharusnya mencari kerja yang lebih baik	S	TP	TS
Seseorang patut membuat kerja sampingan untuk menambah pendapatan.	S	TP	TS
Dalam pekerjaan seseorang harus mencari peluang mempertingkatkan diri.	S	TP	TS
Seseorang yang tidak melakukan kerja dengan baik patut merasa malu.	S	TP	TS
Pekerja yang baik bersedia membantu pekerja lain	S	TP	TS
Pendapatan tidak seharusnya merupakan faktor dalam pemilihan kerjaya.	S	TP	TS
Seseorang itu harus bercita-cita tinggi dan bekerja kuat dengan harapan dinaikkan pangkat.	S	TP	TS
Pekerja yang 'curi tulang' diterima oleh rakan sekerja.	S	TP	TS

		Setuju	Tidak Pasti	Tidak Setuju
33.	Apabila mendapat kerja yang diminati, seseorang tidak cuba mencari pekerjaan yang lebih baik.	S	TP	TS
34.	Tiada sesuatu yang lebih memuaskan dari menjalankan kerja dengan sebaik mungkin.	S	TP	TS
35.	Jika timbul masalah dalam sesuatu kerja, seseorang pekerja yang baik akan mendiamkan diri	S	TP	TS
36.	Seseorang harus menumpukan perhatian kepada kerjanya dan tidak mepedulikan aktiviti-aktiviti lain di tempat kerjanya.	S	TP	TS
37.	Saya akan menolak pekerjaan yang tidak jelas hukumnya walaupun tinggi pendapatannya.	S	TP	TS
38.	Seseorang harus berbangga dengan pekerjaannya	S	TP	TS
39.	Pekerjaan yang bergaji tetap lebih baik daripada berniaga atau bekerja sendiri	S	TP	TS
40.	Perkara yang paling penting dalam pekerjaan ialah keikhlasan dalam bekerja.	S	TP	TS
41.	Masa akan berlalu dengan lebih cepat bagi seseorang yang rajin bekerja berbanding dengan seseorang yang kurang rajin bekerja	S	TP	TS
42.	Saya suka membuat kerja secara bekerjasama	S	TP	TS
43.	Pada pandangan saya hanya membazirkan masa orang yang menjalankan kerja terlalu cermat.	S	TP	TS
44.	Adalah tidak mengapa jika saya bekerja sambil lewa sahaja.	S	TP	TS
45.	Seseorang yang bekerja kuat telah menjalankan kewajipan agamanya.	S	TP	TS
46.	Saya akan bersedia membantu orang lain dengan tangan terbuka, sekiranya mereka meminta pertolongan, walau pun saya sedang sibuk.	S	TP	TS
47.	Saya tidak patut melakukan sesuatu pekerjaan tanpa mempunyai ilmu tentang pekerjaan tersebut.	S	TP	TS
48.	Saya merasa malu bertanya perkara yang saya tidak tahu.	S	TP	TS

		Setuju	Tidak Pasti	Tidak Setuju
3.	Saya mesti mendapat ganjaran kewangan semata-mata apabila saya bekerja	S	TP	TS
0.	Dengan mengambil kira semua perkara dalam pekerjaan, saya berpuas hati	S	TP	TS
1.	Saya akan berpuas hati dengan pekerjaan saya selagi ia tidak bercanggah dengan ajaran agama	S	TP	TS
2.	Saya berpuas hati dengan pendapatan saya sekarang ini walaupun kurang dari yang saya harapkan	S	TP	TS
3.	Kejayaan saya ini adalah hasil usaha saya sendiri dan dengan keizinan Allah	S	TP	TS
4.	Saya bekerja kuat ialah kerana kebiasaan keluarga saya	S	TP	TS
5.	Bekerja mencari rezeki yang halal adalah sebahagian daripada amal salih.	S	TP	TS
6.	Sesorang boleh melengah-lengahkan kerja jika dia ada peluang berbuat demikian	S	TP	TS

7. Berapa kalikah anda menunaikan:

Haji: _____ kali

Umrah: _____ kali

8. Pernahkah anda berzakat? (Tandakan jika berkaitan)

☐ fitrah

☐ harta

☐ ternakan

☐ perniagaan

☐ pertanian

9. Apakah empat tujuan utama anda bekerja, nyatakan mengikut keutamaan:

1.	
2.	
3.	
4.	

BAHAGIAN C

60. Daripada aktiviti yang disenaraikan di bawah ini nyatakan sama ada ia merupakan ibadah khusus (IK), ibadah umum (IU) atau bukan ibadah (BI).

	IK	IU	BI
sembahyang lima waktu			
sembahyang Jumaat			
puasa Bulan Ramadan			
sedekah			
membayar zakat			
memakai tangkal			
tenung atau telek nasib			
membaca Al Quran			
ziarah orang sakit			
menghormati jiran			
main dam atau daun terup			
menunaikan haji			
sembahyang sunat			

61. Di bawah ini disenaraikan beberapa amalan dalam kehidupan. Sila tandakannya mengikut hukum samada wajib (W), sunat (S), makruh (M) dan haram (H).

	Wajib	Sunat	Makruh	Haram
1. sembahyang witir				
2. sedekah				
3. umrah				
4. sembahyang tarawih				
5. mencari nafkah				
6. berbuat baik sesama manusia				
7. menjaga hak jiran				
8. menjaga hak pekerja				
9. berbual kosong				
10. pinjaman melibatkan faedah				
11. menghisap rokok				
12. bekerja di kedai arak				
13. mencuri barang kepunyaan bukan Islam				
14. menepati janji				
15. menghormati orang tua				
16. menipu				